

Table S9: Effect of Encouragement Treatment by GPA

	(1) Submission	(2) Average Ranking	(3) Average Ranking Conditional on Submitting
Encouragement	0.052 (0.064)	0.397 (0.256)	1.890* (0.905)
Above Median CGPA	0.052 (0.059)	0.246 (0.237)	0.675 (0.855)
Above Median CGPA *	-0.139* (0.084)	-0.827** (0.338)	-4.510*** (1.344)
Constant	0.073 (0.045)	0.228 (0.180)	3.110*** (0.715)
Observations	190	190	17
R-squared	0.018	0.037	0.529
Mean dep var	0.09	0.332	3.715

Notes: Standard errors are in parentheses. * significant at 10%; ** significant at 5%; *** significant at 1%