**Online Appendix**

**TABLE A1**

**Impact of demographic characteristics on the selection of “attend meetings” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | 0.1480 | 0.3024 | 0.4894 | 0.6246 |
| Female | 0.1394 | 0.3694 | 0.3775 | 0.7058 |
| Underrepresented minority group | -0.1391 | 0.4119 | -0.3378 | 0.7355 |
| First generation | -0.0152 | 0.4291 | -0.0355 | 0.9717 |
| Low income | -0.7750 | 0.5285 | -1.4663 | 0.1426 |
| Transfer  | 0.0546 | 0.4791 | 0.1141 | 0.9092 |

**TABLE A2**

**Impact of demographic characteristics on the selection of “be honest” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -0.0758 | 0.3027 | -0.2504 | 0.8023 |
| Female | -0.5227 | 0.3747 | -1.3949 | 0.1630 |
| Underrepresented minority group | 0.2048 | 0.4136 | 0.4952 | 0.6205 |
| First generation | -0.2954 | 0.4348 | -0.6793 | 0.4970 |
| Low income | 0.1326 | 0.5200 | 0.2550 | 0.7988 |
| Transfer  | 0.1346 | 0.4801 | 0.2804 | 0.7792 |

**TABLE A3**

**Impact of demographic characteristics on the selection of “be punctual” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -2.8855 | 0.5909 | -4.8836 | <0.001 |
| Female | 0.5978 | 0.6082 | 0.9830 | 0.3256 |
| Underrepresented minority group | 0.5048 | 0.6590 | 0.7660 | 0.4437 |
| First generation | -0.3454 | 0.7377 | -0.4682 | 0.6397 |
| Low income | 0.7991 | 0.7596 | 1.0521 | 0.2928 |
| Transfer  | 0.8543 | 0.6706 | 1.2739 | 0.2027 |

**TABLE A4**

**Impact of demographic characteristics on the selection of “agreed work on time” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | 1.2479 | 0.3632 | 3.4355 | <0.001 |
| Female | -0.0409 | 0.4403 | -0.0930 | 0.9259 |
| Underrepresented minority group | -0.078 | 0.4824 | -0.1616 | 0.8716 |
| First generation | -0.6844 | 0.4978 | -1.3748 | 0.1692 |
| Low income | 0.7690 | 0.6603 | 1.1646 | 0.2442 |
| Transfer  | 0.8050 | 0.6708 | 1.2000 | 0.2301 |

**TABLE A5**

**Impact of demographic characteristics on the selection of “noncompletion” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -0.9602 | 0.3395 | -2.8285 | 0.0047 |
| Female | -0.4293 | 0.4314 | -0.9951 | 0.3197 |
| Underrepresented minority group | -0.1019 | 0.4686 | -0.2174 | 0.8279 |
| First generation | 0.2744 | 0.4758 | 0.5766 | 0.5642 |
| Low income | -0.4203 | 0.6042 | -0.6957 | 0.4866 |
| Transfer  | 0.3805 | 0.5187 | 0.7335 | 0.4632 |

**TABLE A6**

**Impact of demographic characteristics on the selection of “inform of progress” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | 0.3504 | 0.3069 | 1.1416 | 0.2536 |
| Female | -0.3389 | 0.3744 | -0.9051 | 0.3654 |
| Underrepresented minority group | 0.4175 | 0.4219 | 0.9897 | 0.3223 |
| First generation | -0.3565 | 0.4375 | -0.8148 | 0.4152 |
| Low income | -0.6247 | 0.5362 | -1.1649 | 0.2441 |
| Transfer  | -0.6076 | 0.4973 | -1.2218 | 0.2218 |

**TABLE A7**

**Impact of demographic characteristics on the selection of “prepare for meetings” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -1.0680 | 0.3500 | -3.0509 | 0.0023 |
| Female | 0.2948 | 0.4226 | 0.6976 | 0.4854 |
| Underrepresented minority group | -0.0978 | 0.4938 | -0.1981 | 0.8430 |
| First generation | -0.6015 | 0.5341 | -1.1262 | 0.2601 |
| Low income | 0.1646 | 0.6264 | 0.2627 | 0.7927 |
| Transfer  | -0.0496 | 0.5676 | -0.0873 | 0.9304 |

**TABLE A8**

**Impact of demographic characteristics on the selection of “respect consensus” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -0.3416 | 0.3051 | -1.1194 | 0.2630 |
| Female | -0.3018 | 0.3743 | -0.8064 | 0.4200 |
| Underrepresented minority group | 0.2170 | 0.4139 | 0.5244 | 0.6000 |
| First generation | -0.0650 | 0.4328 | -0.1501 | 0.8807 |
| Low income | -0.0065 | 0.5193 | -0.0125 | 0.9900 |
| Transfer  | 0.6115 | 0.4782 | 1.2786 | 0.2010 |

**TABLE A9**

**Impact of demographic characteristics on the selection of “send apologies” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -2.3243 | 0.5826 | -3.9897 | <0.001 |
| Female | 0.1853 | 0.7435 | 0.2492 | 0.8032 |
| Underrepresented minority group | -0.8375 | 1.1231 | -0.7457 | 0.4558 |
| First generation | -1.3001 | 1.2126 | -1.0722 | 0.2836 |
| Low income | 0.3718 | 1.2383 | 0.3003 | 0.7640 |
| Transfer  | -0.3146 | 1.1321 | -0.2779 | 0.7811 |

**TABLE A10**

**Impact of demographic characteristics on the selection of “trust each other” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -0.3443 | 0.3095 | -1.1125 | 0.2659 |
| Female | -0.5869 | 0.3917 | -1.4984 | 0.1340 |
| Underrepresented minority group | -0.2645 | 0.4332 | -0.6107 | 0.5414 |
| First generation | 0.5770 | 0.4438 | 1.3000 | 0.1936 |
| Low income | -0.2979 | 0.5411 | -0.5506 | 0.5819 |
| Transfer  | -0.3013 | 0.5113 | -0.5892 | 0.5557 |

**TABLE A11**

**Impact of demographic characteristics on the selection of “value diversity” as a group rule.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Estimate** | **Standard error** | **Test statistic** | ***p* value** |
| (Intercept) | -1.8425 | 0.4732 | -3.8937 | <0.001 |
| Female | -0.8991 | 0.7208 | -1.2474 | 0.2123 |
| Underrepresented minority group | -1.6550 | 1.0998 | -1.5048 | 0.1324 |
| First generation | -0.3449 | 0.7913 | -0.4358 | 0.6630 |
| Low income | 0.3074 | 0.9361 | 0.3283 | 0.7427 |
| Transfer  | 0.7444 | 0.7647 | 0.9734 | 0.3304 |