

README File for Document Code and Data for Floyd, Lee, and Tomar (2023) - “Making the Grade (But Not Disclosing It): How Withholding Grades Affects Student Behavior and Employment”

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Overview

The Code and Data package contains the following:

- code.R: R file that loads data, performs data steps, and runs analysis to produce figures and tables.
 - Search “FIGURE 3” or “TABLE 7”, et cetera, to find the point where that figure or table is produced.
- data.rdata: loaded by “code.R”, and contains several datasets. Where possible, we provide the actual data used in the paper. Where the data used are confidential or proprietary, and thus cannot be shared, we provide synthetic data that is compatible with the code. We indicate the use of synthetic data both in “code.R” and the data sources listed below.
- logFile.pdf: log file of the code running on the full set of actual data and producing the figures and tables presented in the paper.
 - Search “FIGURE 3” or “TABLE 7”, et cetera, to find the point where that figure or table is produced.
- survey.pdf: survey instrument for the Prolific survey about IQ and EQ.

Data Sources

Post-graduation employment data for students from the main field site business school (*synthetic data provided*)

These data originate from the business school's post-graduation surveys of its alumni. To obtain these data we filed a request with the business school's Dean's Office to access the data. This process included providing a strong research justification for the request. To avoid violating data privacy laws, the data were limited such that we cannot use them to identify any individual. For example, if only one student connected with a particular employer in a particular year, we do not receive that observation.

Table	Variable	Description
gra	id	Unique student id
	termYr	5 digits (first 4 being the year, last being the quarter: 1, 2, 3, 4 = winter, spring, summer, fall)
	gpa	Cumulative GPA as at the end of the term-year
jof	id	Unique student id
	organizationName	Name of employer making an offer to a student
	jobOfferStatus	Whether a job offer is "Accepted" or "Rejected"
	positionType	Whether a job offer is "Permanent" or an "Internship"
	decisionDate	The date a job offer decision is made
	offerAnswerDate	The date a student answers on a job offer
	baseSalary	Job offer base salary
	earlySignonBonustAmt	Job offer early sign-on bonus amount
	signingstartingBonusAmt	Job offer signing bonus amount
	guaranteedYearendBonusAmt	Job offer guaranteed year-end bonus amount
	tuitionReimbursementBonusAmt	Job offer tuition reimbursement bonus amount
	relocationExpenseBonusAmt	Job offer relocation expense bonus amount

	surveyInstance	Survey instance
ts	id	Unique student id
	testCategory	Indicates whether <gmat> corresponds to a raw score or percentile
	gmat	GMAT raw score or percentile

Universum employer desirability rankings (*synthetic data provided*)

These data are produced through Universum's surveys of MBA students. To obtain these data we sent a private communication to Universum and explained our research question. We were not given permissions to distribute the data.

Table	Variable	Description
jra	employer	MBA employer
	year	Year of Universum survey
	rank	Rank of employer (1 = most desirable)

Industry classification (*synthetic data provided*)

These data were obtained from S&P Capital IQ and require a paid subscription.

Table	Variable	Description
inds	organizationName	MBA employer
	industry	S&P Capital IQ industry classification, e.g., <i>Integrated Oil and Gas, Health Care Equipment</i>

Consumer Price Index (*actual data provided*)

These data were obtained from the US Bureau of Labor Statistics' website.

Table	Variable	Description
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cpi	year	Year
	cpi	Consumer Price Index (series ID: CUUR0000SA0)

Course evaluation data from the main field site business school (*synthetic data provided*)

These data originate from the business school's internal records and were obtained through a data request. The data do not identify individual students.

Table	Variable	Description
effort	year	Year a course section was held
	quarter	Quarter a course section was held
	sub	Course code
	title	Course title
	field	Concentration a course belongs to
	ins	Course instructor
	sect	Course section, that is, an instance of a course-instructor-year-quarter
	type	Whether course is designated full-time MBA, evening MBA, weekend MBA, executive MBA, PhD
	enrolled	Number of students enrolled in a course section
	enrolledFT	Number of full-time MBA students enrolled in a course section
	enrolledEv	Number of evening MBA students enrolled in a course section
	enrolledWE	Number of weekend MBA students enrolled in a course section
	hours	Reported average number of hours that students spent outside of class preparing for a course section

Publicly available employment profile data about Columbia Business School and New York University Stern School of Business MBA students (actual data provided)

As described in the paper, we obtained our set of LinkedIn public profile links from the website “Recruitment Geek” (<https://recruitmentgeek.com/tools/linkedin>). During June to August 2020, we searched for the terms: NYU Stern MBA “20XX20YY”, NYU Stern MBA “20XX - 20YY”, NYU Stern “MBA class of 20XX”, Columbia Business School MBA “20XX-20YY”, Columbia Business School MBA “20XX - 20YY”, Columbia Business School “MBA class of 20XX.” The sequence of years searched was 2006 – 2008, 2007 – 2009, . . . , 2016 – 2018. We then downloaded the publicly viewable profiles from this list of links. Using Javascript code that we consider proprietary from a research perspective, and some straightforward R steps (provided as a comment in the “code.R”), we produce the follow tables:

Table	Variable	Description
educ	id	Unique ID for a profile
	nyu	Dummy; 1(0) if student completes their MBA at NYU Stern (Columbia Business School)
	educStartYear	Year a student begins their MBA Program
	educYearEnd	Year a student ends their MBA Program
	act	Number of extracurricular activities a student lists on their profile
emp	id	Unique ID for a profile
	employer	An employer listed on a student’s profile
	empYearStart	Year an employment spell starts
	empYearEnd	Year an employment spell ends
	educYearStart	Year a student begins their MBA Program
	educYearEnd	Year a student ends their MBA Program
	gnd	If student is subject to grade non-disclosure during their MBA

	nyu	Dummy; 1(0) if student completes their MBA at NYU Stern (Columbia Business School)
	internship	If the employment period listed in the profile is an internship

“educ” and “emp” above are derived from four primary tables using an R code block provided as a comment in “code.R”. These primary tables (not provided because we view them as proprietary from a research perspective) are:

Table	Variable	Description
ids	Id	Unique ID for a profile
	name	Name listed on profile
educ	id	Unique ID for a profile
	degree	Degree listed by a student
	college	College listed by a student
	educYearStart	Year a student begins their MBA Program
	educYearEnd	Year a student ends their MBA Program
	activitiesStrict	Extracurriculars listed next to "Activities and Societies:" e.g., <i>Value Investing Program</i>
	activitiesLoose	Other extracurriculars listed within the degree, e.g. <i>Peer Advisor</i>
group	id	Unique ID for a profile
	groupName	Group listed on a profile, e.g., <i>CBS Technology and Data Analytics Association</i>
emp	id	Unique ID for a profile
	employer	An employer listed on a student’s profile
	position	A position listed on a student’s profile
	empYearStart	Year an employment spell starts
	empYearEnd	Year an employment spell ends

Prolific survey data (actual data provided)

We conducted a survey of participants located in the United or United Kingdom that had some form of business education. The survey was administered from 8/31/2021 to 9/7/2021 through the Prolific platform.

Table	Variable	Description
survey	q1, q2, q3, q4, q5	Responses to questions targeting IQ
	q6, q10, q11, q12, q13	Responses to questions targeting EQ

Alternative Disclosure Plan

If you have questions about the confidential datasets and the respective code, please contact us (ejfloyd@ucsd.edu; djlee@udel.edu; stomar@smu.edu) and we will work through the questions as best we can. We will also fully assist with any replication attempt that the journal deems reasonable, including running the replicator's code and returning the output.