

# From Natural Variation To Optimal Policy? The Importance of Endogenous Peer Group Formation

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# What's the Framework?

- **Definition Peer Group:** Social Group with similar interests and demographic background.
- *In a classroom:* The entirety of your classmates with whom you interact
- What effect do your peers abilities have on you, conditional on your own ability?
- Analyze effects, design reassignment algorithm to maximize academic performance of low-ability students (design new classes!)
- Results: Surprisingly, find negative treatment effects on the low-ability students. *Why?*

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- ① Introduction to the Peer Literature
- ② Empirical Strategy
- ③ Predicted Results
- ④ Actual Results
- ⑤ Discussion and Link to Roy-Model
- ⑥ Lookout

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# Introduction to Peer Literature

- Peers play an important role on performance wherever they appear: *Workplace, Education, Day-to-Day Behavior*
- Large body of research dedicated to *identification* of peer effects, but only more recent papers tried to explore the potential of reassignment to maximize outcomes

# A Selection of Evidence

- Sacerdote (2001) finds that peers (college roommates) have impact on GPA and decisions to join social groups (e.g. fraternities)
- Zimmerman (2003) uses data on grades, SAT scores, and SAT scores of roommates in quasi-experimental approach. Finds that verbal SAT scores seem to have the strongest peer effect
- Carrell, Fullerton and West (2009): Find persisting and nonlinear peer-effects in peer groups of  $\sim 30$  students
- Lyle (2007): While estimates of group effects are usually positive and significant, common characteristics may be driving this correlation  $\rightarrow$  *Bias?*

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- Peer effects may be a thing, but what should we make of the results?
- Nonlinearities in peer effects
- Bhattacharya (2009): We can derive optimal reassignment rules

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## Goals:

- Make use of pre-treatment data: Identify nonlinear peer effects at the United States Air Force Academy (USAFA) (2005 - 2010) to design optimal reassignment rules and test for its effectiveness (2011/2012)
- **Parameters of Interest:** Coefficient on High/Medium/Low-Ability Peers on student's performance, conditional on student's ability  $\Rightarrow$  effect of being exposed to a designed peer group
- **Measure for Ability:** Consists of *SAT Verbal*, *SAT Math* and *Academic Composite*<sup>1</sup>-score
- **Outcome Measure:** GPA

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<sup>1</sup>High school GPA, class rank and quality of high school attended

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# Empirical Strategy

- Pre-Treatment: Students were randomly assigned to squadrons of  $\sim 30$  students  $\Rightarrow$  *Find nonlinear peer effects*
- *Randomly* assign students to control or treatment group (20 squadrons each)
- Treatment: Use estimates from pre-treatment data to create squadrons designed to improve performance of students on the bottom tercile of the ability distribution.
- Subjects: Students in *low* tercile of ability distribution (called *low ability students*)

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# Baseline Sample

TABLE I  
SUMMARY STATISTICS<sup>a</sup>

| Variables                    | (1)<br>Pre-Treatment<br>Group Mean<br>(sd) | (2)<br>Control<br>Group Mean<br>(sd) | (3)<br>Treatment<br>Group Mean<br>(sd) |
|------------------------------|--|--------------------------------------|--|
| Grade Point Average          | 2.785<br>(0.661)                           | 2.789<br>(0.642)                     | 2.781<br>(0.659)                       |
| Fraction of High SAT-V Peers | 0.276<br>(0.0742)                          | 0.263<br>(0.0603)                    | 0.272<br>(0.161)                       |
| Fraction of Low SAT-V Peers  | 0.236<br>(0.0717)                          | 0.242<br>(0.0584)                    | 0.244<br>(0.0774)                      |
| SAT Verbal Score             | 6.342<br>(0.682)                           | 6.327<br>(0.661)                     | 6.323<br>(0.667)                       |
| SAT Math Score               | 6.643<br>(0.654)                           | 6.568<br>(0.646)                     | 6.580<br>(0.653)                       |
| Student is Female            | 0.180<br>(0.384)                           | 0.208<br>(0.406)                     | 0.216<br>(0.412)                       |
| Observations                 | 7160                                       | 1228                                 | 1219                                   |

# Use the pre-treatment data

- A student's GPA (in squadron  $s$  of ability  $t$ ) is determined by a variety of pre-treatment and demographic characteristics, denoted as a matrix  $X$
- Other determinants are the leave-one-out average GPA of squadron  $s$ ,  $\overline{GPA}_{s-i}$  and, similarly, the leave-one-out mean of the pre-treatment characteristics-matrix  $X$ :  $\overline{X}_{s-i}$
- Hence, one can estimate:

$$GPA_{st} = X\alpha_1 + \overline{GPA}_{s-i}\alpha_{2t} + \overline{X}_{s-i}\alpha_{3t} + \epsilon_{st}$$

- We can solve for the reduced form and take the limit (Number of peers  $\rightarrow \infty$ )

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# Pre-Treatment Results

PEER EFFECTS IN THE PRE-TREATMENT GROUP<sup>a</sup>

| Variables  | (1)<br>GPA                    | (2)<br>GPA                    | (3)<br>GPA                    | (4)<br>GPA                    |
|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Fraction of High SAT-V Peers                                 | 0.181 <sup>d</sup><br>(0.094) | 0.190 <sup>c</sup><br>(0.096) |                               |                               |
| Fraction of Low SAT-V Peers                                  | -0.050<br>(0.095)             | -0.061<br>(0.094)             |                               |                               |
| Fraction of High SAT-V Peers $\times$ High $\widehat{GPA}$   |                               |                               | 0.222<br>(0.156)              | 0.233<br>(0.151)              |
| Fraction of High SAT-V Peers $\times$ Middle $\widehat{GPA}$ |                               |                               | -0.136<br>(0.136)             | -0.119<br>(0.137)             |
| Fraction of High SAT-V Peers $\times$ Low $\widehat{GPA}$    |                               |                               | 0.464 <sup>b</sup><br>(0.150) | 0.474 <sup>b</sup><br>(0.152) |
| Fraction of Low SAT-V Peers $\times$ High $\widehat{GPA}$    |                               |                               | 0.026<br>(0.144)              | 0.009<br>(0.147)              |
| Fraction of Low SAT-V Peers $\times$ Middle $\widehat{GPA}$  |                               |                               | -0.219<br>(0.145)             | -0.230<br>(0.142)             |
| Fraction of Low SAT-V Peers $\times$ Low $\widehat{GPA}$     |                               |                               | 0.065<br>(0.141)              | 0.061<br>(0.140)              |
| Observations   | 14,024                        | 14,024                        | 14,024                        | 14,024                        |
| $R^2$  | 0.345                         | 0.345                         | 0.346                         | 0.345                         |

# What do we see?

- No significant estimated effect of the fraction of High-SAT peers on high (high predicted GPA) and middle ability students, but significant, positive effect on low ability students
- Conversely, no negative estimated effect of low ability students on high ability students
- So, *randomly* assign half of the incoming classes to control and treatment group, respectively
- Then use algorithm to efficiently maximize the fraction of high ability peers for each low ability student in treatment group *s.t.* bureaucratic constraints

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# Reassignment

- Note: Students were *randomly* assigned to control and treatment group, respectively, so no selection bias on *this* treatment level
- Students in control group were **randomly assigned** to one of the 20 control squadrons subject to diversity constraints in the squadrons
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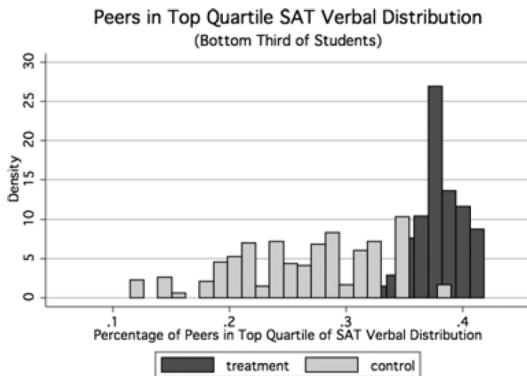
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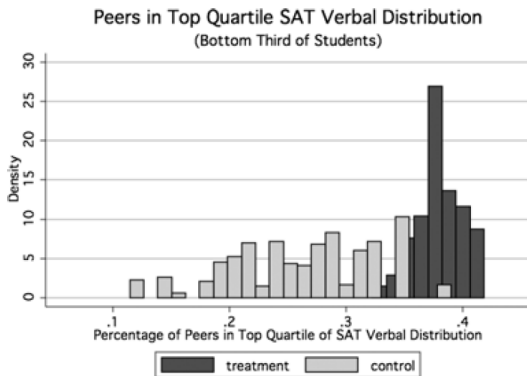
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- Algorithm creates two types of squadrons: Groups low ability students with high ability students (bimodal) and medium ability students with other medium ability students (homogeneous)
- Leave-one-out mean SAT verbal score for low-ability-students raises from .28 to .38: Peers are “better”



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Predicted treatment effect using the pre-treatment estimates:

TABLE IV  
PREDICTED TREATMENT EFFECT<sup>a</sup>

| Variables                  | (1)<br>All<br>Students | (2)<br>Bottom<br>$\widehat{GPA}$ | (3)<br>Middle<br>$\widehat{GPA}$ | (4)<br>Top<br>$\widehat{GPA}$ |
|----------------------------|------------------------|----------------------------------|----------------------------------|-------------------------------|
| Student in Treatment Group | 2.787<br>(0.026)       | 2.390<br>(0.027)                 | 2.783<br>(0.027)                 | 3.198<br>(0.027)              |
| Student in Control Group   | 2.772<br>(0.026)       | 2.336<br>(0.027)                 | 2.767<br>(0.027)                 | 3.195<br>(0.026)              |
| Predicted Treatment Effect | 0.015<br>(0.037)       | 0.053 <sup>b</sup><br>(0.037)    | 0.016<br>(0.037)                 | 0.003<br>(0.037)              |
| Observations               | 2653                   | 881                              | 884                              | 888                           |

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Observed treatment effect:

TABLE VI  
OBSERVED TREATMENT EFFECTS<sup>a</sup>

| Variables                  | (1)<br>All Students | (2)<br>Low $\widehat{GPA}$     | (3)<br>Middle $\widehat{GPA}$ | (4)<br>High $\widehat{GPA}$ |
|----------------------------|---------------------|--------------------------------|-------------------------------|-----------------------------|
| Student in Treatment Group | 0.001<br>(0.022)    | -0.061 <sup>c</sup><br>(0.031) | 0.082 <sup>b</sup><br>(0.039) | -0.012<br>(0.036)           |
| Observations               | 4834                | 1571                           | 1626                          | 1637                        |
| $R^2$                      | 0.357               | 0.136                          | 0.067                         | 0.151                       |

# Actual Results

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# Possible Explanations

Possible Explanation:

- Peer dynamics and endogenous peer group formation

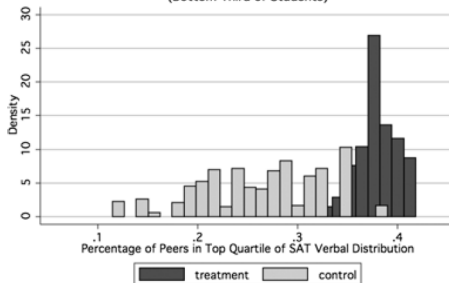
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- Design implicitly assumed peer dynamics to remain comparable to pre-treatment dynamics
- Sorting algorithm created different squadrons than the pre-treatment squadrons  
→ changed group dynamics

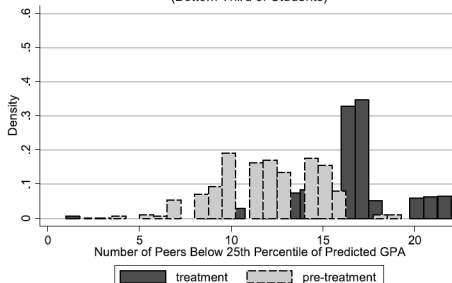
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Peers in Top Quartile SAT Verbal Distribution  
(Bottom Third of Students)



Peers Below 25th Percentile of Predicted GPA  
(Bottom Third of Students)



# Possible Explanations

- Low ability students in treatment group were assigned a large number of high ability peers, but also large number of low ability peers.
- *True* peer group of a student may not be the whole squadron, but a smaller and endogenously chosen subgroup of similar peers
- So being assigned to treatment changed availability of similar peers and increased the attractiveness of forming a subgroup with similar students (*homophily*)
- Could this drive the surprising results?

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# Peer Dynamics as an Explanation

- Examine this explanation using survey and housing data on the subjects
- Confirms this suspicion: low ability students in the treatment squadrons ~17 percentage points more likely to have low predicted GPA study partners than low ability students in the control squadron
- Low ability students in treatment group chose high ability roommates 9.5 percentage points less often

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# In the Context of our Framework

- Within treatment group, subjects chose *not* to receive the intended treatment  
→ *Noncompliers*
- Assignment to treatment may be random, *intended* treatment is not! ⇒  
*Behavioral response to assignment to treatment*



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- Let  $D^*$  denote random assignment to the intended treatment (*Gold Standard*),  $R = 1$  if a student for whom  $D^* = 1$  is randomized into the treatment group (*Not actual treatment*) and  $A$  denote *actual* treatment.
- The important assumption needed to use of the CSWs randomization is that it actually translates into randomization on the intended treatment level:  
 $E[Y_1^* - Y_0^* | D^* = 1] = E[Y_1 - Y_0 | A = 1]$ . However (with abuse of notation):

$$\begin{aligned}
 & E[Y_1 - Y_0] \\
 &= \underbrace{E[Y_1^* - Y_0^* | D^* = 1]}_{ATE} \\
 &= \underbrace{E[Y_1^* - Y_0^* | R = 1]}_{ATE}
 \end{aligned}$$

$\neq E[\Delta Y | A = 1]$  due to noncompliance: different treatment than intended

# In the Context of our Framework

- Let  $D^*$  denote random assignment to the intended treatment (*Gold Standard*),  $R = 1$  if a student for whom  $D^* = 1$  is randomized into the treatment group (*Not actual treatment*) and  $A$  denote *actual* treatment.
- The important assumption needed to use of the CSWs randomization is that it actually translates into randomization on the intended treatment level:  
 $E[Y_1^* - Y_0^* | D^* = 1] = E[Y_1 - Y_0 | A = 1]$ . However (with abuse of notation):

$$\begin{aligned}
 & E[Y_1 - Y_0] \\
 &= \underbrace{E[Y_1^* - Y_0^* | D^* = 1]}_{ATE} \\
 &= \underbrace{E[Y_1^* - Y_0^* | R = 1]}_{ATE}
 \end{aligned}$$

$\neq E[\Delta Y | A = 1]$  due to noncompliance: different treatment than intended

# In the Context of our Framework

- We are not measuring the parameter of interest, i.e. the mean effect of being exposed to a designed peer group
- This is due to the behavioral response to the treatment
- Being *assigned* to treatment does not translate into receiving the intended treatment (i.e. being *exposed* to designed peer group)
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# Outline

- ① Introduction to the Peer Literature
- ② Empirical Strategy
- ③ Predicted Results
- ④ Actual Results
- ⑤ Discussion and Link to Roy-Model
- ⑥ Lookout

# What can we make of the results?

- Was there a way to predict this would happen? Could it have been avoided/ accounted for?
- Yes! Survey data reveals interactions not accounted for when designing “optimal” peer groups designed by algorithm
- Can we proxy for these interactions? Are there determinants of peer interaction?

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# Where To Go From Here

- What Lukas Kießling and I are currently working on
- Find drivers of homophily using self-reported scores on non-ability characteristics: *prosociality, problem behavior, OCEAN etc*
- Use estimates of correlation structure from real data (using NEPS) to parameterize simulation of different reassignment rules
- Do we find an OVB without non-ability measures?
- Apply simulation to a “short-sighted model” without non-ability measures vs. “long model” including these measures

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|   | (1)                | (2)                | (3)                | (4)                | (5)                | (6)                | (7)                | (8)                | (9)                |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| High ability × Leave-one-out mean math skill (std.)   | 0.26***<br>(0.09)  | -0.22**<br>(0.09)  | -0.20**<br>(0.09)  | -0.20**<br>(0.09)  | -0.23**<br>(0.09)  | -0.21**<br>(0.09)  | -0.21**<br>(0.09)  | -0.21**<br>(0.09)  | -0.29***<br>(0.09) |
| Medium ability × Leave-one-out mean math skill (std.) | -0.54***<br>(0.09) | -0.19**<br>(0.09)  | -0.17*<br>(0.09)   | -0.17*<br>(0.09)   | -0.20**<br>(0.09)  | -0.18**<br>(0.09)  | -0.19**<br>(0.09)  | -0.19**<br>(0.10)  | -0.27***<br>(0.10) |
| Low ability × Leave-one-out mean math skill (std.)    | -0.79***<br>(0.13) | 0.23*<br>(0.14)    | 0.23*<br>(0.14)    | 0.24*<br>(0.14)    | 0.22<br>(0.14)     | 0.25*<br>(0.14)    | 0.24*<br>(0.14)    | 0.23*<br>(0.14)    | 0.16<br>(0.14)     |
| Gender  | 0.07<br>(0.04)     | 0.18***<br>(0.04)  | 0.19***<br>(0.04)  | 0.19***<br>(0.04)  | 0.20***<br>(0.04)  | 0.12***<br>(0.04)  | 0.12***<br>(0.04)  | 0.13***<br>(0.04)  | 0.12***<br>(0.04)  |
| Age in Months   | -0.02***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) |
| Migration Background                                  | -0.08<br>(0.06)    | -0.02<br>(0.06)    | -0.01<br>(0.06)    | -0.01<br>(0.06)    | -0.01<br>(0.06)    | -0.03<br>(0.06)    | -0.03<br>(0.06)    | -0.03<br>(0.06)    | -0.02<br>(0.06)    |
| Class Size in Wave 1                                  | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     | 0.00<br>(0.01)     |
| Mathematics skill (std.)                              |                    | 0.65***<br>(0.04)  | 0.65***<br>(0.04)  | 0.65***<br>(0.04)  | 0.65***<br>(0.04)  | 0.62***<br>(0.03)  | 0.62***<br>(0.03)  | 0.62***<br>(0.04)  | 0.61***<br>(0.04)  |
| Openness Std.   |                    |                    | -0.03<br>(0.02)    | -0.03*<br>(0.02)   | -0.03*<br>(0.02)   | -0.03*<br>(0.02)   | -0.03<br>(0.02)    | -0.03<br>(0.02)    | -0.03<br>(0.02)    |
| Mean Openness   |                    |                    |                    | -0.08<br>(0.09)    | -0.06<br>(0.09)    | -0.07<br>(0.09)    | -0.07<br>(0.09)    | -0.08<br>(0.09)    | -0.05<br>(0.10)    |
| Neuroticism Std.                                      |                    |                    |                    |                    | -0.03*<br>(0.02)   | -0.04**<br>(0.02)  | -0.05**<br>(0.02)  | -0.05**<br>(0.02)  | -0.05**<br>(0.02)  |
| Mean Neuroticism                                      |                    |                    |                    |                    | -0.11<br>(0.08)    | -0.08<br>(0.08)    | -0.09<br>(0.08)    | -0.09<br>(0.08)    | -0.02<br>(0.09)    |
| Conscientiousness Std.                                |                    |                    |                    |                    |                    | 0.18***<br>(0.02)  | 0.18***<br>(0.02)  | 0.18***<br>(0.02)  | 0.19***<br>(0.02)  |
| Mean Conscientiousness                                |                    |                    |                    |                    |                    | -0.14*<br>(0.08)   | -0.15*<br>(0.08)   | -0.14*<br>(0.08)   | -0.09<br>(0.08)    |
| Extraversion Std.                                     |                    |                    |                    |                    |                    |                    | -0.04**<br>(0.02)  | -0.04**<br>(0.02)  | -0.04*<br>(0.02)   |
| Mean Extraversion                                     |                    |                    |                    |                    |                    |                    | -0.03<br>(0.08)    | -0.04<br>(0.08)    | 0.01<br>(0.08)     |
| Agreeableness Std.                                    |                    |                    |                    |                    |                    |                    |                    | -0.02<br>(0.02)    | -0.02<br>(0.02)    |
| Mean Agreeableness                                    |                    |                    |                    |                    |                    |                    |                    | -0.02<br>(0.10)    | -0.03<br>(0.10)    |
| Average Gender  |                    |                    |                    |                    |                    |                    |                    |                    | -0.37**<br>(0.19)  |
| School FEs  | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                |
| N   | 2914               | 2914               | 2883               | 2883               | 2866               | 2857               | 2839               | 2826               | 2826               |
| R <sup>2</sup>  | .21                | .31                | .31                | .31                | .31                | .34                | .34                | .34                | .34                |

|   | (1)                | (2)                | (3)                | (4)                | (5)                | (6)                | (7)                | (8)                | (9)                |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| High ability × Leave-one-out mean math skill (std.)   | 0.05<br>(0.09)     | -0.03<br>(0.07)    | -0.02<br>(0.08)    | -0.02<br>(0.08)    | -0.04<br>(0.08)    | -0.04<br>(0.07)    | -0.03<br>(0.07)    | -0.04<br>(0.08)    | -0.07<br>(0.08)    |
| Medium ability × Leave-one-out mean math skill (std.) | -0.19**<br>(0.08)  | -0.25***<br>(0.07) | -0.23***<br>(0.07) | -0.23***<br>(0.07) | -0.26***<br>(0.07) | -0.23***<br>(0.07) | -0.22***<br>(0.07) | -0.23***<br>(0.07) | -0.26***<br>(0.07) |
| Low ability × Leave-one-out mean math skill (std.)    | -0.31***<br>(0.08) | -0.20***<br>(0.07) | -0.19**<br>(0.07)  | -0.18**<br>(0.07)  | -0.21***<br>(0.07) | -0.17**<br>(0.07)  | -0.16**<br>(0.07)  | -0.17**<br>(0.07)  | -0.19***<br>(0.07) |
| Gender  | -0.05<br>(0.03)    | 0.17***<br>(0.03)  | 0.18***<br>(0.03)  | 0.18***<br>(0.03)  | 0.19***<br>(0.03)  | 0.10***<br>(0.03)  | 0.10***<br>(0.03)  | 0.10***<br>(0.03)  | 0.10***<br>(0.03)  |
| Age in Months   | -0.02***<br>(0.00) | -0.02***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) | -0.01***<br>(0.00) |
| Migration Background                                  | -0.10**<br>(0.05)  | 0.00<br>(0.05)     | 0.01<br>(0.05)     | 0.01<br>(0.05)     | 0.01<br>(0.05)     | 0.01<br>(0.05)     | 0.01<br>(0.05)     | 0.01<br>(0.05)     | 0.01<br>(0.05)     |
| Class Size in Wave 1                                  | 0.01<br>(0.00)     | 0.00<br>(0.00)     | 0.00<br>(0.00)     | 0.00<br>(0.00)     | 0.00<br>(0.00)     | 0.00<br>(0.00)     | 0.00<br>(0.00)     | 0.01<br>(0.00)     | 0.01<br>(0.00)     |
| Mathematics skill (std.)                              |                    | 0.55***<br>(0.02)  | 0.55***<br>(0.02)  | 0.55***<br>(0.02)  | 0.54***<br>(0.02)  | 0.54***<br>(0.02)  | 0.53***<br>(0.02)  | 0.53***<br>(0.02)  | 0.53***<br>(0.02)  |
| Openness Std.   |                    |                    | -0.02*<br>(0.01)   | -0.02<br>(0.01)    | -0.02<br>(0.01)    | -0.03**<br>(0.01)  | -0.03*<br>(0.01)   | -0.02*<br>(0.01)   | -0.02*<br>(0.01)   |
| Mean Openness   |                    |                    | 0.06<br>(0.06)     | 0.07<br>(0.06)     | 0.06<br>(0.06)     | 0.06<br>(0.07)     | 0.05<br>(0.07)     | 0.05<br>(0.07)     | 0.06<br>(0.07)     |
| Neuroticism Std.                                      |                    |                    |                    |                    | -0.03*<br>(0.01)   | -0.03**<br>(0.01)  | -0.04**<br>(0.02)  | -0.04**<br>(0.02)  | -0.04**<br>(0.02)  |
| Mean Neuroticism                                      |                    |                    |                    |                    | -0.12*<br>(0.07)   | -0.11<br>(0.07)    | -0.12*<br>(0.07)   | -0.12*<br>(0.07)   | -0.10<br>(0.08)    |
| Conscientiousness Std.                                |                    |                    |                    |                    |                    | 0.19***<br>(0.01)  | 0.19***<br>(0.01)  | 0.20***<br>(0.01)  | 0.20***<br>(0.01)  |
| Mean Conscientiousness                                |                    |                    |                    |                    |                    | -0.06<br>(0.06)    | -0.06<br>(0.06)    | -0.05<br>(0.07)    | -0.04<br>(0.07)    |
| Extraversion Std.                                     |                    |                    |                    |                    |                    |                    | -0.04**<br>(0.01)  | -0.04**<br>(0.01)  | -0.04**<br>(0.01)  |
| Mean Extraversion                                     |                    |                    |                    |                    |                    |                    | -0.02<br>(0.07)    | -0.03<br>(0.07)    | -0.02<br>(0.07)    |
| Agreeableness Std.                                    |                    |                    |                    |                    |                    |                    |                    | -0.01<br>(0.01)    | -0.01<br>(0.01)    |
| Mean Agreeableness                                    |                    |                    |                    |                    |                    |                    |                    | -0.02<br>(0.07)    | -0.02<br>(0.07)    |
| Average Gender  |                    |                    |                    |                    |                    |                    |                    |                    | -0.15<br>(0.15)    |
| School FEs  | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                | Yes                |
| N   | 4777               | 4777               | 4719               | 4719               | 4693               | 4672               | 4646               | 4612               | 4612               |
| R <sup>2</sup>  | .15                | .28                | .28                | .29                | .29                | .32                | .32                | .32                | .32                |

- Not a big effect, but interesting to explore correlation structure of “soft-skills” with ability interactions
- Maybe we can start from here or even approach the peer literature from a Roy-Model point-of-view  $\Rightarrow$  literature scarce!

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- Questions?

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