

Appendix A. Breakdown of Diversity in Teams

		Asian	Black	Hispanic	White	Other	Men	Women
1	Team Member 1				1		1	
	Team Member 2	1						1
	Team Member 3	1					1	
	Team Member 4				1		1	
2	Team Member 1				1			1
	Team Member 2				1			1
	Team Member 3				1			1
	Team Member 4				1		1	
3	Team Member 1				1			1
	Team Member 2				1			1
	Team Member 3				1			1
	Team Member 4				1		1	
	Team Member 5				1		1	
4	Team Member 1				1			1
	Team Member 2				1			1
	Team Member 3				1		1	
	Team Member 4				1			1
	Team Member 5				1		1	
5	Team Member 1				1		1	
	Team Member 2	1					1	
	Team Member 3				1			1
	Team Member 4				1		1	
6	Team Member 1				1			1
	Team Member 2	1						1
	Team Member 3	1					1	
	Team Member 4	1						1
7	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
8	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
9	Team Member 1	1						1
	Team Member 2	1					1	
	Team Member 3	1						1

	Team Member 4	1						1
10	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4	1						1
11	Team Member 1	1						1
	Team Member 2				1		1	
	Team Member 3				1			1
	Team Member 4				1		1	
12	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
13	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
14	Team Member 1				1			1
	Team Member 2	1						1
	Team Member 3				1		1	
15	Team Member 1				1			1
	Team Member 2				1			1
	Team Member 3				1			1
	Team Member 4				1			1
16	Team Member 1				1		1	
	Team Member 2	1					1	
	Team Member 3				1		1	
17	Team Member 1				1		1	
	Team Member 2	1					1	
	Team Member 3	1					1	
	Team Member 4				1		1	
18	Team Member 1	1					1	
	Team Member 2				1		1	
	Team Member 3				1			1
19	Team Member 1	1					1	
	Team Member 2				1			1
	Team Member 3				1			1
	Team Member 4	1					1	

20	Team Member 1				1		1	
	Team Member 2	1						1
	Team Member 3				1		1	
	Team Member 4	1					1	
21	Team Member 1				1			1
	Team Member 2				1			1
	Team Member 3				1			1
	Team Member 4					1		1
22	Team Member 1				1			1
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
23	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3	1					1	
24	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
25	Team Member 1	1						1
	Team Member 2				1			1
	Team Member 3				1			1
	Team Member 4				1			1
	Team Member 5				1			1
26	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
27	Team Member 1				1			1
	Team Member 2					1	1	
	Team Member 3				1			1
	Team Member 4				1		1	
28	Team Member 1				1		1	
	Team Member 2	1						1
	Team Member 3	1					1	
	Team Member 4	1						1
29	Team Member 1					1	1	
	Team Member 2	1						1
	Team Member 3	1						1

	Team Member 4	1						1
	Team Member 5				1			1
30	Team Member 1				1			1
	Team Member 2				1		1	
	Team Member 3	1					1	
	Team Member 4	1					1	
	Team Member 5				1		1	
31	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
32	Team Member 1				1			1
	Team Member 2			1			1	
	Team Member 3				1		1	
	Team Member 4				1			1
33	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
34	Team Member 1				1		1	
	Team Member 2				1			1
	Team Member 3				1		1	
	Team Member 4				1		1	
35	Team Member 1				1			1
	Team Member 2				1		1	
	Team Member 3	1					1	
36	Team Member 1				1		1	
	Team Member 2	1						1
	Team Member 3				1		1	
	Team Member 4	1					1	
	Team Member 4			1			1	
37	Team Member 1	1						1
	Team Member 2					1	1	
	Team Member 3				1		1	
	Team Member 4				1		1	
38	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4	1					1	
39	Team Member 1				1		1	

	Team Member 2				1			1
	Team Member 3	1					1	
	Team Member 4				1		1	
40	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
41	Team Member 1				1		1	
	Team Member 2	1						1
	Team Member 3	1					1	
	Team Member 4	1					1	
42	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4	1					1	
43	Team Member 1	1						1
	Team Member 2	1						1
	Team Member 3				1		1	
	Team Member 4				1		1	
44	Team Member 1				1			1
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
45	Team Member 1				1		1	
	Team Member 2				1		1	
	Team Member 3				1		1	
	Team Member 4				1		1	
46	Team Member 1				1		1	
	Team Member 2	1					1	
	Team Member 3				1		1	
	Team Member 4				1		1	
	Team Member 5		1				1	

Appendix B. Task Details

TASK INSTRUCTIONS

You are a member of an admissions team who is to determine which students should be admitted to _____ University this fall. You can admit as many students as you want, but the admissions team is judged on the quality of the students selected.

The goal of this admissions process is to *admit students who are most likely to be successful* at _____ University.

- 1) First, working alone, identify which students you would select for admission.
- 2) Then, working together, please identify which students should be selected for admission.

Note: academic courses include courses in math, English, natural and social sciences. Not included are courses such as health, physical education, music appreciation, art.

[A subset of information regarding each student is presented. The subset differs based on Table 1. An example subset is presented below:]

STUDENT INFORMATION

Robbie Roberts — He scored a 500 on the SAT Math and 470 on the SAT Verbal. He has an overall GPA of 3.0. You received a letter of recommendation from his manager at the local bank where he works. He comes from a small rural town and his parents did not go to _____ University. He has an academic GPA of 2.9. His high school is located in _____.

Emma Edwards — scored a 500 on the SAT Math and 500 on the SAT Verbal. She has an overall GPA of 3.0. She has taken all required courses. She received a high school education. Her high school ranks as average.

Andrew Anderson — scored a 500 on the SAT Math and 470 on the SAT Verbal. He has an overall GPA of 3.0. You received a letter of recommendation from his guidance counselor. He comes from a small rural town and both parents did not go to _____ University. He graduated in the middle of his class.

Grace Gibson — scored a 470 on the SAT Math and 500 on the SAT Verbal. She has an overall GPA of 3.1. She has taken all required courses. Both her parents graduated from _____ University. Her high school ranks as average.

Mike McIntosh — scored a 500 on the SAT Math and 520 on the SAT Verbal. He has an overall GPA of 3. You received a letter of recommendation from his neighbor. He comes from a small rural town and his father has graduated from _____ University. His has an academic GPA of 2.7. His high school is located in the _____.

Dorothy Davidson — scored a 450 on the SAT Math and 520 on the SAT Verbal. She has an overall GPA of 3.0. You received a letter of recommendation from her neighbor. She comes from a large urban city. She has an academic GPA of 2.8. Her high school is not located in _____.

Tom Taylor — scored a 550 on the SAT Math and 420 on the SAT Verbal. He has an overall GPA of 2.9. He has taken all required courses. Both of his parents received a high school education. He took history for college credit. His grades have been constant throughout his high school years.

Kelly Kennedy — scored a 450 on the SAT Math and 550 on the SAT Verbal. She has an overall GPA of 3.0. She has taken all required courses. Her mom graduated from college. Her high school ranks as average.

Shaun Sanders — scored a 475 on the SAT Math and 500 on the SAT Verbal. He has an overall GPA of 2.9. You received a letter of recommendation from the manager of the restaurant he works at. He comes from a small rural town and both of his parents graduated from _____ University. His has an academic GPA of 2.8. His high school is located in _____.

Joyce James — scored a 470 on the SAT Math and 520 on the SAT Verbal. She has an overall GPA of 3.0. You received a letter of recommendation from her manager at a local grocery store that she works at. She comes from a large urban city and both her parents did not go to _____ University. She has an academic GPA of 2.7. Her high school is located in _____.

Appendix C. Examples of High and Low Knowledge Sharing and Integration

Examples of Knowledge Sharing	
<p>Below is an example of low knowledge sharing</p> <p>JM: extracurricular activities? EL: GPA=3.0 LB: Academic GPA = ? JM: 520 475 LB: Rec letter from church pastor JM: academic gpa? EL: grade trend?</p>	<p>In this example, we see little information shared and little if any of their views and opinions about the information shared.</p>
<p>Below is an example of high knowledge sharing</p> <p>ME : Dropping grades aren't good but extracurricular activities are CL: her neighbor wrote a recommendation. how unprofessional... DH: she had a good gpa 3.1 MG: treasurer and math club...what a devoted student.. CL: based on her academic GPA 2.8 she was average... ME: her SAT was solid above a 1100 I think</p>	<p>In this example, we see much more information shared along with their views and opinions about the information shared.</p>

Examples of Knowledge Integration

Below is an example of low knowledge integration

RE: 1020, 2.9, he's in some clubs

DP: I object to his 2.9 GPA

GB: 520,500,2.9 overall, middle of class, letter of rec, urban

RE: But a 3.1 academic?

WM: 3.1 academic... is also low

GB: I disagree ...

WM: I would prefer a higher academic GPA with a 2.9 overall GPA

GB: Anything above 3.0 for academic is good

DP: still too low for me

WM: we are not going to agree let's just vote..

In this example, we see little agreement about what is or is not a good overall and/or academic grade point average (GPA).

Below is an example of high knowledge integration

SF: guys, the overall is 3.0 and academic is 2.9

SF: his high school rank is low.

DD: But it was a high quality high school so that balances out for me?

SL: that works

CL: agree

SF: math 500 verbal 470.... good?

DD: anything over 1050 is ok, lower maybe an issue

SL: that makes sense

In this example, we see agreement about how important the academic GPA is relative to the overall GPA, the importance of class rank relative to the quality of high school, and what is or is not a good SAT score.