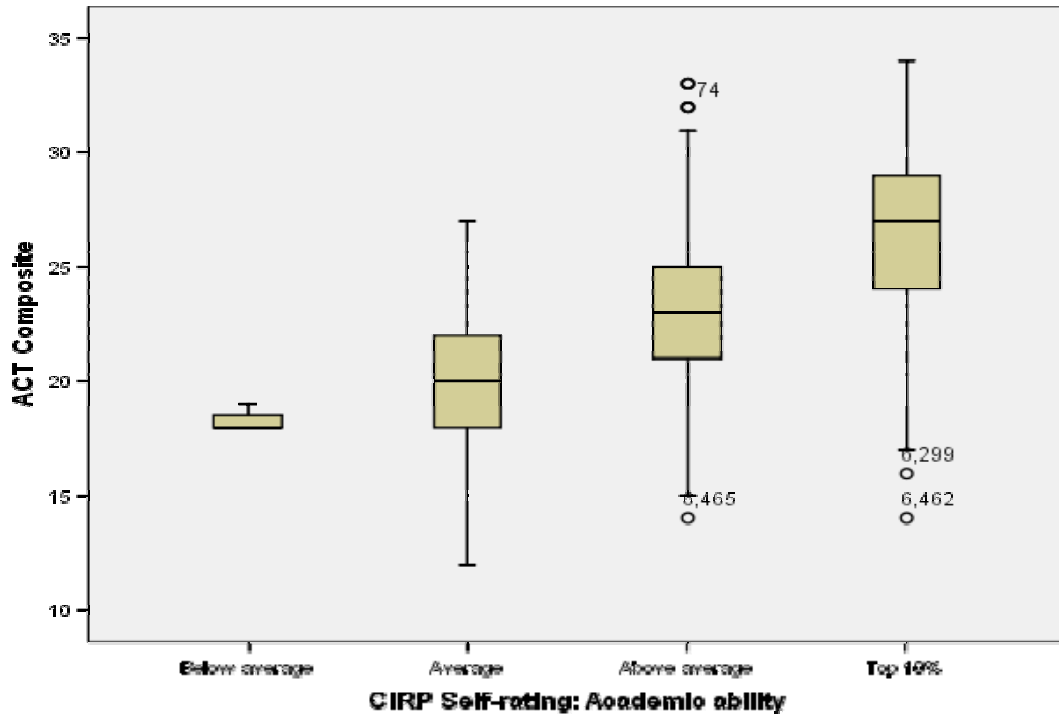


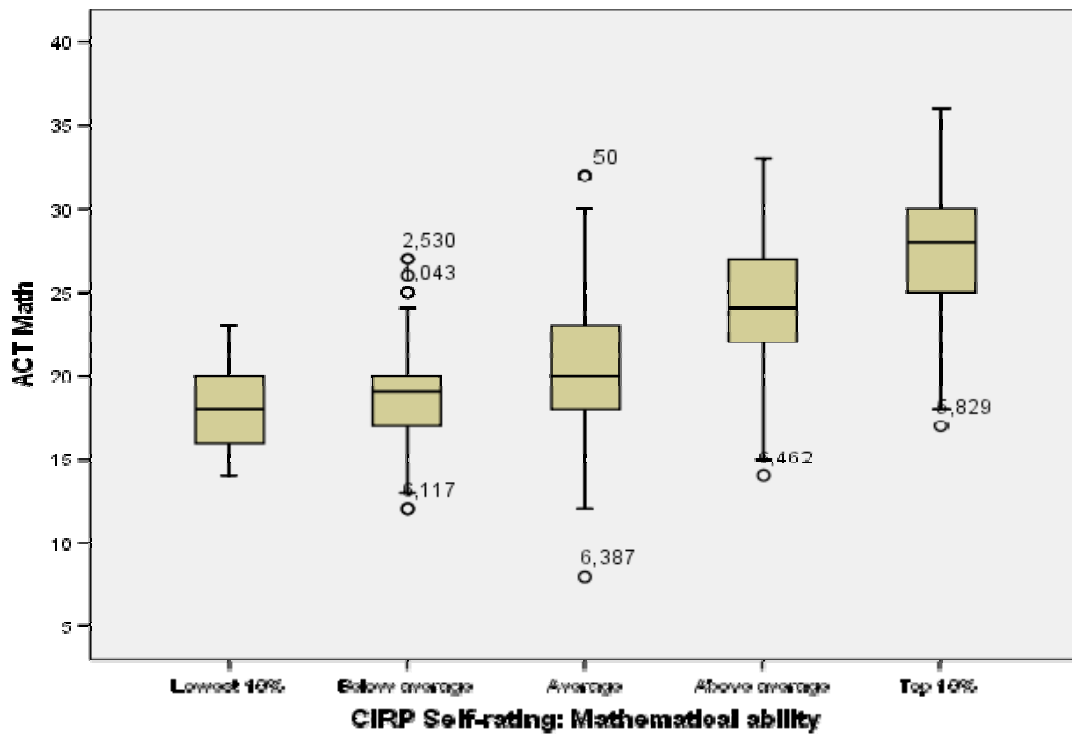
Table 1: Examples of Diversity Courses

- **General**
 - Dance in Ancient Civilization (Dan 467)
 - American Literature & Culture (Eng 304)
 - History of East Asia (Hist 243)
 - International Management/Marketing (Mgt/Mkt 480/456)
 - World Religions (Phil 210)
- **Race, Gender, Culture Focused**
 - Identity Across Borders (Anth 378, WS 378)
 - Ethnic/Race Relations (Soc 379)
 - Identity Politics in the US (Psc 353)
 - Introduction to Women's Studies (WS 101)

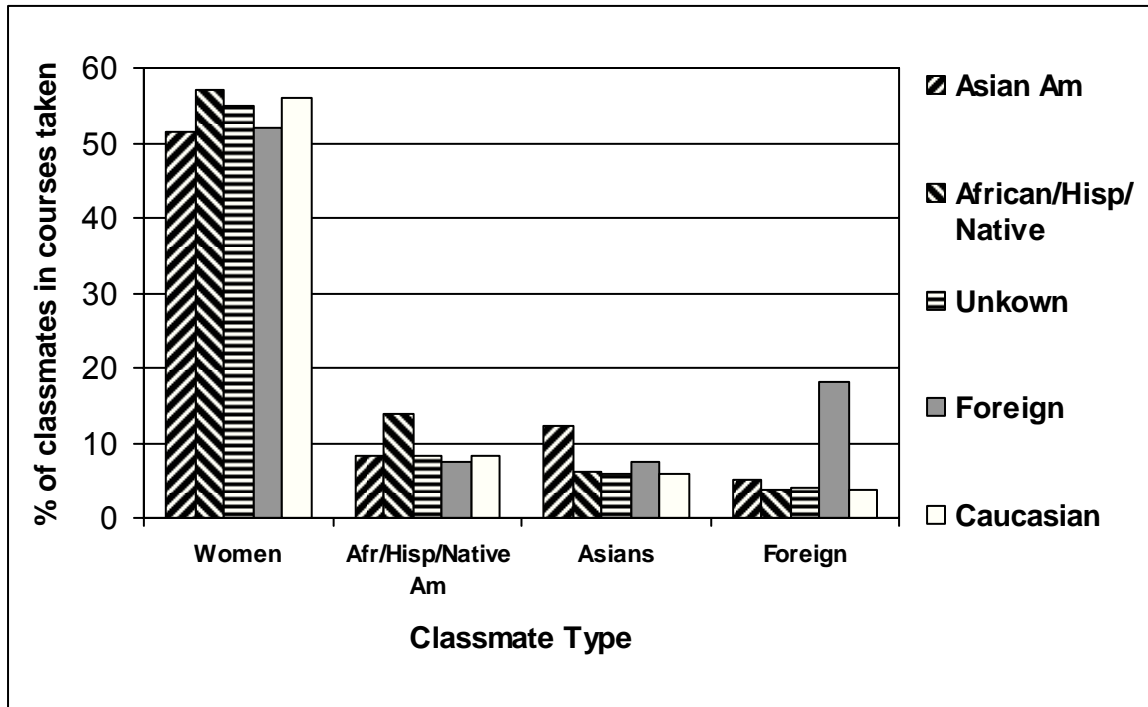
Graph 1: Self-Rating vs. Objective Rating of Overall Academic Ability



Graph 2: Self-Rating vs. Objective Rating of Mathematical Ability



Graph 3: Classroom Ethnic/Racial Composition: Bachelor Degree Recipients, 1995-2005



Graph 4: Exposure to Instructional Faculty Type: Bachelor Degree Recipients, 1995-2005

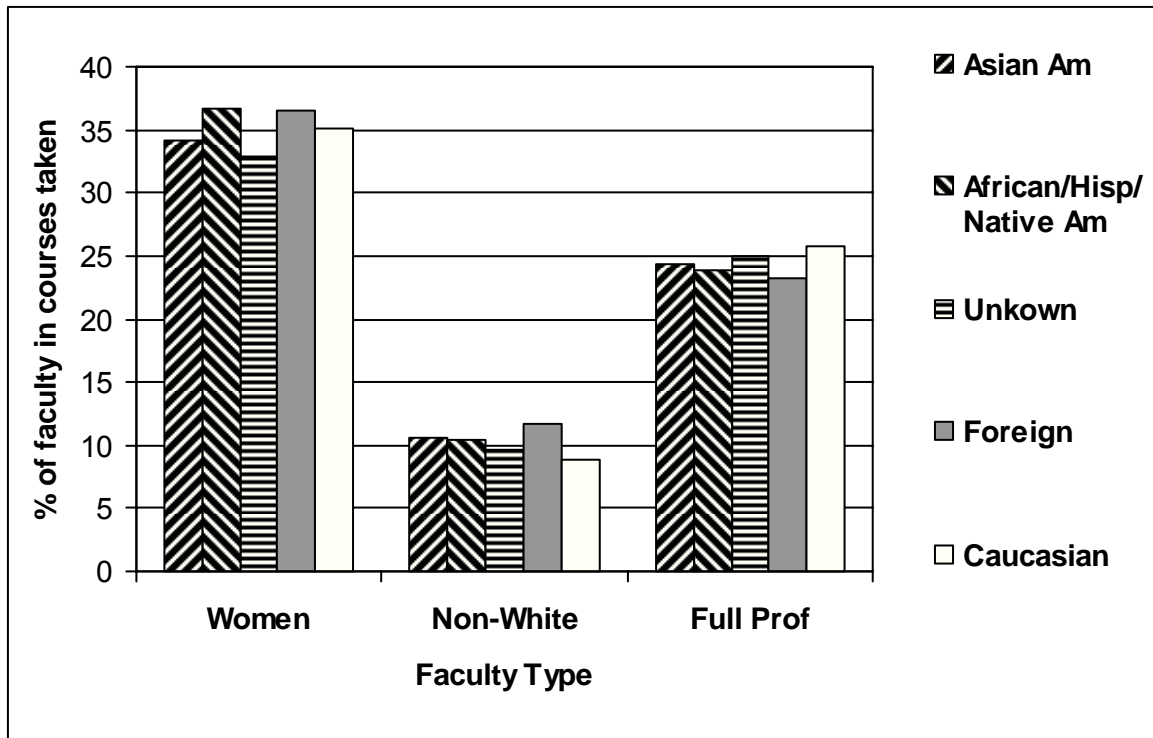


Table 2: Descriptive Statistics for Estimating Graduating GPA and GRE/GMAT Scores

		Count	Marginal Percentage
Program Major (Level 2) final	ACC	52	1.2%
	AEST	24	0.6%
	ANTH	31	0.7%
	ART	71	1.7%
	BADM	43	1.0%
	BCH	110	2.6%
	BGSD	70	1.7%
	BIOL	260	6.2%
	CE	110	2.6%
	CRJ	158	3.8%
	CS	68	1.6%
	DMAJ	168	4.0%
	EC	35	0.8%
	EDS	99	2.4%
	EDU	190	4.5%
	EE	65	1.5%
	ELED	213	5.1%
	ENGI	27	0.6%
	ENGL	125	3.0%
	ERS	70	1.7%
	FIN	75	1.8%
	FLL	54	1.3%
	GEOG	29	0.7%
	HDFS	66	1.6%
	HS	307	7.3%
	INDP	68	1.6%
	INFOSYS	91	2.2%
	INTD	20	0.5%
	JOUR	254	6.1%
	LOGMGT	77	1.8%
	MATH	18	0.4%
	MECH	85	2.0%
	MGRS	141	3.4%
MINE	11	0.3%	
MKT	133	3.2%	
MUS	51	1.2%	
NURS	114	2.7%	
NUTR	41	1.0%	
PSC	121	2.9%	
PSY	182	4.3%	
RPED	22	0.5%	
SCI	45	1.1%	
SOSCI*	75	1.8%	
SPA	81	1.9%	
SW	44	1.0%	
Reference category below: no			
On academic probation	yes	317	7.6%
	no	3,877	92.4%
Gender	Male	1,680	40.1%
	Female	2,514	59.9%
AP credits earned	yes	717	17.1%
	no	3,477	82.9%
Varsity Athlete	yes	124	3.0%
	no	4,070	97.0%
Took remedial math	yes	460	11.0%
	no	3,734	89.0%
Took remedial English	yes	527	12.6%
	no	3,667	87.4%
Took overseas course	yes	407	9.7%
	no	3,787	90.3%

Table 2 (cont.): Descriptive Statistics for Estimating Graduating GPA and GRE/GMAT Scores

Reference category: did not take course, i.e., transferred in or placed higher/lower			
Math120 B or higher	yes	3,111	74.2%
	no	1,083	25.8%
Math120 < B	yes	3,599	85.8%
	no	595	14.2%
Math 124 B or higher	yes	3,677	87.7%
	no	517	12.3%
Math 124 < B	yes	3,764	89.7%
	no	430	10.3%
Math128 B or higher	yes	3,357	80.0%
	no	837	20.0%
Math128 < B	yes	3,534	84.3%
	no	660	15.7%
Math176 B or higher	yes	3,715	88.6%
	no	479	11.4%
Math176 < B	yes	3,866	92.2%
	no	328	7.8%
Math181 B or higher	yes	3,436	81.9%
	no	758	18.1%
Math181 < B	yes	3,663	87.3%
	no	531	12.7%
Engl101 B or higher	yes	1,577	37.6%
	no	2,617	62.4%
Engl101 < B	yes	3,883	92.6%
	no	311	7.4%
CH201 B or higher	yes	2,355	56.2%
	no	1,839	43.8%
CH201 < B	yes	3,041	72.5%
	no	1,153	27.5%
CH202 B or higher	yes	2,138	51.0%
	no	2,056	49.0%
CH202 < B	yes	3,396	81.0%
	no	798	19.0%
CH203 B or higher	yes	2,091	49.9%
	no	2,103	50.1%
CH203 < B	yes	3,487	83.1%
	no	707	16.9%
CapGen B or higher	yes	645	15.4%
	no	3,549	84.6%
CapGen < B	yes	3,909	93.2%
	no	285	6.8%
CapMaj B or higher	yes	1,890	45.1%
	no	2,304	54.9%
CapMaj < B	yes	3,869	92.3%
	no	325	7.7%
Asian American	yes	316	7.5%
	no^	3,878	92.5%
African/Hispanic/Native American	yes	352	8.4%
	no^	3,842	91.6%
Ethnicity/race Unknown	yes	149	3.6%
	no^	4,045	96.4%
Foreign student	yes	17	0.4%
	no^	4,177	99.6%
Average % minority classmates (excl. Asians) in courses taken: 7.5 to 12.5	yes	2,945	70.2%
	no**	1,249	29.8%
Average % minority classmates (excl. Asians) in courses taken: over 12.5	yes	425	10.1%
	no**	3,769	89.9%
Total cases		4,194	100.0%

Reference category: * social science; ^ Caucasian; ** less than 7.5%

Table 3: Descriptive Statistics for Post-Graduation Enrollment and Self-Reported Satisfaction			
		N	Marginal Percentage
Post-Graduation Enrollment	No enrollment at 4-year institution*	3,248	52.0%
	4-year institution in 2nd tier or lower	2,749	44.0%
	4-year institution in 1st tier or Med/Law school	255	4.1%
Gender	Male	2,519	40.3%
	Female*	3,733	59.7%
Initial Enrollment status	New freshmen	3,301	52.8%
	Transferred in from other institution*	2,951	47.2%
# of math courses transferred in	one	1,364	21.8%
	two or more	538	8.6%
	none*	4,350	69.6%
# of Core Humanities courses transferred in	one or two	1,351	21.6%
	three or more	993	15.9%
	none*	3,908	62.5%
Internship/Practicum taken	one	1,622	25.9%
	two or more	748	12.0%
	none*	3,882	62.1%
Independent studies taken	one	1,225	19.6%
	two or more	532	8.5%
	three*	4,495	71.9%
General capstone performance	B or higher grade	5,341	85.4%
	Less than B grade	479	7.7%
	Didn't take course on campus*	432	6.9%
Graduated with a thesis	no	3,194	51.1%
	yes*	3,058	48.9%
Graduated with Minor	yes	2,329	37.3%
	no*	3,923	62.7%
Took overseas (USAC) course	yes	322	5.2%
	no*	5,930	94.8%
	Ethnicity/race	Asian American	357
African/Hispanic/Native American		490	7.8%
Unknown		230	3.7%
White Caucasian*		5,175	82.8%
Core Hum 201 performance	B or higher grade	2,382	38.1%
	Less than B grade	1,703	27.2%
	Didn't take course on campus*	2,167	34.7%
Core Hum 202 performance	B or higher grade	2,706	43.3%
	Less than B grade	1,326	21.2%
	Didn't take Core Hum 202 on campus*	2,220	35.5%
Core Hum 203 performance	B or higher grade	2,605	41.7%
	Less than B grade	996	15.9%
	Didn't take Core Hum 203 on campus*	2,651	42.4%
Academic program major type	Business/Economics	826	13.2%
	Education	1,051	16.8%
	Health sciences	673	10.8%
	Arts/Humanities	639	10.2%
	Pre-Professional	485	7.8%
	Natural sciences	709	11.3%
	Physical sciences	469	7.5%
	Double major	176	2.8%
	Social sciences*	1,224	19.6%
	Total cases		6,252

* Reference category

Table 4: Parameter Estimates of Cumulative GPA(x10), Bachelor Degree Recipients 1999-2005 (N=4,194)

	Model 1			Model 2 ^a			Model 3: Restricted		
	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
<i>Fixed effects</i>									
Demographics									
Age	0.04	1.24					n/a	n/a	n/a
Male	-0.09	-0.88					-0.48	-2.88	**
Ethnicity / Race unknown ¹	-0.01	-0.04					-0.25	-0.80	
African/Hispanic/Native American ¹	-0.41	-2.37	*				-0.33	-1.20	
Asian American ¹	-0.12	-0.68					-0.77	-2.63	**
Low-income background (Pell Grant recipient)	0.18	1.41					0.16	1.09	
Precollegiate/Academic Growth									
ACT/SAT Composite	0.12	9.09	***				0.42	24.47	***
Earned Advanced Placement (AP) credits	0.41	3.66	***				1.40	8.42	***
At least once on probation	-1.67	-10.06	***				n/a	n/a	n/a
Financial Aid									
Merit-based aid (\$1K increment)	0.09	11.89	***				n/a	n/a	n/a
Need-based aid (\$1K increment)	-0.01	-1.18					n/a	n/a	n/a
Campus Experience									
Number of semesters living on campus	-0.13	-4.48	***				n/a	n/a	n/a
Varsity athlete member	0.59	2.64	**				n/a	n/a	n/a
General Academic Experiences									
Took remedial English	-0.27	-0.22	*	-0.49	-4.32	***	n/a	n/a	n/a
Took remedial math	-0.25	-1.97	*				n/a	n/a	n/a
Number of math credits earned	0.02	2.32	*				n/a	n/a	n/a
Ratio of earned vs. attempted credits	0.24	23.83	***				n/a	n/a	n/a
Avg credit load per semester	0.10	4.47	***				n/a	n/a	n/a
Stopout time: % elapsed months to graduation	0.01	5.40	***				n/a	n/a	n/a
Incompletes/Withdrawals as % of all grades	0.11	9.31	***				n/a	n/a	n/a
Number of failed class registration attempts	-0.01	-2.92	**				n/a	n/a	n/a
Took overseas course (USAC)	0.20	1.55					n/a	n/a	n/a
Avg grade awarded in courses taken	6.26	16.77	***				n/a	n/a	n/a
Core Curriculum Performance²									
Fundamentals of college math (120) B or higher	0.40	3.68	***				n/a	n/a	n/a
Fundamentals of college math (120) less than B	-0.12	-9.05	***				n/a	n/a	n/a
College algebra (124) B or higher	0.53	4.29	***				n/a	n/a	n/a
College algebra (124) less than B	-0.57	-0.44	***				n/a	n/a	n/a
Pre-Calculus / Trigonometry (128) B or higher	0.53	4.82	***				n/a	n/a	n/a
Pre-Calculus / Trigonometry (128) less than B	-0.85	-7.29	***				n/a	n/a	n/a
Calculus for Bus/Soc Sci (176) B or higher	0.62	4.32	***				n/a	n/a	n/a
Calculus for Bus/Soc Sci (176) less than B	-0.72	-4.47	***				n/a	n/a	n/a
Calculus 1 (181) B or higher	-0.65	-4.54	***				n/a	n/a	n/a
Calculus 1 (181) less than B	-1.18	-8.44	***				n/a	n/a	n/a
English 101 B or higher	-0.05	-0.51					n/a	n/a	n/a
English 101 less than B	-0.85	-5.25	***				n/a	n/a	n/a
Core humanities (201) B or higher	0.53	4.22	***				n/a	n/a	n/a
Core humanities (201) less than B	-0.87	-6.82	***				n/a	n/a	n/a
Core humanities (202) B or higher	0.19	1.37					n/a	n/a	n/a
Core humanities (202) less than B	-0.98	-6.51	***				n/a	n/a	n/a
Core humanities (203) B or higher	0.38	3.19	***				n/a	n/a	n/a
Core humanities (203) less than B	-1.02	-7.60	***				n/a	n/a	n/a
General capstone B or higher	0.73	3.72	***				n/a	n/a	n/a
General capstone less than B	-0.91	-3.95	***				n/a	n/a	n/a
Major capstone B or higher	0.29	2.51	**				n/a	n/a	n/a
Major capstone less than B	-1.68	-10.06	***				n/a	n/a	n/a
Diversity experience									
Number of diversity courses taken	0.00	0.15					-0.11	-0.21	
% of courses taken taught by female faculty	0.00	0.23					0.02	3.04	**
% of courses taken taught by minority faculty	-0.01	-1.90		-0.01	-1.97	*	0.00	-0.13	
% of courses taken taught by non-tenure-track faculty	0.00	-0.50					0.01	1.46	
% of courses taken taught by full professors	-0.01	-2.61	**	-0.01	-1.52		0.01	1.44	
% of classmates that were female	0.01	1.42					0.08	6.34	***
% of classmates that were Asian Am	0.03	1.14					0.16	4.26	***
% of classmates that were foreign	0.01	0.53					-0.07	-1.65	
7.5 to 12.5% of classmates were ethn/racial minority ³	0.19	1.87		n/a	n/a		-0.06	-0.37	
Over 12.5% of classmates were ethn/racial minority ³	-0.06	-0.29		n/a	n/a		-0.38	-1.22	
% of classmates were ethnic/racial minority	n/a	n/a	n/a	0.00	-0.04		n/a	n/a	n/a
Model Summary									
Unconditional									
Fixed-effect intercept	31.44	125.06	***						
Random effects									
Residual	18.42		***						
Program major intercept	2.59		***						
Intraclass correlation	0.12								
Variables included (random effects)									
Residual	5.16	45.22 ^c	***	5.61	45.82 ^c	***	13.44	45.46 ^c	
Program major intercept variation	0.09	2.24 ^c	*	0.15	.805 ^c		1.52	3.91 ^c	
Covariance with % of ethn/racial min. classmates	n/a	n/a	n/a	0.00	-.137 ^c		n/a	n/a	n/a
Program major slope variation	n/a	n/a	n/a	0.00	.265 ^c		n/a	n/a	n/a
Deviation fit (smaller is better)									
AIC	19004			22594			22988		
Model improvement	yes ^a			no ^d			no ^d		

^a Compared to unconditional model (p. < .001)

^b Compared to Model 1 (p. < .001); ^c Wald Z

^d Only significant changes from Model 1 listed

Reference categories: ¹ Caucasian, ² Did not take course, ³ Less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

Table 5: Parameter Estimates of Cumulative GPA(x10), Bachelor Degree Recipients 1999-2005 (N=4,041)

<i>Diversity-related variables listed only</i>	Model 1: All Control Variables [~]			Model 2: Restricted [^]		
<i>Fixed effects</i>	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
General diversity experience						
Number of diversity courses taken	0.05	1.43		0.06	1.35	
% of courses taken taught by female faculty	0.00	-0.13		0.01	1.93	0.05
% of courses taken taught by minority faculty	-0.01	-2.18	*	0.00	-0.29	
% of courses taken taught by irregular faculty	0.00	-0.22		0.01	1.77	
% of courses taken taught by full professors	-0.01	-2.00	*	0.01	1.61	
% of classmates that were female	0.01	1.60		0.07	6.28	***
% of classmates that were Asian Am	0.03	1.27		0.10	3.05	**
% of classmates that were foreign	0.01	0.26		-0.04	-1.13	
7.5 to 12.5% of classmates were ethn/racial minority ¹	0.15	1.44		-0.13	-0.85	
Over 12.5% of classmates were ethn/racial minority ¹	0.05	0.25		-0.16	-0.60	
Experience in diversity courses taken (any type)						
GPA for diversity courses taken	1.79	23.71	***	3.54	35.54	***
Avg grade awarded in diversity courses taken	-1.20	-9.06	***	-1.81	-9.49	***
% of classmates that were female	0.00	-1.38		-0.01	-1.37	
7.5 to 12.5% of classmates were ethn/racial minority ¹	-0.11	-1.22		0.07	0.51	
Over 12.5% of classmates were ethn/racial minority ¹	0.00	0.02		-0.03	-0.20	
% of classmates that were Asian Am	0.01	0.86		0.00	0.34	
% of classmates that were foreign	-0.02	-2.28	*	-0.04	-3.62	***
Avg class size	0.00	-1.18		0.00	0.33	
Years from completion of first course to graduation	-0.02	-0.72		-0.22	-5.29	***

~ As Table 4, Model 1; ^ As Table 4, Model 3; ¹ Reference category: less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

Table 6: Parameter Estimates of Cumulative GPA(x10), Bachelor Degree Recipients 1999-2005 Who Took A Diversity Course on Ethnicity/Race, Gender, or Culture (N=2,269)

<i>Diversity-related variables listed only</i>	Model 1: All Control Variables [~]			Model 2: Restricted [^]		
<i>Fixed effects</i>	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
General diversity experience						
Number of diversity courses taken	0.02	0.68		0.06	1.11	
% of courses taken taught by female faculty	0.01	1.21		0.02	2.53	*
% of courses taken taught by minority faculty	-0.01	-1.51		0.00	0.14	
% of courses taken taught by irregular faculty	0.00	-0.13		0.01	1.40	
% of courses taken taught by full professors	-0.02	-2.49	*	0.00	0.55	
% of classmates that were female	0.01	1.15		0.07	5.06	***
% of classmates that were Asian Am	0.03	0.93		0.13	2.97	**
% of classmates that were foreign	0.01	0.16		-0.05	-1.03	
7.5 to 12.5% of classmates were ethn/racial minority ¹	0.12	0.85		-0.27	-1.31	
Over 12.5% of classmates were ethn/racial minority ¹	-0.01	-0.04		-0.33	-0.89	
Experience in diversity courses focused on ethnicity/race, gender, or culture						
GPA for diversity courses taken	1.70	18.04	***	3.32	27.25	***
Avg grade awarded in diversity courses taken	-1.12	-6.89	***	-1.94	-8.47	***
% of classmates that were female	0.00	-1.09		-0.01	-1.21	
7.5 to 12.5% of classmates were ethn/racial minority ¹	-0.07	-0.56		-0.05	-0.26	
Over 12.5% of classmates were ethn/racial minority ¹	0.08	0.61		0.12	0.68	
% of classmates that were Asian Am	0.01	0.61		0.02	1.09	
% of classmates that were foreign	-0.02	-1.79		-0.04	-2.95	**
Avg class size	0.00	-0.42		0.00	-0.22	
Years from completion of first course to graduation	0.07	1.61		-0.22	-4.04	***

~ As Table 4, Model 1; ^ As Table 4, Model 3; ¹ Reference category: less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

Table 7: Parameter Estimates of Cumulative GPA(x10), Bachelor Degree Recipients 1999-2005 Who Took A Capstone Diversity Course on Ethnicity/Race, Gender, or Culture (N=1,439)

<i>Diversity-related variables listed only</i>	Model 1: All Control Variables [~]			Model 2: Restricted [^]		
<i>Fixed effects</i>	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
General diversity experience						
Number of diversity courses taken	-0.07	-1.49		-0.14	-2.01	*
% of courses taken taught by female faculty	0.00	0.66		0.02	1.87	
% of courses taken taught by minority faculty	-0.02	-1.75		0.00	-0.08	
% of courses taken taught by irregular faculty	0.01	1.20		0.02	2.23	*
% of courses taken taught by full professors	-0.01	-1.68		0.01	1.01	
% of classmates that were female	0.01	0.90		0.08	4.24	***
% of classmates that were Asian Am	-0.05	-1.08		0.06	1.06	
% of classmates that were foreign	0.01	0.14		-0.08	-1.17	
7.5 to 12.5% of classmates were ethn/racial minority ¹	0.28	1.33		0.05	0.18	
Over 12.5% of classmates were ethn/racial minority ¹	0.20	0.61		-0.18	-0.39	
Experience in capstone diversity courses focused on ethnicity/race, gender, or culture						
GPA for diversity courses taken	1.63	13.00	***	2.94	18.77	***
Avg grade awarded in diversity courses taken	-0.68	-3.10	**	-1.46	-4.46	***
% of classmates that were female	-0.01	-1.37		0.00	-0.37	
7.5 to 12.5% of classmates were ethn/racial minority ¹	0.09	0.53		-0.10	-0.41	
Over 12.5% of classmates were ethn/racial minority ¹	-0.03	-0.16		-0.28	-1.18	
% of classmates that were Asian Am	0.01	0.99		0.01	0.27	
% of classmates that were foreign	-0.01	-1.02		-0.01	-0.62	
Avg class size	0.00	-1.81		-0.01	-1.72	
Years from completion of first course to graduation	0.01	0.18		-0.29	-3.03	**

~ As Table 4, Model 1; ^ As Table 4, Model 3; ¹ Reference category: less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

Table 8: Parameter Estimates of GRE/GMAT Math Score (/10), Bachelor Degree Recipients 1999-2005 (Entered as New Freshmen; N=735)

<i>Fixed effects</i>	Model 1: All Control Variables			Model 2: Restricted		
	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
Demographics						
Male	3.22	3.41	***	2.00	2.15	*
Ethnicity / Race unknown ¹	2.57	1.34		-1.91	-0.96	
African/Hispanic/Native American ¹	0.67	0.40		-0.40	-0.23	
Asian American ¹	-0.10	-0.07		-0.14	-0.09	
Low-income background (Pell Grant recipient)	0.80	0.74		0.41	0.49	
Precollegiate/Academic Growth						
ACT/SAT Composite	1.41	11.02	***	1.56	15.44	***
Earned AP credits	-1.20	-1.36		-1.00	-1.18	
Cumulative graduating GPA	3.00	2.09	*			
Financial Aid						
Merit-based aid (\$1K increment)	-0.11	-1.72	0.09			
Need-based aid (\$1K increment)	0.02	0.43				
Campus Experience						
Number of semesters living on campus	-0.12	-0.49				
Varsity athlete member	0.37	0.18				
General Academic Experiences						
Took remedial English	1.95	1.56				
Took remedial math	-2.12	-1.52				
Number of math credits earned	0.28	5.14	***			
Ratio of earned vs. attempted credits	-0.01	-0.14				
Avg credit load per semester	0.47	2.26	**			
Stopout time: % elapsed months to graduation	-0.01	-0.67				
Incompletes/Withdrawals as % of all grades	0.04	0.32				
Number of failed class registration attempts	0.03	1.09				
Took overseas course (USAC)	-0.28	-0.25				
Avg grade awarded in courses taken	-3.46	-1.07				
Core Curriculum Performance²						
Fundamentals of college math (120) B or higher	-0.29	-2.81	**			
Fundamentals of college math (120) less than B	-5.14	-3.422	***			
College algebra (124) B or higher	-2.46	-2.30	*			
College algebra (124) less than B	-1.38	-0.98				
Pre-Calculus / Trigonometry (128) B or higher	0.20	0.22				
Pre-Calculus / Trigonometry (128) less than B	-2.11	-2.01	*			
Calculus for Bus/Soc Sci (176) B or higher	0.85	0.69				
Calculus for Bus/Soc Sci (176) less than B	-4.31	-2.33	*			
Calculus 1 (181) B or higher	0.06	0.06				
Calculus 1 (181) less than B	-1.52	-1.24				
English 101 B or higher	0.47	0.56				
English 101 less than B	0.80	0.46				
Core humanities (201) B or higher	0.62	0.51				
Core humanities (201) less than B	0.41	0.32				
Core humanities (202) B or higher	-0.76	-0.60				
Core humanities (202) less than B	1.18	0.81				
Core humanities (203) B or higher	-0.92	-0.85				
Core humanities (203) less than B	-1.72	-1.22				
General capstone B or higher	0.35	0.24				
General capstone less than B	3.29	1.54				
Major capstone B or higher	-0.79	-0.80				
Major capstone less than B	0.90	0.56				
Diversity experience						
Number of diversity courses taken	-0.53	-1.96	0.05	-0.52	-1.92	0.06
% of courses taken taught by female faculty	0.00	0.00		0.00	-0.10	
% of courses taken taught by minority faculty	-0.01	-0.12		-0.03	-0.43	
% of courses taken taught by irregular faculty	0.04	0.89		0.04	0.96	
% of courses taken taught by full professors	0.06	1.58		0.04	0.88	
% of classmates that were female	0.00	-0.07		-0.14	-2.51	*
% of classmates that were Asian Am	-0.29	-1.71	0.09	-0.05	-0.29	
% of classmates that were foreign	0.83	4.95	***	0.88	5.18	***
7.5 to 12.5% of classmates were ethn/racial minority ³	-1.13	-1.28		-1.35	-1.53	
Over 12.5% of classmates were ethn/racial minority ³	-1.65	-0.94		-1.60	-0.91	
Model Covariance						
Residual	70.19	18.05 ^c	***			
Program major intercept	3.73	1.86 ^c	0.06			
Intraclass correlation	0.05					
Random coefficient covariance estimates⁴						
Residual	68.77	17.91 ^c	***			
Program major intercept variation	20.13	1.14 ^c				
Covariance with % of ethn/racial min. classmates	-2.64	-1.26 ^c				
Program major slope variation	0.36	-1.42 ^c				

Reference categories: ¹ Caucasian, ² Did not take course, ³ Less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

^c Wald Z; ⁴ Separately derived with same control variables

Table 9: Parameter Estimates of GRE/GMAT Verbal Score (/10), Bachelor Degree Recipients 1999-2005 (Entered as New Freshmen; N=735)

<i>Fixed effects</i>	Model 1: All Control Variables			Model 2: Restricted		
	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
Demographics						
Male	1.52	2.24	*	1.46	2.21	*
Ethnicity / Race unknown ¹	1.62	1.17		1.91	1.35	
African/Hispanic/Native American ¹	-0.90	-0.74		-0.45	-0.37	
Asian American ¹	-1.91	-1.68		-1.59	-1.39	
Low-income background (Pell Grant recipient)	0.44	0.57		0.99	1.65	
Precollegiate/Academic Growth						
ACT/SAT Composite	1.49	16.12	***	1.53	21.21	***
Earned AP credits	0.41	0.64		1.12	1.86	
Cumulative graduating GPA	0.71	0.68				
Financial Aid						
Merit-based aid (\$1K increment)	-0.01	-0.27				
Need-based aid (\$1K increment)	0.02	0.65				
Campus Experience						
Number of semesters living on campus	-0.28	-1.56				
Varsity athlete member	-0.22	-0.15				
General Academic Experiences						
Took remedial English	1.73	1.72				
Took remedial math	-1.31	-1.46				
Number of math credits earned	0.08	2.11	*			
Ratio of earned vs. attempted credits	-0.14	-1.78				
Avg credit load per semester	0.05	0.34				
Stopout time: % elapsed months to graduation	-0.02	-1.41				
Incompletes/Withdrawals as % of all grades	0.10	1.24				
Number of failed class registration attempts	-0.01	-0.48				
Took overseas course (USAC)	0.81	0.99				
Avg grade awarded in courses taken	-4.80	-2.07	*			
Core Curriculum Performance²						
Fundamentals of college math (120) B or higher	1.84	2.49	*			
Fundamentals of college math (120) less than B	1.83	1.69				
College algebra (124) B or higher	-0.21	-0.28				
College algebra (124) less than B	0.73	0.72				
Pre-Calculus / Trigonometry (128) B or higher	0.56	0.84				
Pre-Calculus / Trigonometry (128) less than B	0.38	0.50				
Calculus for Bus/Soc Sci (176) B or higher	0.95	1.07				
Calculus for Bus/Soc Sci (176) less than B	-0.16	-1.21				
Calculus 1 (181) B or higher	-1.02	-1.36				
Calculus 1 (181) less than B	-2.05	-2.32	*			
English 101 B or higher	-1.26	-2.12	*			
English 101 less than B	-0.75	-0.60				
Core humanities (201) B or higher	0.59	0.68				
Core humanities (201) less than B	-1.81	-1.98	*			
Core humanities (202) B or higher	0.41	0.45				
Core humanities (202) less than B	1.19	1.14				
Core humanities (203) B or higher	0.56	0.73				
Core humanities (203) less than B	-0.36	-0.35				
General capstone B or higher	2.09	1.98	*			
General capstone less than B	4.14	2.71	**			
Major capstone B or higher	1.14	1.64				
Major capstone less than B	0.90	0.80				
Diversity experience						
Number of diversity courses taken	0.00	0.00		0.20	1.05	
% of courses taken taught by female faculty	-0.06	-1.90	0.06	-0.08	-2.67	**
% of courses taken taught by minority faculty	0.03	0.57		0.00	-0.11	
% of courses taken taught by irregular faculty	0.00	0.09		-0.01	-0.30	
% of courses taken taught by full professors	-0.02	-0.63		-0.04	-1.33	
% of classmates that were female	0.08	1.80	0.07	0.08	1.85	0.07
% of classmates that were Asian Am	0.14	1.20		0.08	0.69	
% of classmates that were foreign	0.03	0.21		-0.08	-0.63	
7.5 to 12.5% of classmates were ethn/racial minority ³	-0.41	-0.64		0.08	0.13	
Over 12.5% of classmates were ethn/racial minority ³	-0.62	-0.49		-0.61	-0.48	
Model Covariance						
Residual	36.77	18 ^c	***			
Program major intercept	1.35	1.37 ^c	0.17			
Intraclass correlation	0.04					

Reference categories: ¹ Caucasian, ² Did not take course, ³ Less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

Table 10: Parameter Estimates of GRE/GMAT Verbal Score (/10), Bachelor Degree Recipients 1999-2005 (N=2,154)

<i>Fixed effects</i>	Model 1: All Control Variables			Model 2: Restricted		
	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
Demographics						
Male	1.23	2.48	*	0.57	1.09	
Ethnicity / Race unknown ¹	0.51	0.55		0.83	0.83	
African/Hispanic/Native American ¹	-2.78	-3.09	**	-3.35	-3.48	***
Asian American ¹	-6.96	-7.84	***	-8.26	-8.70	***
Low-income background (Pell Grant recipient)	-0.01	-0.02		0.41	0.92	
Academic Growth						
Cumulative graduating GPA	0.55	10.70	***			
Financial Aid						
Merit-based aid (\$1K increment)	0.14	3.49	***			
Need-based aid (\$1K increment)	0.02	0.88				
General Academic Experiences						
Entered as new freshmen ²	0.61	1.27				
Time to degree completion (years)	0.30	5.09	***			
Core Curriculum Performance³						
Number of math courses transferred in: one	0.41	0.84				
Number of math courses transferred in: two or more	1.41	2.04	*			
Number of English courses transferred in: one	2.40	4.55	***			
Number of English courses transferred in: two or more	2.54	4.82	***			
Number of core humanities transferred in: one or two	-1.93	-3.91	***			
Number of core humanities transferred in: 3 or more	-3.52	-6.79	***			
General capstone B or higher	1.22	1.62				
General capstone less than B	1.84	1.65				
Major capstone B or higher	1.53	2.62	**			
Major capstone less than B	3.06	3.38	***			
Diversity experience						
Number of diversity courses taken	-0.13	-0.96		-0.15	-0.97	
% of courses taken taught by female faculty	-0.03	-1.47		-0.03	-1.08	
% of courses taken taught by minority faculty	-0.08	-2.56	**	-0.07	-2.08	
% of courses taken taught by irregular faculty	0.00	-0.07		-0.01	-0.61	
% of courses taken taught by full professors	0.03	1.57		0.04	1.69	
% of classmates that were female	-0.04	-1.44		-0.02	-0.67	
% of classmates that were Asian Am	0.33	3.50	***	0.55	5.60	***
% of classmates that were foreign	-0.13	-1.82	0.07	-0.21	-2.64	**
7.5 to 12.5% of classmates were ethn/racial minority ⁴	-0.47	-1.06		-0.83	-1.74	0.08
Over 12.5% of classmates were ethn/racial minority ⁴	-0.99	-1.04		-1.92	-1.89	0.06
Model Covariance						
Residual	66.90	32.20 ^c	***	78.17	32.40 ^c	***
Program major intercept	4.49	3.06 ^c	**	5.51	3.25 ^c	***
Intraclass correlation	0.06			0.06		
Covariance estimates						
Residual	66.09	31.90 ^c	***			
Program major intercept variation	22.93	2.33 ^c	*			
Covariance with % of ethn/racial minority classmates	-1.87	-1.87 ^c	0.06			
Program major slope variation	0.18	1.61 ^c				

Reference categories: ¹ Caucasian, ² Transferred in, ³ Did not take course or transfer in course, ⁴ less than *** p ≤ .001; **p ≤ .01; *p ≤ .05
^c Wald Z

Table 11: Parameter Estimates of GRE/GMAT Math Score (/10), Bachelor Degree Recipients 1999-2005 (N=2,154)

	Model 1: All Control Variables			Model 2: Restricted		
<i>Fixed effects</i>	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
Demographics						
Male	2.32	3.95	***	1.52	2.48	**
Ethnicity / Race unknown ¹	-0.09	-0.08		0.26	0.23	
African/Hispanic/Native American ¹	-2.08	-1.96	0.05	-2.82	-2.56	***
Asian American ¹	-2.47	-2.35	*	-3.66	-3.35	***
Low-income background (Pell Grant recipient)	-1.11	-1.65		-1.17	-2.29	*
Academic Growth						
Cumulative graduating GPA	0.64	10.53	***			
Financial Aid						
Merit-based aid (\$1K increment)	0.14	2.93	**			
Need-based aid (\$1K increment)	0.00	-0.13				
General Academic Experiences						
Entered as new freshmen ²	1.96	3.46	***			
Time to degree completion (years)	0.05	0.68				
Core Curriculum Performance³						
Number of math courses transferred in: one	1.01	1.77				
Number of math courses transferred in: two or more	1.55	1.90				
Number of English courses transferred in: one	-0.32	-0.52				
Number of English courses transferred in: two or more	-0.22	-0.35				
Number of core humanities transferred in: one or two	-0.23	-0.39				
Number of core humanities transferred in: 3 or more	-2.20	-3.59	***			
General capstone B or higher	-1.83	-2.05	*			
General capstone less than B	-1.48	-1.12				
Major capstone B or higher	1.55	2.21	*			
Major capstone less than B	3.44	3.21	***			
Diversity experience						
Number of diversity courses taken	-0.45	-2.67	**	-0.54	-3.11	**
% of courses taken taught by female faculty	-0.04	-1.47		-0.02	-0.86	
% of courses taken taught by minority faculty	0.00	-0.04		0.02	0.55	
% of courses taken taught by irregular faculty	0.05	1.86		0.04	1.49	
% of courses taken taught by full professors	0.03	1.37		0.03	1.37	
% of classmates that were female	-0.19	-5.12	***	-0.18	-4.68	***
% of classmates that were Asian Am	0.32	2.83	**	0.54	4.62	***
% of classmates that were foreign	0.34	3.94	***	0.32	3.54	***
7.5 to 12.5% of classmates were ethn/racial minority ⁴	-1.18	-2.23	*	-1.44	-2.61	**
Over 12.5% of classmates were ethn/racial minority ⁴	-2.70	-2.40	**	-3.25	-2.77	**
Model Covariance						
Residual	93.32	32.08 ^c	***	102.11	32.28 ^c	***
Program major intercept	7.48	2.82 ^c	**	12.89	3.25 ^c	***
Intraclass correlation	0.07			0.11		
Covariance estimates						
Residual	92.84	31.92 ^c	***			
Program major intercept variation	9.96	1.161 ^c				
Covariance with % of ethn/racial minority classmates	-0.31	-.43 ^c				
Program major slope variation	0.04	0.59 ^c				

Reference categories: ¹ Caucasian, ² Transferred in, ³ Did not take course or transfer in course, ⁴ less than *** p ≤ .001; **p ≤ .01; *p ≤ .05
^c Wald Z

Table12: Parameter Estimates of GRE/GMAT Score (/10), Bachelor Degree Recipients 1999-2005 Who Took a Capstone Course on Ethnicity/Race, Gender, or Culture (N=839)

	Verbal			Math		
	Estimate	t-ratio	Sig.	Estimate	t-ratio	Sig.
<i>Fixed effects for diversity variables only, using same control variables as in Tables 10 and 11</i>						
Diversity experience						
Number of diversity courses taken	0.03	0.14		-0.62	-2.49	*
% of courses taken taught by female faculty	-0.04	-0.15		-0.05	-1.36	
% of courses taken taught by minority faculty	-0.04	-0.69		0.00	0.05	
% of courses taken taught by irregular faculty	0.02	0.64		0.08	2.11	*
% of courses taken taught by full professors	0.04	1.23		0.07	1.82	0.07
% of classmates that were female	-0.09	-1.80	0.07	-0.25	-4.37	***
% of classmates that were Asian Am	0.41	2.58	**	0.37	2.03	*
% of classmates that were foreign	-0.13	-1.01		0.36	2.31	*
7.5 to 12.5% of classmates were ethn/racial minority ^a	-0.88	-1.21		-2.06	-2.29	*
Over 12.5% of classmates were ethn/racial minority ^a	-1.78	-1.41		-3.99	-2.55	**
Experience in capstone diversity courses focused on ethnicity/race, gender, or culture						
GPA for diversity courses taken	-0.85	-1.44		-0.69	-0.91	
Avg grade awarded in diversity courses taken	0.15	0.16		0.49	0.40	
% of classmates that were female	0.00	-0.09		-0.02	-0.85	
% of classmates that were ethnic/racial minority	-0.04	-0.92		0.05	0.84	
% of classmates that were Asian Am	0.10	1.54		0.16	1.90	0.06
% of classmates that were foreign	-0.05	-0.82		-0.11	-1.45	
Avg class size	-0.01	-0.97		0.00	0.09	
Years from completion of first course to graduation	0.25	0.78		-0.58	-1.40	
Model Covariance						
Residual	64.13			95.74		
Program major intercept	56.78	19.58 ^c	***	94.92	19.75 ^c	***
Intraclass correlation	7.35	2.27 ^c	*	0.82	.65 ^c	
	0.11			0.01		

Reference categories: ^a less than 7.5%

*** p ≤ .001; **p ≤ .01; *p ≤ .05

^c Wald Z

Table 13: Parameter Estimates of Graduate School Enrollment, Bachelor Degree Recipients 1995-2001, 4-Year Tracking, (N=6,252)

USN&WR ranking	Model 7: 2nd Tier or lower			Model 8: 1st Tier or Law/Med School		
	logit (exp β)	$\Delta - p$	Sig.	logit (exp β)	$\Delta - p$	Sig.
<i>Significant effects only; all control variables listed</i>						
Demographics						
Age at graduation (in years)				0.95	-0.19	**
Male	1.21	4.71	**	1.72	2.14	***
Ethnicity / Race unknown ¹						
African/Hispanic/Native American ¹	1.36	7.59	**	2.54	3.66	***
Asian American ¹				0.45	-3.18	**
Financial Aid						
Need-based aid received (\$1K increment)	1.01	0.17	**			
Average remaining need per semester (\$1K)						
Campus Experience						
Years to complete degree				0.91	-0.39	*
Entered as new student ²						
Program Major Area³						
Business/Economics				0.31	-4.55	***
Education	3.46	30.58	***	0.26	-5.23	**
Health sciences	1.26	5.67	*	0.46	-3.06	**
Arts/Humanities						
Pre-Professional programs	0.69	-9.12	***			
Natural sciences				0.36	-4.00	***
Physical sciences	0.41	-22.23	***	0.08	-9.92	***
Double major	1.59	11.38	**			
Courses Transferred In⁴						
Number of math courses transferred in: one			***			
Number of math courses transferred in: two or more	0.67	-9.91				
Number of core humanities transferred in: one or two						
Number of core humanities transferred in: 3 or more						
General Academic Experiences						
Cumulative graduating GPA				1.28	0.96	***
Graduated with a minor	1.29	6.31	**			
Number of math credits earned	1.03	0.79	***			
Number of upper division science courses	1.03	0.62	***	1.04	0.14	***
Took overseas course (USAC)						
Had one internship/practicum ⁵	0.72	-8.18	***	0.66	-1.65	*
Had two or more internship/practicum ⁵	0.69	-9.09	***			
Had one independent study ⁶				1.52	1.65	**
Had two or more independent studies ⁶				1.92	2.57	***
Graduated with no thesis ⁷						
Avg class size of courses taken				1.02	0.09	*
Avg grade awarded in courses taken	16.18	68.60	***			
Core Curriculum Performance⁸						
Core humanities (201) B or higher						
Core humanities (201) less than B						
Core humanities (202) B or higher						
Core humanities (202) less than B						
Core humanities (203) B or higher						
Core humanities (203) less than B						
General capstone B or higher	0.74	-7.52	*			
General capstone less than B						
Diversity experience						
Number of diversity courses taken	1.10	2.44	***			
% of courses taken taught by female faculty						
% of courses taken taught by minority faculty						
% of courses taken taught by full professors	1.01	0.22	***			
% of classmates that were female	1.03	0.64	***	0.97	-0.11	*
% of classmates that were Asian Am	0.96	-1.13	**	1.18	0.64	***
% of classmates that were foreign	1.06	1.50	***	0.78	-1.00	***
7.5 to 12.5% of classmates were ethn/racial minority ⁹	0.67	-10.08	**			
Over 12.5% of classmates were ethn/racial minority ⁹	0.84	-4.29	**			
Experience in diversity courses taken (any type)						
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken	0.65	-10.64	***			
% of classmates that were female				1.01	0.05	*
% of classmates that were ethnic/racial minority				1.02	0.09	*
% of classmates that were Asian Am						
% of classmates that were foreign						
Avg class size						
Avg years from completion of course(s) to graduation	0.88	-3.03	***			
Experience in diversity courses focused on ethnicity/race, gender, or culture¹⁰ (N=3,933)						
GPA for diversity courses taken	1.03			1.03		
Avg grade awarded in diversity courses taken	0.79			0.79		
% of classmates that were female	1.00			1.01		
% of classmates that were ethnic/racial minority	1.01			1.01		
% of classmates that were Asian Am	1.00			1.00		
% of classmates that were foreign	1.00			1.01		
Avg class size	1.00			1.00		
Avg years from completion of course(s) to graduation	0.88	-3.23	***	0.90		
No significant interaction between student ethnicity/race and percent of minority students in classes taken						
Caucasian students only model: Compositional and curricular diversity variables¹¹ (N=5,175)						
Number of diversity courses taken	1.12	2.83	***			
% of courses taken taught by female faculty						
% of courses taken taught by minority faculty						
% of courses taken taught by full professors	1.01	0.24	***			
% of classmates that were female	1.03	0.01	***	0.97	0.11	*
% of classmates that were Asian Am	0.93	-1.85	***	1.16	0.54	***
% of classmates that were foreign	1.07	1.75	***	0.78	0.90	***
7.5 to 12.5% of classmates were ethn/racial minority ⁹	0.52	-16.31	***			
Over 12.5% of classmates were ethn/racial minority ⁹	0.82	-3.67	**			
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken	0.64	-11.06	***			
% of classmates in div courses that were female	1.00	0.12	*			
% of classmates in div courses that were ethnic/racial minority						
% of classmates in div courses that were Asian Am				0.96	0.15	*
% of classmates in diversity courses that were foreign						
Avg class size of diversity courses taken						
Avg years from completion of div course(s) to graduation	0.87	-3.45	***	0.83	0.66	*
Model Fit						
Deviance Chi-Square alpha-level		> .05				
Nagelkerke pseudo R-square		0.33				
Percent correctly predicted overall		68.70				

*** p \leq .001; ** p \leq .01; * p \leq .05
 Reference categories: ¹ Caucasian, ² transfer-in student, ³ social science major, ⁴ no transferred courses, ⁵ no internship/practicum, ⁶ three independent studies
⁷ graduated with a thesis, ⁸ did not take course, ⁹ less than 7.5% of classmates were ethn/racial minority

¹⁰ Separately derived with same control variables for students who took at least one focused diversity course

¹¹ Separately derived with same control variables

Table 14: Parameter Estimates of Graduate School Enrollment, Bachelor Degree Recipients 1995-2001, 4-Year Tracking

USN&WR ranking Significant effects listed only, using all control variables as in Table 13	2nd Tier or lower			1st Tier or Law/Med School		
	logit (exp β)	Δ - p	Sig.	logit (exp β)	Δ - p	Sig.
Caucasian students only model: Compositional and curricular diversity variables (N=5,175)						
Number of diversity courses taken	1.12	2.83	***			
% of courses taken taught by female faculty						
% of courses taken taught by minority faculty						
% of courses taken taught by full professors	1.01	0.24	***			
% of classmates that were female	1.03	0.01	***	0.97	0.11	*
% of classmates that were Asian Am	0.93	-1.85	***	1.16	0.54	***
% of classmates that were foreign	1.07	1.75	***	0.78	0.90	***
7.5 to 12.5% of classmates were ethn/racial minority ⁹	0.52	-16.31	***			
Over 12.5% of classmates were ethn/racial minority ⁹	0.82	-3.67	**			
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken	0.64	-11.06	***			
% of classmates in div courses that were female	1.00	0.12	*			
% of classmates in div courses that were ethnic/racial minority						
% of classmates in div courses that were Asian Am				0.96	0.15	*
% of classmates in diversity courses that were foreign						
Avg class size of diversity courses taken						
Avg years from completion of div course(s) to graduation	0.87	-3.45	***	0.83	0.66	*
Graduates who took diversity courses focused on ethnicity/race, gender, or culture (N=3,933)						
<i>Experience in diversity course(s)</i>						
GPA for diversity courses taken	1.03			1.03		
Avg grade awarded in diversity courses taken	0.79			0.79		
% of classmates that were female	1.00			1.01		
% of classmates that were ethnic/racial minority	1.01			1.01		
% of classmates that were Asian Am	1.00			1.00		
% of classmates that were foreign	1.00			1.01		
Avg class size	1.00			1.00		
Avg years from completion of course(s) to graduation	0.88	-3.23	***	0.90		
Graduates who took capstone diversity courses focused on ethnicity/race, gender, or culture (N=2,476)						
<i>Experience in capstone diversity course(s)</i>						
GPA for diversity courses taken	0.90	-2.65		0.43	-3.76	0.053
Avg grade awarded in diversity courses taken	1.09	2.03		2.06	3.17	
% of classmates in div courses that were female	1.00	-0.05		0.99	-0.05	
% of classmates in div courses that were ethnic/racial minority	0.98	-0.42		0.94	-0.26	0.052
% of classmates in div courses that were Asian Am	1.04	0.89	*	1.05	0.23	
% of classmates in diversity courses that were foreign	1.02	0.57		0.98	-0.09	
Avg class size of diversity courses taken	0.99	-0.15		1.01	0.04	
Avg years from completion of div course(s) to graduation	0.94	-1.68		0.90	-0.44	
Model Fit						
Deviance Chi-Square alpha-level		>.05				
Nagelkerke pseudo R-square		0.34				
Percent correctly predicted overall		68.10				

*** p \leq .001; **p \leq .01; *p \leq .05

Reference category: ⁹ less than 7.5% of classmates were ethn/racial minority

Table 15: Parameter Estimates of Graduate School Enrollment, Bachelor Degree Recipients 1995-2001, 4-Year Tracking, Restricted Model (N=7,330)

<i>USN&WR ranking</i>	2nd Tier or lower			1st Tier or Law/Med School		
	logit (exp β)	Δ - p	Sig.	logit (exp β)	Δ - p	Sig.
<i>Significant effects only; all control variables listed</i>						
Demographics						
Low-income background (Pell Grant recipient)	0.82	-4.87	***	0.89	-0.48	
Male	1.20	4.43	***	1.23	0.90	
Ethnicity / Race unknown ¹	1.19	4.28		1.62	2.06	0.055
African/Hispanic/Native American ¹	1.33	7.00	**	1.55	1.87	0.052
Asian American ¹	1.21	4.68		0.31	-5.09	***
Campus Experience		0.00			0.00	
Entered as new student ²	1.28	6.00	***	1.73	2.36	***
Diversity experience		0.00			0.00	
Took a capstone course on race, gender, or culture	0.92	-2.08		1.19	0.74	
Number of diversity courses taken	1.06	1.47	***	0.97	-0.15	
% of courses taken taught by female faculty	1.00	-0.10		0.99	-0.04	
% of courses taken taught by minority faculty	1.00	-0.02		1.00	-0.02	
% of courses taken taught by full professors	1.02	0.42	***	1.03	0.10	***
% of classmates that were female	1.04	0.95	***	1.00	0.00	
% of classmates that were Asian Am	0.97	-0.81	**	1.30	1.14	***
% of classmates that were foreign	1.00	0.05		0.66	-1.77	***
7.5 to 12.5% of classmates were ethn/racial minority ⁹	0.79	-5.92	***	0.81	-0.93	
Over 12.5% of classmates were ethn/racial minority ⁹	0.69	-9.11	**	1.28	1.07	
Model Fit						
Deviance Chi-Square alpha-level		>.05				
Nagelkerke pseudo R-square		0.14				
Percent correctly predicted overall		59.60				

*** p \leq .001; **p \leq .01; *p \leq .05

Reference categories: ¹ Caucasian, ² transfer-in student, ⁹ less than 7.5% of classmates were ethn/racial minority

Table 16: Parameter Estimates of Self-Reported Critical Thinking Ability, Bachelor Degree Recipients 2002-2005 (N=2,975)

Significant effects only; all control variables listed	Model 11: Very Positively			Model 12: Somewhat positively		
	logit (exp β)	Δ - p	Sig.	logit (exp β)	Δ - p	Sig.
Demographics						
Age at graduation (in years)						
Male						
Ethnicity / Race unknown ¹	0.3630	-25.32	**	0.473	-18.12	*
African/Hispanic/Native American ¹						
Asian American ¹						
Financial Aid						
Need-based aid received (\$1K increment)						
Average remaining need per semester (\$1K)						
Campus Experience						
Years to complete degree						
Entered as new student ²						
Program Major Area³						
Business/Economics						
Education						
Health sciences						
Arts/Humanities						
Pre-Professional programs	2.0090	17.43	*			
Natural sciences						
Physical sciences						
Double major						
Courses Transferred In⁴						
Number of math courses transferred in: one						
Number of math courses transferred in: two or more	1.8170	14.91	*			
Number of core humanities transferred in: one or two						
Number of core humanities transferred in: 3 or more						
General Academic Experiences						
Cumulative graduating GPA						
Graduated with a minor						
Number of math credits earned						
Number of upper division science courses						
Took overseas course (USAC)	0.5800	-13.61	*			
Had one internship/practicum ⁵						
Had two or more internship/practicum ⁵						
Had one independent study ⁶	1.7720	14.28	**	1.6580	12.26	*
Had two or more independent studies ⁶						
Graduated with no thesis ⁷						
Avg class size of courses taken						
Avg grade awarded in courses taken						
Core Curriculum Performance⁸						
Core humanities (201) B or higher						
Core humanities (201) less than B						
Core humanities (202) B or higher						
Core humanities (202) less than B						
Core humanities (203) B or higher						
Core humanities (203) less than B						
General capstone B or higher						
General capstone less than B						
Diversity experience						
Number of diversity courses taken						
% of courses taken taught by female faculty						
% of courses taken taught by minority faculty						
% of courses taken taught by full professors						
% of classmates that were female						
% of classmates that were Asian Am						
% of classmates that were foreign						
7.5 to 12.5% of classmates were ethn/racial minority ⁹						
Over 12.5% of classmates were ethn/racial minority ⁹						
Would you attend institution again? (self-rated)						
definitely yes ¹⁰	11.7450	61.50	***	2.7040	24.13	***
probably yes ¹⁰	3.1290	28.54	***	1.7250	13.20	***
Experience in diversity courses taken, any type^{^^}						
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken						
% of classmates that were female						
% of classmates that were ethnic/racial minority						
% of classmates that were Asian Am						
% of classmates that were foreign						
Avg class size						
Avg years from completion of course(s) to graduation						
No significant interaction between student ethnicity/race and percent of minority students in classes taken						
Model Fit						
Deviance Chi-Square alpha-level		> .05				
Nagelkerke pseudo R-square		0.15				
Percent correctly predicted overall		55.60				

*** p \leq .001; **p \leq .01; *p \leq .05

Reference categories: ¹ Caucasian, ² transfer-in student, ³ social science major, ⁴ no transferred courses, ⁵ no internship/practicum, ⁶ three independent studies

⁷ graduated with a thesis, ⁸ did not take course, ⁹ less than 7.5% of classmates were ethn/racial minority, ¹⁰ probably not or no

^{^^} Separately derived with same control variables

Table 17: Parameter Estimates of Self-Reported Understanding of Racial Issues, Bachelor Degree Recipients 2002-2005 (N=3,242)

Significant effects only; all control variables listed	Model 13: Very Positively			Model 14: Somewhat positively		
	logit (exp β)	Δ - p	Sig.	logit (exp β)	Δ - p	Sig.
Demographics						
Age at graduation (in years)	1.0500	7.29	***			
Male						
Ethnicity / Race unknown ¹	0.5580	-8.68	*			
African/Hispanic/Native American ¹						
Asian American ¹						
Financial Aid						
Need-based aid received (\$1K increment)				1.009	0.20	*
Average remaining need per semester (\$1K)						
Campus Experience						
Years to complete degree						
Entered as new student ²						
Program Major Area³						
Business/Economics	0.6240	-7.01	*			
Education						
Health sciences						
Arts/Humanities						
Pre-Professional programs	2.0440	10.64	***			
Natural sciences						
Physical sciences						
Double major						
Courses Transferred In⁴						
Number of math courses transferred in: one						
Number of math courses transferred in: two or more						
Number of core humanities transferred in: one or two						
Number of core humanities transferred in: 3 or more						
General Academic Experiences						
Cumulative graduating GPA						
Graduated with a minor						
Number of math credits earned						
Number of upper division science courses						
Took overseas course (USAC)						
Had one internship/practicum ⁵						
Had two or more internship/practicum ⁵						
Had one independent study ⁶						
Had two or more independent studies ⁶						
Graduated with no thesis ⁷						
Avg class size of courses taken						
Avg grade awarded in courses taken						
Core Curriculum Performance⁸						
Core humanities (201) B or higher	0.6680	-6.00	*			
Core humanities (201) less than B						
Core humanities (202) B or higher						
Core humanities (202) less than B						
Core humanities (203) B or higher						
Core humanities (203) less than B						
General capstone B or higher						
General capstone less than B						
Diversity experience						
Number of diversity courses taken	1.2690	3.54	***	1.1290	2.75	***
% of courses taken taught by female faculty				1.0170	0.39	***
% of courses taken taught by minority faculty				1.0140	0.32	*
% of courses taken taught by full professors						
% of classmates that were female						
% of classmates that were Asian Am						
% of classmates that were foreign						
7.5 to 12.5% of classmates were ethn/racial minority ⁹						
Over 12.5% of classmates were ethn/racial minority ⁹	1.4460	5.49	*	1.4020	7.68	**
Would you attend institution again? (self-rated)						
definitely yes ¹⁰						
probably yes ¹⁰						
Experience in diversity courses taken, any type^^						
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken						
% of classmates that were female						
% of classmates that were ethnic/racial minority						
% of classmates that were Asian Am						
% of classmates that were foreign						
Avg class size						
Avg years from completion of course(s) to graduation						
Interaction: Asian Am.* % of minority classmates	0.7890	-3.53	*			
Interaction: Unknown Ethn/Race * % of minority classmates				0.8200	-4.50	*
Model Fit						
Deviance Chi-Square alpha-level		>.05				
Nagelkerke pseudo R-squae		0.14				
Percent correctly predicted overall		51.10				

*** p \leq .001; **p \leq .01; *p \leq .05

Reference categories: ¹ Caucasian, ² transfer-in student, ³ social science major, ⁴ no transferred courses, ⁵ no internship/practicum, ⁶ three independent studies

⁷ graduated with a thesis, ⁸ did not take course, ⁹ less than 7.5% of classmates were ethn/racial minority, ¹⁰ probably not or no

^^ Separately derived with same control variables

Table 18: Parameter Estimates of Self-Reported Understanding of Racial Issues, Caucasian Bachelor Degree Recipients 2002-2005 (N=402)

<i>Significant effects only; all control variables listed</i>	Model 15: Very Positively			Model 16: Somewhat positively		
	logit (exp β)	Δ - p	Sig.	logit (exp β)	Δ - p	Sig.
Demographics						
Age at graduation (in years)						
Male						
Financial Aid						
Need-based aid received (\$1K increment)	1.0350	0.38	*			
Campus Experience						
Entered as new student ²						
Courses Transferred In ⁴						
Number of core humanities transferred in: one or two						
Number of core humanities transferred in: 3 or more						
General Academic Experiences						
Cumulative graduating GPA						
Number of math credits earned	0.9310	-0.80	0.0700			
Core Curriculum Performance ⁸						
Core humanities (201) B or higher						
Core humanities (201) less than B						
Core humanities (202) B or higher						
Core humanities (202) less than B				3.7190	30.99	*
Core humanities (203) B or higher						
Core humanities (203) less than B						
Diversity experience						
Number of diversity courses taken	3.4010	13.57	**	3.4410	29.15	**
% of courses taken taught by female faculty						
% of courses taken taught by minority faculty						
% of courses taken taught by full professors						
% of classmates that were female						
% of classmates that were Asian Am				0.8690	-3.30	*
% of classmates that were foreign						
% of classmates that were ethnic/racial minority				1.1500	3.30	0.077
Racial discrimination is no longer a problem (CIRP)						
disagree strongly ¹⁰				5.8610	41.70	*
disagree somewhat ¹⁰						
Experience in diversity courses taken, any type						
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken						
% of classmates that were female						
% of classmates that were ethnic/racial minority	0.9230	-0.89	0.0610			
% of classmates that were Asian Am						
% of classmates that were foreign						
Avg class size						
Avg years from completion of course(s) to graduation	1.3790	3.57	0.0520			
Interaction term: Racial discrimination is no longer a problem						
(disagree strongly) w/ number of diversity courses taken				0.4280	-20.00	0.06100
disagree somewhat w/ number of diversity courses taken				0.2950	-28.80	**
Model Fit						
Deviance Chi-Square alpha-level		>.05				
Nagelkerke pseudo R-squae		0.27				
Percent correctly predicted overall		59.50				

*** p \leq .001; **p \leq .01; *p \leq .05

Reference categories: ² transfer-in student, ⁴ no transferred courses

⁸ did not take course, ¹⁰ agree somewhat or strongly

Table 19: Parameter Estimates of Self-Reported Understanding of Other Cultures, Bachelor Degree Recipients 2002-2005 (N=3,243)

<i>Significant effects only; all control variables listed</i>	Model 17: Very Positively			Model 18: Somewhat positively		
	logit (exp β)	Δ - p	Sig.	logit (exp β)	Δ - p	Sig.
Demographics						
Age at graduation (in years)	1.0390	0.77	***			
Male				1.380	7.55	**
Ethnicity / Race unknown ¹	0.6270	-9.48	*	0.651	-10.08	*
African/Hispanic/Native American ¹						
Asian American ¹						
Financial Aid						
Need-based aid received (\$1K increment)						
Average remaining need per semester (\$1K)						
Campus Experience						
Years to complete degree						
Entered as new student ²						
Program Major Area³						
Business/Economics	0.5770	-11.16	**	0.686	-8.81	*
Education						
Health sciences						
Arts/Humanities						
Pre-Professional programs						
Natural sciences				0.544	-14.27	**
Physical sciences						
Double major						
Courses Transferred In⁴						
Number of math courses transferred in: one						
Number of math courses transferred in: two or more						
Number of core humanities transferred in: one or two						
Number of core humanities transferred in: 3 or more						
General Academic Experiences						
Cumulative graduating GPA						
Graduated with a minor						
Number of math credits earned				0.9830	-0.40	*
Number of upper division science courses	0.9890	-0.22	*			
Took overseas course (USAC)	2.7390	20.45	***			
Had one internship/practicum ⁵						
Had two or more internship/practicum ⁵						
Had one independent study ⁶				0.7540	-6.61	*
Had two or more independent studies ⁶						
Graduated with no thesis ⁷						
Avg class size of courses taken						
Avg grade awarded in courses taken						
Core Curriculum Performance⁸						
Core humanities (201) B or higher						
Core humanities (201) less than B						
Core humanities (202) B or higher						
Core humanities (202) less than B						
Core humanities (203) B or higher						
Core humanities (203) less than B						
General capstone B or higher						
General capstone less than B						
Diversity experience						
Number of diversity courses taken	1.3080	5.44	***	1.1280	2.84	**
% of courses taken taught by female faculty						
% of courses taken taught by minority faculty						
% of courses taken taught by full professors						
% of classmates that were female						
% of classmates that were Asian Am						
% of classmates that were foreign						
7.5 to 12.5% of classmates were ethn/racial minority ⁹						
Over 12.5% of classmates were ethn/racial minority ⁹						
Would you attend institution again? (self-rated)¹⁰						
definitely yes	5.3320	37.78	***	2.9560	25.30	***
probably yes	2.3510	19.29	***	2.3190	19.63	***
Experience in diversity courses taken, focused and any type¹⁰						
GPA for diversity courses taken						
Avg grade awarded in diversity courses taken						
% of classmates that were female						
% of classmates that were ethnic/racial minority						
% of classmates that were Asian Am						
% of classmates that were foreign						
Avg class size						
Avg years from completion of course(s) to graduation						
Model Fit						
Deviance Chi-Square alpha-level		>.05				
Nagelkerke pseudo R-squae		0.15				
Percent correctly predicted overall		46.70				

*** p ≤ .001; **p ≤ .01; *p ≤ .05

Reference categories: ¹ Caucasian, ² transfer-in student, ³ social science major, ⁴ no transferred courses, ⁵ no internship/practicum, ⁶ three independent studies

⁷ graduated with a thesis, ⁸ did not take course, ⁹ less than 7.5% of classmates were ethn/racial minority, ¹⁰ probably not or no

¹⁰ Separately derived with same control variables

