

APPENDIX

Description of the Items/Variables Used in the Model

Name	Description/coding	Time measured
Diversity Courses		
Number of previous diversity courses <sup>a</sup>	Scale (range, 0 – 15)	1
Enrolled in a diversity course <sup>b</sup>	0 = No, 1 = Yes	1
Positive Quality of Interaction		
Shared personal feelings and problems with diverse peers	1 = Not at all to 5 = A great deal	1,2
Worked effectively through conflict with diverse peers	1 = Not at all to 5 = A great deal	1,2
Had meaningful discussion outside of class with diverse peers	1 = Not at all to 5 = A great deal	1,2
Importance of Social Action Engagement		
Creating awareness of how people affect the environment	1 = Not important to 4 = Essential	1,2
Promoting racial tolerance and respect	1 = Not important to 4 = Essential	1,2
Contributing money to a charitable cause	1 = Not important to 4 = Essential	1,2
Speaking up against social injustice	1 = Not important to 4 = Essential	1,2
Volunteering with community groups or agencies	1 = Not important to 4 = Essential	1,2
Working to end poverty	1 = Not important to 4 = Essential	1,2
Using career-related skills to work in low-income communities	1 = Not important to 4 = Essential	1,2

<sup>a</sup> Students indicated the number of courses taken in prior terms that focus on Women's Studies, Ethnic/Cultural Studies, General diversity issues, opportunities for intense discussion across difference, or serving a community in need. Their answers were summed to create this variable.

<sup>b</sup> Students enrolled in one of the two diversity courses being studied received a 1 on this variable whereas students in the management course received a 0.