

Table 1. Regression of Engagement Measures on Ethnicity and Selected Controls

Engagement Measure	First-Year Students			Senior Students		
	URM	Asian	Other	URM	Asian	Other
Level of Academic Challenge	1.60	-0.63	-8.71 **	-2.90	-2.15	0.17
Active and Collaborative Learning	1.15	-1.19	-10.41 ***	-0.98	-3.12	-8.27
Student-Faculty Interaction	-0.36	3.96	-9.99 *	4.77	8.69 *	-8.93
Enriching Educational Experiences	1.80	-2.53	1.19	1.68	5.21	-1.57
Supportive Campus Environment	-1.62	4.86	-10.94 **	4.27	-5.17	1.40

Note: Unstandardized coefficients reported in this table; Controls include gender, total SAT score, full-time/part-time status, and whether living on campus.

* $p < .1$ ** $p < .05$ *** $p < .01$ (2-tailed).

Table 2. Regression of Cumulative GPA on Benchmarks, Ethnicity and Selected Controls

Variable	First-Year Students		Senior Students	
	Unstdn. Coefficient	Beta	Unstdn. Coefficient	Beta
Level of Academic Challenge	NR	NR	NR	NR
Active and Collaborative Learning	0.004 ***	0.113	NR	NR
Student-Faculty Interaction	NR	NR	NR	NR
Enriching Educational Experiences	0.003 *	0.073	NR	NR
Supportive Campus Environment	NR	NR	0.005 ***	0.211
URM	-0.136 *	-0.071	NR	NR
Asian	-0.210 **	-0.075	NR	NR
Other	NR	NR	NR	NR
Total SAT score	0.002 ***	0.461	0.001 ***	0.444
Female	0.201 ***	0.156	0.174 ***	0.181
Living on campus	NR	NR	0.120 **	0.101
Full-time status	NR	NR	0.169 *	0.072
Adjusted R ²	0.289		0.291	

Note: NR = Not Reported; Coefficient not statistically significant.

* $p < .1$ ** $p < .05$ *** $p < .01$ (2-tailed).

Table 3. Estimated Coefficients and Odds Ratios for the Final Logistic Regression Model for Retention

Variable	First-Year Students	
	Coefficient	Odds Ratio
Active & Collaborative Learning	0.03 *	1.03
Enriching Educational Experiences	-0.05 **	0.95
Supportive Campus Environment	0.03 **	1.03
GPA	1.05 ***	2.86
Asian	5.90	365.78
Asian*GPA	-2.44 *	0.09
URM and Other	0.81	2.25

Note: full-time status is excluded from the model due to zero cell problem. URM and Other are combined as one group due to the same problem.

* $p < .1$ ** $p < .05$ *** $p < .01$.

Table 4. Estimated Odds Ratios (OR) for Asian, Controlling for GPA

GPA	1	1.5	2	2.5	3	3.5	4
OR	31.82	9.38	2.77	0.82	0.24	0.07	0.02