The 'drowning' truth about female board members: The role of decision-making styles in public organisations

A study on the impact of a female board member on board member monitoring

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Preface

In front of you lies the master's thesis 'The drowning truth about female board members: The role of decision-making styles in public organisations', the basis of which is a content analysis on gender, decision-making and board member monitoring. It was written to meet the graduation requirements of the Master Strategic Management at Radboud University. From January to June, I worked on this dissertation's research with a lot of enjoyment. Graduating has been an instructive process in which I was able to apply the knowledge and skills I acquired during my bachelor and master studies. In addition, I have developed new skills which I can use in my working career.

Writing my master's thesis and thus completing my Master Strategic Management would not have been possible without the support of my supervisors, fellow students and family. First of all, I would like to thank my supervisor Koen van den Oever for his guidance and feedback during the entire research process. His expertise and motivation helped me immensely throughout the writing process. Also, I would like to thank my second supervisor Carlijn Hendriks for giving extensive feedback on my research proposal, which helped to further improve my master's thesis. Secondly, I would like to thank my fellow students who came up with ideas for my research in the early stages. Finally, I would like to thank my family for their support during every phase of both my studies and the master's thesis.

I hope you enjoy reading my master's thesis.

Annefleur Dekker

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Abstract

Although scholars have studied a lot about the different perspectives of women and men, less is known about how these perspectives influence their decision-making behaviour. We theorize how individual perspectives can have an impact on the use of procedural rationality and politics in decision-making and how these two different ways of decision-making can subsequently have consequences for the way board members execute their monitoring tasks in public organisations. Analysis of data from Dutch water authorities in the period of 2009-2014 shows that a female board member uses a procedural rational decision-making style in the boardroom. Further, we show that the adoption of a procedural rational decision-making style positively impacts the execution of board monitoring tasks. By finding these two effects, this study has found a full mediation of procedural rationality in the relationship between a female board member and the execution of board monitoring tasks, which we define by a new theoretical concept called 'board member monitoring'. We discuss the theoretical and practical implications of this study. Also, we discuss the limitations of this study as well as suggestions for future research.

Content

1. Introduction

In recent years, boards have become increasingly diverse in terms of demographics, like nationality, race, ethnicity, age and gender (Hillman, Shropshire, & Cannella, 2007; Masulis, Wang, & Xie, 2012; Post & Byron, 2015). Evidence suggests that demographically diverse teams are valuable for boards, especially when it comes to decision-making tasks (e.g., Watson, Kumar, & Michaelson, 1993). Members of diverse decision-making teams have different values, experiences, cognitive approaches and attitudes (Hambrick & Mason, 1984). As a result, they are able to come with divergent perspectives for any decision-making problem. According to Cox (1993) these divergent perspectives lead to a critical examination of the decision-making problem at hand, which, in turn, creates performance gains. Additionally, studies have found that diversity facilitates creativity within groups (Hoffman & Maier, 1961; Nemeth, 1986).

We analyse one of the demographic factors just mentioned, which is gender. More specifically, we focus on the role of female board members, which has been a topic of interest for the past decades (e.g., Kesner, 1988; Post & Byron, 2015; Terjesen, Sealy, & Singh, 2009). According to Hoobler, Masterson, Nkomo and Michel (2018) female board members have predominantly positive effects on performance. However, these authors also mention that this relationship is not fully supported in gender studies. So studies on the direct effect between female board members and performance show not only positive (e.g., Jeong & Harrison, 2017; Zhang, 2020), but also negative (e.g., Pelled, Eisenhardt, & Xing; Pathan & Faff, 2013) relations.

So a lot of research has already been done on female board members, but there is still no clear consensus on the influence that females have on performance. Johnson, Schnatterly and Hill (2013) call this dissensus the 'black box' problem, meaning that the relation between the two concepts is not clear. Further, they suggest that the intervening mechanisms of this relation are underexplored, which creates a need to explore any potential mediating effects. Also, Hoobler et al. (2018) suggest a need for a more in-depth examination of the theoretical and methodological foundations of female board members by studying the influence of female board members on performance.

We adhere to the call of Hoobler et al. (2018) and Johnson et al. (2013) by analysing the relation between female board members and performance. To be more specific, the measurement of performance is derived from the concept of 'board monitoring', which is the extent to which the board controls and influences decisions or activities of the top management team (TMT) (Post & Byron, 2015). Therefore, we use the new theoretical concept of 'board member monitoring'.

Potential intervening mechanisms for research into the relationship between female board members and board member monitoring could relate to decision-making studies. Understanding strategic decision-making processes are of great interest, because in this way organisational actions can better be explained (Eisenhardt & Zbaracki, 1992; Gavetti, Levinthal, & Ocasio, 2007). One aspect of decision-making processes is decision-making styles. Prior research about decision-making has distinguished between two types of decision-making styles: (1) procedural rationality and (2) politics (e.g., Rajagopalan, Rasheed, & Datta, 1993). However, an individual's decision-making style is never completely procedural rational or political (Atuahene-Gima & Haiyang, 2004). Procedural rationality can be defined as "the extent to which the decision process involves the collection of information relevant to the decision and the reliance upon analysis of this information in making the choice" (Dean & Sharfman, 1993, p. 1071). On the other hand, politics can be defined as "intentional attempts to enhance or protect the self-interest of individuals or groups" (Allen, Madison, Porter, Renwich, & Mayes, 1979, p. 77).

Several studies have pointed out that decision-making styles are related to an individual (Van den Steen, 2018; Walter, Kellermanns, & Lechner, 2012). According to these authors, individual decision makers can have an immense impact on the decision-making process. It is therefore insufficient to only focus on a group level of analysis.

Due to the increasing importance of decision-making studies, we assume that decision-making styles could be an intervening mechanism to explain the relationship between a female board member and board member monitoring. When studying these relationships, it is important to focus on an individual level of analysis, instead of a group level of analysis due to the impact that an individual decision maker can have on the decision-making process.

Thus, there is a scientific gap that this study tries to tackle with the following research question:

"How does a female board member influence board member monitoring and does decision-making style mediate this relationship?"

By studying this research question, we aim to make five contributions. First, by explaining the relationship between a female board member and board member monitoring, we contribute to the current dissensus about this relation in gender studies. Second, we contribute to the decision-making studies by explaining the effect that gender has on the adoption of a decision-making style in a boardroom setting. Third, by identifying how the adoption of a decision-making style affects board member monitoring, we improve our understanding of decision-making literature.

Fourth, by examining the mediation effect of decision-making style in the relation between a female board member and board member monitoring, we contribute to gender and decision-making studies. Finally, we contribute to practice by analysing the effect of individual board members' perspectives on the way they act in the boardroom, expressed by the adoption of a procedural rational or political decision-making style, and what impact this has on the execution of board monitoring tasks.

In the next chapter, the theoretical background of this study is outlined. The relevant theories and perspectives are explained as well as the definitions of core concepts. A conceptual model is also provided here. In the third chapter, the methodology of this study is given. The sample, data sources and measures are discussed in this chapter. In the fourth chapter, the results of this research are explained extensively. In the fifth chapter, the discussion can be found, in which we have critically reflected on the research process and results. Also, the limitations and suggestions for future research are given. In the last chapter, we have answered the research question.

2. Theoretical framework

2.1 Board functions

According to Boivie, Bednar, Aguilera and Andrus (2016) boards can be seen as information-processing groups. These authors argue that effective monitoring by the board calls for the ability to obtain, process and share information. This concept of information-processing can be defined as "a set of related processes that occur when information is taken in, transformed, and then used to produce output of some kind" (Boivie et al., 2016, p. 323). Further, boards are seen as multi-level information processing structures (Dalton & Dalton, 2011). This indicates that information-processing has been studied on multiple levels of analysis, such as individual, group and organisational. In order to function properly, board members must first individually collect information about the actions of the chief executive officer (CEO) and the TMT. Afterwards, the board members have to process that information so that they are able to decide whether it is in the best interests of the organisation. Then, the board members discuss this decision as a group. Ultimately, the board members decide in what way the outcomes of that group decision-process will be implemented in the organisation (Boivie et al., 2016).

Boivie et al. (2016) describe three functions and duties of a board: (1) ongoing monitoring, (2) resource provision and (3) intervention in punctuated events. By executing these three functions, boards are able to affect organisational results, such as financial results and business policies (Boivie et al., 2016), because board members' expertise and skills affect the effectiveness of the monitoring and resource functions (Hillman & Dalziel, 2003).

The monitoring role entails that board members supervise the decisions made by the TMT (Jensen & Meckling, 1976). They usually do this by the alignment of executive interests (Bhagat, Brickley, & Lease, 1985) or by a direct confirmation of a decision (Baysinger & Hoskisson, 1990). The resource provision role involves granting access to resources, such as offering advice and counsil to executives. Further, it involves participating in the decision-making process on how to run the organisation effectively (Hillman & Dalziel, 2003; Westphal, 1999). The punctuated events role entails engaging in infrequent decisions, such as the dismissal of executives (Mizruchi, 1983), acquisitions and bankruptcies (Boivie et al., 2016).

In this study, we focus on one of the three roles just mentioned, which is monitoring. This role consists of assessing managerial effort, approving strategic actions and evaluating performance. Perspectives of agency theory (Jensen & Meckling, 1976) on corporate governance conclude that board monitoring can help mitigate potential problems through the distinction between ownership and control in modern organisations (Berle & Means, 1932). In these modern

organisations, shareholders delegate 'decision management' to top managers and these shareholders rely on board members to control the decisions of the top managers in order to protect their interests (Boivie et al., 2016; Fama & Jensen, 1983). However, monitoring is rather costly due to the knowledge necessary to control top managers (Fama & Jensen, 1983). Due to bounded rationality, board members are not capable of fully processing information in the most effective way. Further, agency theorists have argued that internal control is difficult for two other reasons: (1) attribution problems and (2) managerial entrenchment practices (Walsh & Seward, 1990). Attribution problems can arise when it is hard to figure out whether poor management or poor environment is causing poor performance. Managerial entrenchment practices are tactics that managers use to reduce their involvement in poor performance. Even though difficulties of internal control exist for board members, they are still able to fulfil their function by exercising 'ultimate decision control' through their ability to hire and fire managers, for example (Mizruchi, 1983; Walsh & Seward, 1990).

2.2 A female board member and board member monitoring

Studies have shown that there is a potential positive relation between female board members and performance (e.g., Jeong & Harrison, 2017; Zhang, 2020). To support their claims, these scholars make use of several theories that tackle the perspectives of women, such as social role theory (Eagly, 1987), social identity theory (Ashforth & Mael, 1989), agency theory (Jensen & Meckling, 1976) and social categorization theory (Tajfel, 1981). We make use of several elements from the social role theory and the social categorization theory, which are discussed more in the following sections. Also, the upper echelons theory (UET) (Hambrick, 2007; Hambrick & Mason, 1984) is used in this study, since it clearly links female board members and performance (Post & Byron, 2015). UET originally focuses on TMTs, but according to Post and Byron (2015) it could be applicable to boards as well.

According to Hambrick (2007, p. 334) the central premise of UET is that "executives' experiences, values, and personalities greatly influence their interpretations of the situations they face and, in turn, affect their choices". Further, the theory suggests that organisational outcomes could partially be explained by managerial background characteristics. These characteristics consist of age, functional tracks, education, socioeconomic roots, financial position, group characteristics and other career experiences (Hambrick & Mason, 1984). Gender is not a part of these 'original' upper echelon characteristics. However, according to Carpenter, Geletkanycz and Sanders (2004) there is a need to expand the scope of upper echelon characteristics. These authors suggest characteristics like gender and race. Therefore, gender

could be seen as an upper echelon characteristic as well (Post & Byron, 2015). In this way, gender could be a factor that influences board members' decisions, which, in turn, has an impact on board outcomes.

So in the literature there are lot of studies that examine concepts such as 'gender diversity' and 'female board representation'. Even though these concepts have a group level of analysis, we assume that studies on these concepts can still be used for this study, in which we measure on an individual level of analysis. Further, current studies have mainly focused on firm performance, while we measure the concept of board member monitoring. In this study, we assume that the way board members execute their monitoring tasks can be seen as an intermediate step towards better firm performance. Therefore, we have decided to focus on the concept of 'board member monitoring', which has not been studied before. As also stated by Hoobler et al. (2018), studies about firm performance assume that a positive firm outcome can be the result of effect board monitoring. So even though current studies have primarily focused on firm performance, they are still valuable and relevant for the theoretical foundation of this study.

As said, one of the functions of a board is 'ongoing monitoring'. Erhardt, Werbel and Schrader (2003) suggest that female board representation has a positive impact on the board's monitoring tasks and firm performance. There are several benefits of female board representation that can explain the positive impact that women can have on board monitoring. Firstly, according to Krishnan and Park (2005) women acquire more skills (e.g. effective job performance and entrepreneurial initiative) needed for unpredictable situations, because of the struggle of women to get higher functions and statuses, which make them more likely to develop skills that are needed to deal with unstable situations. Secondly, studies have suggested that women are more likely to establish trust among group members (Hurst, Rush, & White, 1989). Further, women tend to stimulate cohesion, which, in turn, enhances knowledge sharing and influences the required environment to tackle issues (Hurst et al., 1989). Finally, women seek to not only make internal connections, but also external connections, in order to benefit and learn from other people (Gersick, Dutton, & Bartunek, 2000; Ibarra, 1997). So in a board setting, female board members would seek contact with other board members and they try to get in contact with external networks. According to Miller, Burke and Glick (1998) women are therefore able to go through a decision-making process with knowledge about multiple perspectives and thus they are able to control and monitor the board in a more effective way.

Further, more gender diversity on a board can lead to unique perspectives among board members (Miller & Triana, 2009). Van Knippenberg, De Dreu and Homan (2014) suggest that diversity in groups can stimulate the problem-solving process by coming up with creative solutions. According to Miller & Triana (2009) gender diversity results in an improvement of decision-making processes, because the information richness increases due to the addition of unique perspectives. As a result, firm performance is expected to increase.

Additionally, women are more collaborative (Eagly & Carli, 2003), more democratic (Johnson & Eagly, 1990) and better at creating good practices (Melero, 2011) than men. Consequently, women receive more valuable advice from other board members. In contrast, men are more risk taking and confident than women (Croson & Gneezy, 2009).

However, there are also negative sides to female board representation and gender diversity. According to Triana, Miller and Trzebiatowski (2013) the addition of a female board member increases the variation in opinions, which could lead to disagreement. As a result of disagreement, control and monitoring activities could be slowed down. Female board representation could also hamper social processes, because of observable differences between board members (Milliken & Martins, 1996). For example, a study by Tsui, Egan and O'Reilly (1992) suggests that people who are different from their colleagues in terms of gender have higher frequencies of absence, are less likely to be attracted to the organisation and therefore have lower intentions to stay. Further, Ely (1994) argued that women reacted more positive and supportive towards other women than towards men.

This phenomenon could be seen as a form of categorization, which leads to subgroup forming within the board. For example, women could feel more attracted to other women, whereas men have this the other way around. Categorization, which also can be seen as stereotyping, has negative influences on group processes, since group cohesion might be difficult to attain. Consequently, group communication is not utilized in the most effective way (Dahlin, Weingart, & Hinds, 2005), which, in turn, can lead to lower performance, because board members encounter difficulties in reaching consensus (Barkema & Shvyrkov, 2007).

Even though, there are negative consequences of female board representation and gender diversity, we assume that the relation between a female board member and board member monitoring is positive due to the theoretical perspectives (e.g. UET) that are outlined. The following hypothesis can be derived.

H1: A female board member positively influences board member monitoring.

2.3 Strategic decision-making

To be able to make a decision, TMTs make use of strategic decision-making processes (Mintzberg, Raisinghani, & Théorêt, 1976). By going through a strategic decision-making process, a top manager is able to make a decision. According to Nickerson & Argyres (2018) there is no strategic decision-making process that is suitable for all situations, since every situation is dependent on different organisational and situational factors.

Mintzberg et al. (1976) developed a framework in order to describe a decision-making process, which consists of three different phases: (1) the identification phase, (2) the development phase and (3) the selection phase. In the identification phase, the top manager goes through a period of 'decision recognition' in which problems and opportunities are recognized. Further, the top manager diagnoses these stimuli to determine the cause-effect relationship for the decision-making situation. In the development phase, the top manager either develops solutions to the identified decision problem or elaborates on the found opportunities in the identification phase. In the final phase, the selection phase, the top manager makes a final decision. It is worth noting here that the top manager is most likely to not make one decision, but probably multiple. This happens, because the top manager frequently factors one decision into multiple subdecisions in the development phase of the decision-making process. Therefore, the top manager is expected to make multiple subdecisions in the final phase of the process.

In this research, the focus is on the selection phase by focusing on what decision-making style a board member uses, when controlling and monitoring the selected decisions of the TMT. The following sections will discuss this in more detail.

Throughout the execution of the monitoring role, the board members unintentionally come across an important concept of decision-making, which is bounded rationality (Cyert & March, 1992). This limits the extent to which a board member is able to monitor in an optimal and rational way. When a board member is faced with a situation, it is far more complex and made up of a lot more phenomena than the board member could comprehend (Hambrick & Mason, 1984). Then, once the board member is going to monitor and control, he/she considers his/her cognitive base and values, which will create the so-called 'screen' between the situation and his/her perception of it. To simplify, it means that the board member will evaluate a decision according to his/her perception of the problem at hand. According to Hambrick and Snow (1977) the process from then on looks as follows from a board member's perspective. First of all, a board member is not capable of scanning every potential environmental and organisational aspect. Due to this, a board member's field of vision, which are areas to which attention is

directed, becomes restricted. This poses a strong limitation on the perception of the board member. Second of all, the board member's perception becomes even more limited, because the board member only selectively perceives some of the phenomena in the field of vision. Then finally, the phenomena that are left over are interpreted by the board member through a filter, which is determined by his/her cognitive base and values. Through this overview, it becomes clear how individuals' perceptions are limited when executing board monitoring tasks.

2.3.1 Decision-making styles

One aspect of the just in detail described decision-making process is an individual's decision-making style. According to Dean & Sharfman (1993) there are two different decision-making styles: (1) procedural rationality and (2) politics.

Procedural rationality can be defined as "the extent to which the decision process involves the collection of information relevant to the decision and the reliance upon analysis of this information in making the choice" (Dean & Sharfman, 1993, p. 1071). In a process like this, decision makers work towards a common and known goal, in which they use the most information possible regarding alternatives and the consequences of every choice (Simon, 1976). By doing this, a board would be able to analyse extensive information and consider all the advantages and disadvantages of several alternatives (Van den Oever & Martin, 2019). Fundamental to procedural rationality and the definition just outlined, is that rationality is a variable construct, which is at one end anchored by complete rationality and on the other end it is anchored by the absence of rationality (Bailey & Peck, 2013).

A political decision-making style can be characterized by a political model, in which decisions can be seen as arenas where individuals compete to satisfy their own interests (Dean & Sharfman, 1993) and since individuals only compete for their own interests, conflicts of interests are likely to occur (Zaleznik, 1970). Politics can then be defined as "intentional acts of influence to enhance or protect the self-interest of individuals or groups" (Allen et al., 1979, p. 77). This means that political behaviour drives the power to gain more personal advantage at the expense of another individual (Bailey & Peck, 2013). Political behaviour could consist of the following: withholding information, offline lobbying, cooptation, controlling agendas and behind-the-scenes coalition building (Bailey & Peck, 2013). According to several studies (Eisenhardt & Bourgeois, 1988; Ravasi & Zattoni, 2006) political behaviour can have negative consequences when there are too many individuals with this type of behaviour. So when multiple board members adopt a political decision-making style, they all focus on their personal interest at the expense of the common goal or they refuse to share important information with

the board. This results in ineffective decision outcomes, which do not align with the known and common goal of the board (Eisenhardt & Bourgeois, 1988; Ravasi & Zattoni, 2006).

According to Dean and Sharfman (1993) procedural rationality and politics are contrasting in the way that the decision-making process is differently influenced by individuals with a procedural rational decision-making style or a political decision-making style. Political individuals treat all the phases in the decision-making process as an opportunity "(…) to manipulate decision outcomes towards personal ends rather than tools to inform a final decision" (Dean & Sharfman, 1993, p. 1071). However, the authors also state that no individual is only procedural rational or only political, which means that individuals could use both of these decision-making styles but that one of the two is more dominant.

2.3.2 Gender and decision-making styles

Even though the theoretical part of this study has already outlined the concept of female board representation and gender diversity, the general differences between men and women in terms of perspectives have not been covered yet.

The social role theory by Eagly (1987) suggests that there are two dimensions, which can be used to distinguish between men and women in terms of characteristics: (1) communion and (2) agency. Women are considered to be communal. This means that women are unselfish and more concerned with others than men. Women are also more caring and expressive. These personality traits, like caring, facilitate personal relationships and tend to stimulate cooperation (Fiske, Cuddy, Glick, & Xu, 2002). In contrast, men are more agentic than women, which means that men are more masterful, dominant and self-reliant. Empirical studies have shown that men often try to show their independence from others (Eagly, 2009), which often results in battles to become superior in their social standing. However, in terms of perceptions on leadership, men tend to have a higher potential and effectiveness (Carli & Eagly, 2016). This stems from their agentic qualities, such as assertiveness and competitiveness, which are stereotypically more seen as qualities for leadership roles (Koenig, Eagly, Mitchell, & Ristikari, 2011; Spence & Buckner, 2000).

According to Bowles and Flynn (2010) there is also a difference between men and women in their way of negotiation. Their study shows that men express more of a competitive way of negotiation, whereas women express more cooperation. These findings are based on a classical framework by Kelly and Stahelski (1970). Their framework outline competitive and cooperative types. Competitive individuals tend to learn by experience how to anticipate competitive behaviour from others, since their own competitive behaviour seems to provoke

competitive behaviour from others. Cooperative individuals, however, believe that there are others with whom they are able to cooperate and that there are others with whom they must compete. Several studies have added to this conceptualization as well. It has been found that women and men also differ in the extents to which they negotiate successfully (Mazei, Hüffmeier, Freund, Stuhlmacher, Bilke, & Hertel, 2015) agentically (Amanatullah & Morris, 2010) and ethically (Kennedy, Kray, & Ku, 2017; Kray & Haselhuhn, 2012). As said, men are more agentic, whereas women perform more communal behaviours. However, agentic behaviour generates higher economic performance (Bowles & Babcock, 2013; Kulik & Olekalns, 2012).

Hüffmeier, Freund, Zerres, Backhaus and Hertel (2014) describe another aspect of competitive and cooperative strategies, which is linked to reciprocity. They state that reciprocity plays an important role in facilitating positive group dynamics. Women seem to be more successful in exhibiting reciprocal behaviour than men, because women are more cooperative. Men, most often, refrain from reciprocity, which initiates competitive behaviour.

In several studies, the gender differences in group interaction have been discussed as well (e.g., Aries, 1982; Stake, 1981). In these studies, it has been found that women exhibit greater amounts of agreement and positive social behaviour. For example, women tend to relieve group tension and show more solidarity, which, in turn, facilitates more agreement in the group (Adams & Funk, 2012; Liu, 2018). However, men are more likely to engage in disagreement (Stake, 1981). This mainly happens, because men seem to state their opinions, suggestions and directions, more than women do (Aries, 1982).

To conclude these various studies, it can be said that women are more cooperative than men, who are more competitive. Women are therefore unselfish, caring and reciprocal, whereas men are dominant, self-reliant and less reciprocal. However, men do seem to fit more into leadership roles and their agentic qualities lead to higher economic performance. Linking these personality traits and perspectives of women and men with the two decision-making styles, we assume that women are more likely to engage with procedural rational decision-making styles, whereas men tend to exhibit more political decision-making styles. It is then possible to derive the following hypotheses.

H2a: A female board member predominantly uses a procedural rational decision-making style.

H2b: A male board member predominantly uses a political decision-making style.

2.4 Decision-making style and board member monitoring

The adoption of a decision-making style, whether it be procedural rational or political, has an influence on board member monitoring. According to Eisenhardt and Zbaracki (1992) research about this relationship is important, since constructs, like decision-making style, capture the potential outcomes of strategic decision-making.

2.4.1 Procedural rationality

According to a study by Langley (1989) procedural rational decisions are goal oriented, since the decision maker puts a lot of effort into data collection and analysis to make the choice, which ultimately impacts the goal of the decision maker. Hitt and Tyler (1991) add to this argument as well by explaining that a procedural rational decision-making style can be seen as a series of analytical processes, in which the decision maker evaluates a set of alternatives by means of several criteria.

Further, rational decision makers are typically seen as rather informed and knowledgeable, since they do an extensive research before making a decision. Bourgeois (1985) has found that there is a positive relation between rational decisions and firm performance. This study describes how rational decision makers have an accurate perception of the environment, which helps them to make better decisions regarding strategic decision-making outcomes, such as firm performance. Their accurate perception is caused by the extensive analytical process, by which the decision maker gains a lot of information about the problem at hand. Also, Dean and Sharfman (1996) studied the influence of a procedural rational decision-making style. These authors focused on the relation between procedural rationality and decision effectiveness. They found that decision makers with a procedural rational decision-making style positively influence decision effectiveness. Then, a more recent study by Kahneman (2011) has found that procedural rational decision makers are able to come to better decisions, which also lead to better outcomes. The effectiveness of these decision-making processes can be explained by three critical decision-making benefits. First, procedural rationality can help to overcome the planning fallacy, which is a decision-making bias that explains how decision makers underestimate the time and effort required to make decisions of quality (Kahneman, 1991; Schepker, Nyberg, Wright, & Ulrich, 2018). Second, procedural rationality can help decision makers to overcome the confirmation bias, which states that decision makers look for evidence that is in line with their initial choice, while ignoring all evidence that disconfirms their decision (e.g., Nickerson, 1998; Rabin & Schrag, 1999). Third, several studies have found that procedural rationality improves decision-making quality (Bourgeois, 1985; Bourgeois & Eisenhardt, 1988), because it enhances decision-making comprehensiveness (Dean &

Sharfman, 1996). As a result, decision-making effectiveness increases, which ultimately improves firm performance (Fredrickson, 1984; Fredrickson & Iaquinto, 1989).

However, besides the positive aspects of procedural rationality, there is also a downside to the adoption of a procedural rational decision-making style. According to Forbes and Milliken (1999) procedural rationality leads to longer decision-making processes, which ultimately means that it is often hard to make fast decisions. Due to the consideration of multiple alternatives, discussions in the boardroom tend to become longer, which means that the decision-making speed decreases.

Even though, the decision-making process could become longer with a procedural rational decision-making style, the relation with board member monitoring is still assumed to be positive. The following hypothesis can then be derived from this.

H3a: A procedural rational decision-making style positively influences board member monitoring.

2.4.2 Politics

Individuals with a political decision-making style focus their decisions on their own interests (e.g., Pettigrew, 1973) and in order to achieve this they are willing to influence the outcomes of decisions (e.g., Pfeffer, 1981). Since political decision processes are rather focused on self-interest than the board's interest, it differs from procedural rationality, which is much more goal oriented towards the interests of the board. If there are differences between an individual's self-interest and the board's interest, conflicts are likely to happen (Dean & Sharfman, 1996). Ultimately, this has a negative influence on the effectiveness of decisions.

Literature suggests two reasons for adopting a political decision-making style. First of all, a source of political behaviour is conflict, which stimulates disagreement among those involved (Elbanna & Child, 2007). The parties involved make use of politics to reach their goals. So to protect their goals, decision makers make use of a political decision-making style. Secondly, when power is unequally distributed among individuals, it is commonly known to trigger political decision-making (Shepherd & Rudd, 2014). So when power is centralized, it stimulates the ones with no power to form coalitions in order to gain some of the centralized power. In this way, they are pursuing their own interests, which leads to political behaviour.

Whereas procedural rationality had lots of positive outcomes according to several studies, politics seem to have an overarching negative impact on performance. According to Burgelman (1991) procedural rationality creates an environment, in which information and strategic ideas

are freely and fully generated by a group. However, political decision makers can negatively influence this, since they do not act in the interests of the group, but they act in line with their own interests. Therefore, politics can undermine effectiveness, since it can distort (Cyert & March, 1992) and restrict (Pettigrew, 1973) the information flow. Further on, Dean and Sharfman (1996) add to this by explaining that political decision makers, who are acting in their own interests, are unlikely to help the group. The authors refer to this by stating that political decision makers are not willing to tell the truth, when it does not benefit their personal interests. This results in an information flow that is ineffective and based on rather unclear information. Eventually, this causes board members to make inadequate and incorrect decisions.

Hickson, Butler, Cray, Mallory and Wilson (1986) state that a good understanding of environmental stimuli is a key factor for effective decisions. Political decision makers usually do not look at environmental stimuli, but they are solely focused on their own interests within the board. This means that they do not take into account other environmental stimuli, which are important for board decisions. Furthermore, viable choices might be ruled out by a political decision maker in the board. According to Nutt (1993), political decision makers have the power to overrule others. This could mean that a viable choice, which takes into account several environmental stimuli, is overruled by political decision makers. This eventually means that an effective decision is not made. Also, Dean and Sharfman (1996) studied the impact that political behaviour has on the effectiveness of decisions. They found that political decision makers negatively influence the decision-making effectiveness.

Due to the various arguments just mentioned, we expect that a political decision-making style has a negative impact on board member monitoring, which leads to the following hypothesis.

H3b: A political decision-making style negatively influences board member monitoring.

2.5 Mediating effect of decision-making style

Now that all concepts and most relations are explained, it is possible to elaborate on the mediation effect in this study. According to Johnson et al., (2013) it is needed to look for intervening mechanisms in order to understand the impact of a female board member on different performance measures. We have decided to look at decision-making style as a mediator. This mediator is relevant, because decision-making styles can influence decision outcomes. As just has been discussed, due to the different perspectives of men and women, they are expected to have different decision-making styles as well. As a result, their differing perspectives and decision-making styles could influence decision outcomes. It is therefore

worth studying how decision-making styles influence the relation between a female board member and board member monitoring.

In the previous part, we have outlined that it is expected that women predominantly have a procedural rational decision-making style and men a political decision-making style (see hypotheses 2). Further, it is expected that procedural rationality positively influences board member monitoring (see hypothesis 3a), whereas politics negatively influences board member monitoring (see hypothesis 3b). Therefore, we propose two separate hypotheses for the mediation effect between a female board member and board member monitoring.

H4a: A procedural rational decision-making style mediates the relationship between a female board member and board member monitoring.

H4b: A political decision-making style mediates the relationship between a male board member and board member monitoring.

In Figure 1, you can see the conceptual model of this study. It consists of three core concepts: (1) gender of board member, (2) decision-making style and (3) board member monitoring. The aim of this study is to determine whether the relationship between gender of a board member (specifically: a female board member) and board member monitoring is mediated by decision-making style. This relation could, fully, partially or not, be mediated.

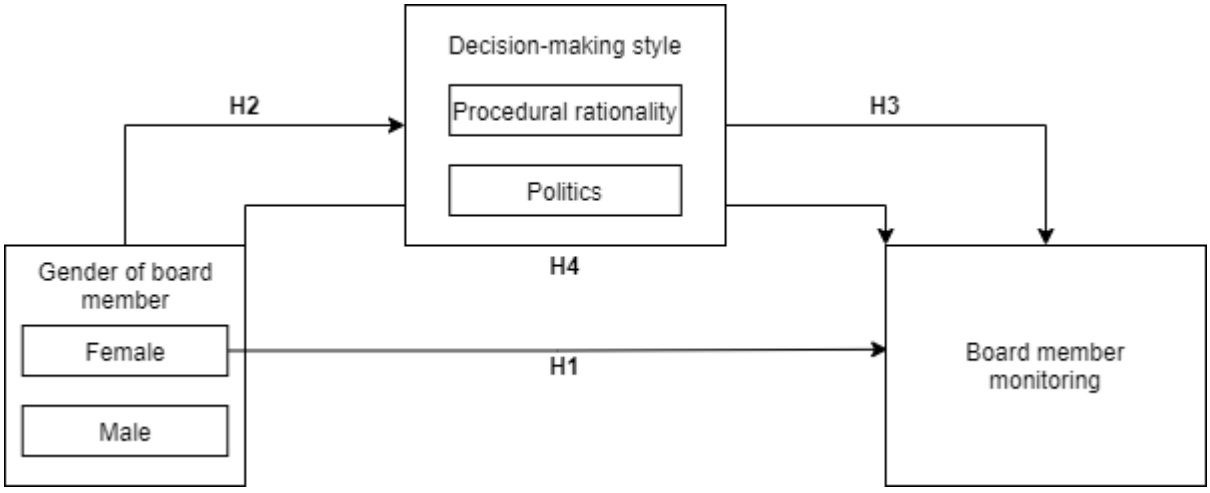

Figure 1. Conceptual framework

3. Methodology

3.1 Sample

The sample of this study contains data on 28 water authorities in The Netherlands from 2009 to 2014. Water authorities have several responsibilities, regarding water safety, clean water and water regulation management (Waterschappen, n.d.). Over the years, there have been several mergers, which had consequences for the total amount of water authorities in The Netherlands (Ministerie van Binnenlandse Zaken en Koninkrijksrelaties, 2010). Therefore, the data used in this study can best be described as unbalanced panel data, since the total amount of water authorities fluctuates throughout the time period of 2009 to 2014.

A water authority has two boards: (1) a daily board and (2) a general board (Waterschappen, n.d.; Waterschapswet, 1991). The daily board prepares decisions for the general board. Further, the daily board is responsible for day-to-day affairs. The daily board is chosen by the general board and regularly consists of around five members who are also part of the general board. However, the general board consists of 30 members on average and they meet every two weeks. The general board members are chosen by public elections, but there are several seats reserved for firm managers, environmental managers and farmers. This is because the activities of water authorities concern multiple stakeholder groups. The general board has five tasks (Waterschappen, n.d.; Waterschapswet, 1991). Firstly, they determine how high the water board tax is. Secondly, they determine how money is going to be distributed among various projects. Thirdly, they pay attention to and keep contact with all different interest groups. Fourthly, they keep an overview over a longer period of time and draw up rules for this. Finally, they control the daily board. We focus on the general board, since they are responsible for monitoring the decisions of the daily board, which is analysed in this study by the concept of 'board member monitoring'. This concept is discussed more extensively later in this chapter.

Water authorities are public organisations, which places implications for the comparability with corporations. However, we assume that the structure of corporations is comparable to public organisations. According to Boivie et al. (2016) a corporate structure consists of a TMT and a board of directors. Their functions are comparable to respectively the daily board and the general board of water authorities. Both the daily board and the TMT are responsible for the day-to-day activities and both prepare decisions for the board (Boivie et al., 2016; Waterschapswet, 1991). Also, the general board and the board of directors have the responsibility to respectively monitor and control the daily board and the TMT. Therefore, we assume that the board structure of water authorities are similar to those of corporations. In the

following chapters, we will use the term ‘TMT’ to describe the daily board and ‘board of directors/board members’ to describe the general board.

3.2 Content analysis

In order to measure decision-making style and board member monitoring, we make use of board meeting notes, which have to be transformed from qualitative data to quantitative data. This is done by content analysis, which is considered as an appropriate tool for analysing a large amount of text files (Duriau, Reger, & Pfarrer, 2007). Content analysis can be defined as “any methodological measurement applied to text (or other symbolic materials) for social science purposes” (Shapiro & Markoff, 1997, p. 14). So through content analysis, the researcher is able to analyse texts, which, in turn, helps the researcher to identify and understand individual’s cognitive schemas (Huff, 1990; Woodrum, 1984). Also, according to Huff (1990) and Weber (1990) content analysis can help the researcher to understand underlying concepts in groups of words. Then, most importantly, content analysis allows to access deep individual or collective structures, like cognitions, values, attitudes and intentions (Carley, 1997). For these several reasons, content analysis is an appropriate tool to determine the decision-making style of board members.

However, there are several issues with the use of content analysis regarding reliability and validity (McKenny, Aguinis, Short, & Anglin, 2018). According to Duriau, Reger and Pfarrer (2007) it remains unclear whether content analysis can be indicative for managerial structures. For example, interviews and surveys are collected in a natural context, which increases the reliability of the data that is collected. Therefore, these research methods allow for more reliability about underlying constructs. In contrast, content analysis must be approached carefully so that no meaning is given to relations that are not there. Nevertheless, content analysis can be used as long as it is done with caution, because the benefits of content analysis outweigh the disadvantages (Short, McKenny, & Reid, 2018).

3.3 Research variables

3.3.1 Dependent variable

The dependent variable of this study is board member monitoring. Board member monitoring can be measured with board meeting notes between 2009 and 2014. These notes were partly gathered in agreement with the water authorities, whereas the other part was available on public websites.

Board member monitoring is analysed on utterance level, in which this study derives their measurement method partly from the study by Post and Byron (2015). They state that board monitoring can be measured by the extent to which the board controls and influences decisions or activities of the TMT. In this study, it is measured as follows. A board member can make an utterance, by which he/she tries to influence the decision of a top manager. With the available data, it is possible to see what the reaction of that top manager is on the utterance of the board member. If the top manager makes a promise towards the board member, we assume that this board member is in that case persuasive enough to get a promise out of the top manager. This means that the board member is performing high on board monitoring. When a board member was able to get a promise out of a top manager, the board member got a score of '1'. Therefore, board member monitoring is an ordinal variable, ranging from 0 to 3 in this study. Meaning that if a board member got a score of '3', this board member was able to get three promises out of a top manager in one utterance. However, in order to run specific analyses, such as a logistic regression, this ordinal variable was transformed to a nominal variable with two categories '0' and '1', in which '0' indicates that a board member got no promise from a top manager and '1' indicates that a board member was able to get a promise from a top manager, no matter how many.

In Appendix A the coding scheme for the total promises can be found. This coding scheme was used to determine whether a top manager made a promise in an utterance, which could be used to later decide which board member got a promise from that top manager. As can be seen in Appendix A, there were six different categories of 'promise': (1) 'to take over' (overnemen), (2) 'to rethink' (heroverwegen), (3) 'commitment' (toezegging), (4) 'agreement' (consensus), (5) 'deferred promise (uitgestelde belofte) and (6) 'commitment based on adjustment' (tozegging o.b.v. aanpassing). In Table 1, these six categories are outlined with their meaning.

Table 1. Dictionary for promise to measure board member monitoring

English	Dutch	Meaning
To take over	Overnemen	*TMT takes over something that a board member suggested.*
To rethink	Heroverwegen	*TMT will reconsider their decision.*
Commitment	Toezegging	*TMT adjusts their decision.*
Agreement	Consensus	*TMT agrees with the board's proposal/comment.*
Deferred promise	Uitgestelde belofte	*TMT indicates that they will look at the comments at a later time. TMT will inquire about the matter later.*
Commitment based on adjustment	Toezegging o.b.v. aanpassing	*TMT agrees, as long as a small adjustment is made.*

3.3.2 Mediating variable

The mediating variable in this study is decision-making style, which consists of politics and procedural rationality. To be able to measure the decision-making styles of board members, the notes of board meetings were collected between 2009 and 2014. These notes were partly publicly available via the website, whereas the other part was gathered in agreement with the water authorities. The decision-making styles are measured on utterance level as well. To determine decision-making style, Van den Oever and Martin (2019) have composed two dictionaries, which can be seen in Table 2 and Table 3. Both tables provide the false hit rates as well, which were found by testing a set of randomly selected utterances.

In Appendix B, a few exemplary utterances from the data can be found, together with the coding scheme used to find the dictionary words in Table 2 and Table 3. By analysing every utterance separately, we were able to determine the total amount of dictionary words of either procedural rationality or politics per utterance.

Table 2. Dictionary political decision-making style (Van den Oever & Martin, 2019)

English	Dutch	Total hits	Maximum hit in utterance	False hit rate
We think	Wij denken	338	4	0.000
We find	Wij vinden	773	7	0.000
Fraction / political group	Fractie	19920	35	0.145
Our opinion	Onze mening	138	4	0.000
Preference	Voorkeur	661	7	0.000
Discussion / conflict	Discussie	4987	9	0.125

Table 3. Dictionary procedural rational decision-making style (Van den Oever & Martin, 2019)

English	Dutch	Total hits	Maximum hit in utterance	False hit rate
Case	Case	320	5	0.000
Research	Onderzoek	4380	7	0.124
Risk	Risico	3633	17	0.099
Possibilities	Mogelijkheden	1990	7	0.165
Evaluation	Evaluatie	1467	6	0.041
Give full attention to	Aandacht	3350	6	0.219

3.3.3 Independent variable

The independent variable in this study is gender of a board member. Data about the board characteristics, such as gender, has been collected via the organisation Unie van Waterschappen. This is the union of all the water authorities in The Netherlands. Further, this data was partly available through publicly accessible sources as the websites of the water authorities. After collecting this data, it is possible to determine, which of the utterances were made by a woman or a man. Ultimately, we are able to determine whether this board member made use of a decision-making style and how the adoption of a decision-making style influences the execution of their board monitoring tasks.

As mentioned several times throughout this study, we try to give a more precise picture of the concepts by not focusing on a group level of analysis, so that we can incorporate the impact of individual decision makers. We are able to do this by measuring on an utterance level. This means that each statement from the board meeting notes is studied by, for example, asking the following questions: by which board member was this statement made and what is the gender of this board member? By studying these type of questions, we can interpret the results of this study on a very 'precise level'.

3.3.4 Control variables

We have decided to include several control variables. These variables are controlled for, since they can influence the results and therefore the relations in our model. Appendix C includes an extensive overview of all the control variables in this study with information about the level, measurement and motivation.

Political background and stakeholder background. The board consists of political party members and representatives of stakeholder groups. The stakeholders can be categorised into three groups: (1) nature, (2) companies and (3) agriculture. It can be assumed that this background can impact board member monitoring. The more differences in political

background, the more differences in opinions could be expected. Differing political backgrounds among board members could also stimulate the formation of subgroups within the board, which can consequently impact the adoption of a decision-making style.

Functional background. We assume that functional background could affect the way individual board members make decisions in the board. Ultimately, this could have an effect on the decision-making style that a board member adopts. For this reason, functional background is a control variable in this study. According to Hillman, Cannela and Paetzold (2000) functional background can be categorized into three groups: (1) business experts, (2) support specialists and (3) community influentials. Business experts have the most knowledge and expertise about general management. Support specialists include finance specialists, legal experts, and sales and marketing professionals. Community influentials are academics, politicians and other community members. This group generally works in non-profit environments. The functional background of board members is found through the water authorities, the website of the government or LinkedIn.

Industry background. Since functional background has been taken into account as a control variable, we also assume that industry background could impact the way board members approach decisions in the board. Therefore, we include industry background as a control variable, since it could influence the decision-making style of a board member.

Board tenure. According to Huang and Hilary (2018) board tenure can be defined as the average number of years a board member has spent on the board. It can be expected that through experience, a board member develops useful knowledge and skills, which have a positive impact on board member monitoring. Therefore, we have decided to include board tenure as a control variable.

Coalition. Being in a coalition could have an impact on the involvement of those board members, which could influence their board monitoring tasks and decision-making style. Therefore, coalition is a control variable in this study.

Leader (fraction/party leader). When a board member is a fraction/party leader, it could influence their way of board monitoring. It can be expected that leaders have more responsibilities and this could therefore impact their behaviour in the boardroom as well. To control for such effects, it is decided to include leader as a control variable.

Total utterances. When a board member makes more utterances during a board meeting, it can be expected that the chance to find words that are either procedural rational or political increases. Ultimately, this impacts the board members' scores on decision-making style. For this reason, the total utterances of a board member (throughout all meetings) is used as a control variable.

Total meeting utterances. The amount of utterances during a meeting can have an impact on board member monitoring and the adoption of a decision-making style. Furthermore, the length of the meeting affects the possibility of board members to utilize their unique decision-making styles.

Agenda item. There are several agenda items that the board members discuss during their regular meetings. We have decided to include these different agenda items as control variables, since different topics might stimulate a variation of decision-making styles. We have manually coded all utterances in order to make several categorisations.

Water authority dummies. Since this study analyses 28 water authorities, it could be that some results can be explained by the format or structure of the board meeting in that specific water authority. For example, it could be that there is a difference between the willingness of daily board members to make promises, which ultimately affects board member monitoring. To control for such water authority specific differences, we have decided to include these dummies as control variables.

Year dummies. Barkema and Shvyrkov (2007) suggest the use of year dummies to control for time-specific effects. Furthermore, it is recommended to use year dummies when a study makes use of panel data. Including year dummies could enhance the explanatory power of the study (McGahan & Porter, 1997). So year dummies is a control variable in this study.

Quarterly dummies. Next to the year dummies, we have included quarterly dummies in order to control for any other seasonal effects.

Diversity measures. Several diversity measures could have an impact on the group dynamics in the meeting, which ultimately could affect the use of decision-making styles and board member monitoring. The diversity measures included in this study are: gender diversity, political diversity and stakeholder diversity.

Speaker position in meeting. The timing of a statement can have an influence on board member monitoring and the adoption of a decision-making style as well. It could be that a statement made at the beginning of the board meeting is interpreted differently than when that statement would have been made at the end of the meeting.

Previous speaker. The previous speaker can affect the way another board member makes a follow-up statement. We have checked for the following types of 'previous speakers': (1) female, (2) TMT, (3) leader, (4) newcomer, (5) influence and (6) the relative position of the previous speaker.

Relative individual meeting statements. By looking at the total individual statements of a board member during a meeting, we are able control whether this impacts board member monitoring and the adoption of a decision-making style. It can be expected that a board member is able to show more board monitoring qualities when this board member makes more individual statements during a meeting.

Board size. Several studies (e.g., Pelled et al., 1999) have suggested that board size impacts group dynamics and can therefore influence board monitoring outcomes (Kroll, Walters, & Wright, 2008). Also, it can be expected that when the number of board members increases, the amount of individuals with either a procedural rational or a political decision-making style increases as well. As an addition to board size, we have decided to also check the distribution of top managers and board members in every meeting in order to control for these effects as well.

Statement length in words. The length of a statement can influence whether a board member is able to fully adopt a decision-making style. If a statement is longer, the board member is able to show more of his/her decision-making style. Further, the length of a statement could also impact board member monitoring, since a board member might be able show more board monitoring qualities in longer statements.

Relative position in agenda point. We have decided to control for the position in an agenda item as well. It could be that the timing of a discussion of an agenda item impacts the adoption of a decision-making style or the execution of board monitoring activities.

Previous statement. The type of statements could affect the follow-up statements in the meeting. We take three types of statements into account: (1) interrupt, (2) consensus and (3) question. So for example, if a board member makes an interruption, it means that the board

member who got interrupted is not able to fulfil their initial statement, which could ultimately impact their decision-making style.

3.4 Analysis

The data analysis of this study was done with STATA. Hypotheses 2a and 2b were tested with an ordinal least squares (OLS) regression, while hypothesis 1, 3a and 3b were analysed with a logistic regression, since the assumptions of an OLS regression were not met for these hypotheses.

The sample size of this study consists of 62,228 utterances from 28 different water authorities, collected in the time period of 2009-2014. In order to ensure statistical power and generalizability, the sample size needs to be relatively high (Hair, Black, Babin, & Anderson, 2018). For large samples of more than 1,000 observations, the statistical significance tests can become too sensitive, meaning that almost all relationships are statistically significant. Therefore, it is in this study very important to consider the relative meaning of the coefficients rather than the R-square. Sample sizes also affect the generalizability of the results. In order to ensure generalizability, the independent variables need to have at least 50 observations per variable (Hair et al., 2018). This criterion is met due to the extensive data, which consists of thousands of unique utterances. The standard regression equations of this study look as follows.

$$Board\ member\ monitoring = \frac{exp(\beta 0 + \beta 1 * female\ board\ member + \beta 2 * procedural\ rationality + \beta 3 * politics + \beta kXk + \varepsilon)}{exp(\beta 0 + \beta 1 * female\ board\ member + \beta 2 * procedural\ rationality + \beta 3 * politics + \beta kXk + \varepsilon) + 1}$$

$$Procedural\ rationality = \beta 0 + \beta 1 * female\ board\ member + \beta kXk + \varepsilon$$

$$Politics = \beta 0 + \beta 1 * female\ board\ member + \beta kXk + \varepsilon$$

To check the mediation effect, we made use of three different tests. First, the stepwise approach by Baron and Kenny (1986) was used to determine the mediation effect. There is a mediation effect when the independent variable significantly predicts the dependent variable and the mediating variable. Further, the mediating variable needs to significantly predict the dependent variable, while controlling for the effect of the independent variable. Second, we performed a (parametric) Sobel test, which is used to ensure robustness (Sobel, 1982). Third, a nonparametric test is conducted to estimate the indirect effect of the mediating variable. Therefore, the bootstrap approach by Preacher and Hayes (2004) is used, which conducts 5000 bootstrap resamples with a 95% confidence interval (Preacher, Rucker, & Hayes, 2007).

3.5 Research ethics

Every researcher has the responsibility to guarantee academic integrity and ethical conduct. We are able to ensure this for several reasons (see also Appendix S). First of all, the data in this study is not fabricated, indicating that we did not falsely made up any data sources and data results. Second, we did not manipulate any of the data in this study, which means that all the data provided show the real outcomes of this study. Third, we did not plagiarise (parts of) other's work or ideas. If we used other's work, we made sure to use proper referencing in order to cite the rightful owner. Further, all the texts written in this study come from the authors themselves and are therefore not written by someone else, for example an essay bank. Also, we did not submit parts of earlier conducted studies (self-plagiarism). Fourth, the data is not misrepresented in any way. This means that firstly the data is represented without any willing flaws in the interpretation. Second, the interests of this study are also not misrepresented, meaning that the material interest of this study is relevant and truthfully. Then finally, also the qualifications and/or experience are not misrepresented in this study. So we did not claim experience and/or qualifications which are not held. Fifth, the primary data used in this study is preserved in an adequate way. So we kept accurate and clear records of this study's procedures. Further, we made sure that the records were stored in a secure way. Sixthly, we made sure to not disclose the identity of any respondent in this study without their consent. This means that the identity of the respondents is not mentioned in any part of the study. This has been done by changing their names in the dataset to simply "man" or "woman". By not disclosing the identity of respondents, we made sure to not place anyone involved in this study in danger. However, all the respondents did allow us to analyse the board meeting notes and were able to withdraw at any moment.

4. Results

4.1 Assumption testing

There are different regression models, which can be used to analyse the four hypotheses in this study. The simplest model to start with is an OLS regression. Several assumptions have to be tested before conducting such an OLS regression. These assumptions are: normality of the residuals, homoscedasticity, multicollinearity, linearity and independence. With board member monitoring as the dependent variable, we found that all assumptions were not met, except for the multicollinearity assumption. Therefore, OLS regression is a not good fit to test hypothesis 1, 3a and 3b (with board member monitoring as a dependent variable). Appendix D includes a more detailed overview of the assumption testing process.

4.2 Descriptive statistics

Table 4 includes part of the descriptive statistics of the variables in this study. An extensive overview, including all variables, can be found in Appendix E. As said, we analyse a total of 62,228 unique utterances of which 17% is done by women and the other 83% by men. Further, 18% of the utterances are made by the TMT, which were both used to determine board member monitoring. Then, another important variable in this study is decision-making style. The procedural rational decision-making style has a mean of 0.24, which indicates that on average there is 0.24 dictionary words of procedural rationality found per utterance. For the political decision-making style, this mean is 0.43. Both of these means seem reasonable in terms of their face validity. Finally, board member monitoring has a mean of 0.05, which implies that per utterance a board member has a board member monitoring score of 0.05. This indicates that the board members managed to get a promise from a top manager in 5% of all their utterances.

4.3 Correlation statistics

The correlations of the included variables in this study are partly mentioned in Table 5. Since we make use of a broad amount of control variables, it was not possible to list all the correlations in one table. Therefore, Appendix F includes the extensive version of the correlation table, in which all variables of this study are included. Before describing the correlations between the variables, it is also worth noting the critical values for the correlation strength between variables. According to Hair et al. (2018) a correlation is strong when the correlation is above 0.7. A correlation between 0.5 and 0.7 is considered moderate and a correlation between 0.3 and 0.5 is a weak relationship. When a correlation is lower than 0.3, it means that there is none or a very weak relation between the two variables.

Table 4. Descriptive statistics

Variable	N	Min	Max	Mean	Std. dev.	Variance	Skewness	Kurtosis
Female	62228	0	1	0.17	0.378	0.143	10.733	10.005
Total procedural rationality	62228	0	17	0.24	0.730	0.533	5.488	49.402
Total politics	62228	0	37	0.43	1.188	1.411	7.688	117.934
Total board member monitoring	50811	0	3	0.05	0.224	0.050	4.572	21.519
TMT	62228	0	1	0.18	0.387	0.150	10.636	0.675
Board tenure	62228	0	7	5.65	10.543	20.380	-10.691	20.530
Coalition	59923	0	1	0.45	0.497	0.247	0.204	-10.958
Leader	59896	0	1	0.25	0.432	0.187	10.161	-0.652
Total utterances	61692	1	822	174.91	146.375	21425.758	1.893	4.511
Gender diversity	62228	0	0.595	0.31	0.094	0.009	0.061	-0.104
Political diversity	62228	0.444	0.875	0.796	0.056	0.003	-2.351	7.827
Stakeholder diversity	62228	0.080	0.615	0.442	0.085	0.007	-1.459	3.391
Previous speaker female	62228	0	1	0.17	0.375	0.141	1.761	1.102
Total meeting utterances	62228	1	282	85.68	37.998	1443.873	0.771	2.270
Board size in meeting	62228	1	29	19.35	4.445	19.760	-0.877	1.788
Number of men in meeting	62228	0	24	15.50	3.636	13.221	-0.806	1.929
Number of women in meeting	62228	0	11	3.85	1.960	3.842	0.392	0.159
Statement length in words	62228	1	1477	36.13	55.068	3032.447	6.419	78.296
Relative position of agenda point	62228	0.007	1	0.564	0.295	0.087	-0.037	-1.207

As can be seen in Table 5, board member monitoring has a significant positive relation (0.010) with female. However, this correlation is very weak. Board member monitoring also has a significant positive correlation with both a political decision-making style (0.011) and a procedural rational decision-making style (0.033). Also in this case, the correlations are rather weak according to the critical values proposed by Hair et al. (2018). The correlation between these two decision-making styles (0.247) is somewhat higher and also significant. This correlation is relatively weak and that is also preferred or else these two decision-making styles would have had a perfect relation, which indicates that there is no difference between the two. Then, female has a weak, but positive significant relation with a procedural rational decision-making style (0.021) and no relationship with a political decision-making style (0.000).

4.4 Regression results

As said earlier, OLS is not a good statistical model to test hypotheses 1, 3a and 3b, since the dependent variable ('board member monitoring') does not adhere to the assumptions of OLS. Therefore, we analyse these hypotheses with logistic regressions (Hair et al., 2018). For hypotheses 2a and 2b, OLS was found fitting due to a different dependent variable ('decision-making style'). Table 6 includes part of the logistic regression results. The extensive results can be found in Appendix G. By conducting these regressions, it is possible to test whether a female board member positively influences board member monitoring (hypothesis 1), whether a procedural rational decision-making style positively influences board member monitoring (hypothesis 3a) and whether a political decision-making style negatively influences board member monitoring (hypothesis 3b).

All the five models report results from a logistic regression, in which the control variables are first added as the only variables (model 1). In model 2, 3 and 4, we respectively added (individually) the variables female, political decision-making style and procedural decision-making style. In model 5, all independent and control variables are added to the model.

Results of the regressions indicate that there is no empirical evidence for hypothesis 1, which means that we have found no evidence to suggest that a female board member positively influences board member monitoring (coefficient = -0.037; p = 0.549). Further, the results support hypothesis 3a: a procedural rational decision-making style positively influences board member monitoring (coefficient = 0.073; p = 0.011). This coefficient is rather high, since the range of the variable is small. It indicates that an increase of one unit in procedural rationality increases board member monitoring with 0.073 (all other factors remaining equal). The marginal effect can be seen in Table 7. The marginal effect measures the change of the

dependent variable with respect to the independent variable. So it measures the change in board member monitoring with respect to a procedural rational decision-making style; if procedural rationality increases, then board member monitoring increases with 0.003 as well. This value is rather low, but the range of board member monitoring is only between 0 and 1. Therefore, we assume that the effect of procedural rationality is substantial, even though the marginal effect is considered low. However, no evidence was found for hypothesis 3b, which suggests that a political decision-making style does not positively or negatively influence board member monitoring (coefficient = -0.024; p = 0.225).

Table 7. Marginal effect of hypothesis 3a.

	Dy/dx	**Std. err.**	**z**	**p**	**95% conf. Interval**	
Procedural rational decision-making style	0.003	0.001	2.54	0.011	0.001	0.006

In Table 8, parts of the OLS regression results can be found. Appendix H includes the extensive table with all the variables in this study. Four different models were used to test hypotheses 2a and 2b. Model 1 and 2 analyse whether a male board member has a political decision-making style (hypothesis 2b) and model 3 and 4 analyse whether a female board member has a procedural rational decision-making style (hypothesis 2a). The results of these regressions support hypothesis 2a: a female board member has a procedural rational decision-making style (coefficient = 0.035; p = 0.000). This coefficient indicates that the addition of one female board member, compared to one male board member, results in an increase of 0.035 in the adoption of a procedural rational decision-making style (all other factors remaining). This value is relatively low, because the range of procedural rationality is from 0 to 17. However, the results also indicate that a female board member has a significant relation with a political decision-making style (coefficient = 0.022; p = 0.053), when the significance level is 0.1. So the results do support hypothesis 2a, but it does not rule out that female board members have both a procedural rational and a political decision-making style. Hypothesis 2b is rejected, since there is no evidence found that a male board member has a political decision-making style (coefficient = -0.022; p = 0.053).

After conducting all the regressions, the equations look like this:

$$Board\ member\ monitoring = \frac{exp(-3.398 + 0.073 * procedural\ rationality + \beta kXk + \varepsilon)}{exp(-3.398 + 0.073 * procedural\ rationality + \beta kXk + \varepsilon) + 1}$$

$$Procedural\ rationality = -0.548 + 0.035 * female\ board\ member + \beta kXk + \varepsilon$$

Table 5. Correlation matrix

Variables	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
1	1													
2	0.010*	1												
3	0.011*	0.000	1											
4	0.033**	0.021**	0.247**	1										
5	0.009*	0.016**	0.004	0.031**	1									
6	0.013**	0.045**	0.031**	0.023**	0.165**	1								
7	-0.003	-0.066**	0.018**	0.000	0.101**	-0.037**	1							
8	-0.012**	-0.135**	0.075**	0.032**	0.351**	0.097**	0.392**	1						
9	0.002	0.161**	0.019**	0.026**	0.012**	0.087**	-0.035**	-0.106**	1					
10	0.018**	0.054**	-0.072**	-0.029**	-0.156**	0.038**	0.037**	-0.108**	0.177**	1				
11	0.023**	-0.035**	0.017**	0.022**	0.024**	-0.121**	-0.098**	0.027**	-0.033**	-0.249**	1			
12	0.007	0.093**	-0.003	0.008*	0.017**	0.017**	-0.032**	-0.058**	0.160**	0.053**	-0.035**	1		
13	0.030**	0.039**	-0.022**	0.001	0.122**	0.149**	0.076**	0.125**	0.190**	0.143**	0.021**	0.043**	1	
14	0.001	0.003	-0.019**	-0.009*	-0.007	-0.011**	-0.010*	-0.013**	-0.009*	-0.008*	0.006	-0.001	-0.026**	1

a. * P < 0.05; ** P < 0.01

b. 1 = board member monitoring; 2 = female; 3 = political decision-making style; 4 = procedural rational decision-making style; 5 = board tenure; 6 = coalition; 7 = leader (fraction/party leader); 8 = total utterances; 9 = gender diversity; 10 = political diversity; 11 = stakeholder diversity; 12 = previous speaker female; 13 = board size in meeting; 14 = relative position of agenda point

Table 6. Logistic regressions

	Dependent variable: board member monitoring									
	Model 1		**Model 2**		**Model 3**		**Model 4**		**Model 5**	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			-0.032	0.606					-0.037	0.549
			(0.061)						(0.061)	
Political decision-making style					-0.025	0.210			-0.024	0.225
					(0.020)				(0.020)	
Procedural rational decision-making style							0.073**	0.011	0.073**	0.011
							(0.029)		(0.029)	
Board tenure	-0.004	0.856	-0.003	0.880	-0.004	0.863	-0.005	0.831	-0.004	0.865
	(0.021)		(0.021)		(0.021)		(0.021)		(0.021)	
Coalition	-0.029	0.637	-0.030	0.631	-0.029	0.639	-0.029	0.641	-0.029	0.634
	(0.061)		(0.061)		(0.061)		(0.061)		(0.061)	
Leader (fraction/party leader)	-0.028	0.640	-0.027	0.645	-0.029	0.622	-0.027	0.644	-0.028	0.632
	(0.059)		(0.059)		(0.059)		(0.059)		(0.059)	
Total utterances	0.000	0.423	0.000	0.459	0.000	0.433	0.000	0.386	0.000	0.437
	(0.000)		(0.000)		(0.000)		(0.000)		(0.000)	
Gender diversity	-1.267*	0.054	-1.258*	0.056	-1.271*	0.053	-1.283*	0.051	-1.276*	0.052
	(0.657)		(0.657)		(0.657)		(0.657)		(0.657)	
Previous speaker female	-0.033	0.572	-0.032	0.580	-0.033	0.571	-0.033	0.566	-0.033	0.574
	(0.058)		(0.058)		(0.058)		(0.058)		(0.058)	
Board size in meeting	0.176***	0.000	0.177***	0.000	0.176***	0.000	0.177***	0.000	0.178***	0.000
	(0.033)		(0.033)		(0.033)		(0.033)		(0.033)	
Relative position of agenda point	0.050	0.501	0.050	0.498	0.049	0.505	0.049	0.510	0.049	0.511
	(0.074)		(0.074)		(0.074)		(0.074)		(0.074)	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Table 8. OLS regressions

	Dependent variable: politics (model 1 and 2) and procedural rationality (model 3 and 4)							
	Model 1		**Model 2**		**Model 3**		**Model 4**	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			0.022*	0.053			0.035***	0.000
			(0.012)				(0.008)	
Board tenure	-0.011***	0.003	-0.011***	0.002	0.006**	0.010	0.006**	0.019
	(0.004)		(0.004)		(0.002)		(0.002)	
Coalition	-0.033***	0.003	-0.034***	0.002	0.003	0.642	0.002	0.783
	(0.011)		(0.011)		(0.007)		(0.007)	
Leader (fraction/party	-0.006	0.634	-0.005	0.675	-0.015**	0.046	-0.014*	0.062
leader)	(0.012)		(0.012)		(0.008)		(0.008)	
Total utterances	-0.000	0.214	-0.000	0.300	-0.000***	0.000	-0.000***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)	
Gender diversity	-0.200*	0.090	-0.205*	0.083	0.159**	0.039	0.152**	0.048
	(0.118)		(0.118)		(0.077)		(0.077)	
Political diversity	0.993***	0.000	0.992***	0.000	0.460***	0.000	0.458***	0.000
	(0.178)		(0.178)		(0.116)		(0.116)	
Stakeholder diversity	0.325***	0.003	0.325***	0.003	0.115	0.102	0.115	0.103
	(0.109)		(0.109)		(0.071)		(0.071)	
Previous speaker female	0.018	0.114	0.017	0.134	0.009	0.235	0.007	0.320
	(0.011)		(0.011)		(0.007)		(0.007)	
Board size in meeting	0.006***	0.003	0.006***	0.002	0.000	0.829	0.001	0.664
	(0.002)		(0.002)		(0.001)		(0.001)	
Relative position of	-0.009	0.496	-0.009	0.492	0.015*	0.099	0.015	0.102
agenda point	(0.014)		(0.014)		(0.009)		(0.009)	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

4.5 Mediation effect

As stated in H4a, it is predicted that a procedural rational decision-making style mediates the relationship between a female board member and board member monitoring. H4b predicts that a political decision-making style mediates the relationship between a male board member and board member monitoring. The most common method to detect mediation effects is the stepwise approach by Baron and Kenny (1986). This approach states that there is a mediation effect if (1) the independent variable significantly predicts the dependent variable, (2) the independent variable significantly predicts the mediating variable and (3) the mediating variable significantly predicts the dependent variable with the independent variable as a controlling factor. In Table 9 the results of the Baron and Kenny's stepwise approach can be seen. These results find no support for H4a, so that procedural rationality is not a mediator in the relationship between a female board member and board member monitoring. This can be seen by (1) the nonsignificant coefficients of female (coefficient = -0.037; z = -0.60; p = 0.549), when explaining board member monitoring, (2) the significant coefficients of female (coefficient = 0.035; t = 4.61; p = 0.000), when explaining procedural rationality and (3) the significant coefficients of procedural rationality on board member monitoring (coefficient = 0.073; z = 2.54; p = 0.011), when controlling for female. However, the results also indicate that a political decision-making style does not mediate the relationship between a male board member and board member monitoring (hypothesis 4b). These findings are in line with the results from hypothesis 1, 2 and 3. As discussed earlier, no evidence was found to suggest that a male board member has a political decision-making style, which also explains why no mediating effect of a political decision-making style is found.

In order to ensure robustness, we conducted two other tests. One of these is the Sobel test (Sobel, 1982). As can be seen in Table 9, the results are not in line with the stepwise approach by Baron and Kenny. So procedural rationality significantly predicts the relationship between a female board member and board member monitoring (t = 2.223; p = 0.026). Also with the Sobel test, we were unable to predict the mediating role of politics in the relationship between a male board member and board member monitoring. The second robustness test that is used is the nonparametric test by Preacher and Hayes (2004), which uses a bootstrap approach (Table 9). With this approach, the mediation effect is tested by using 5,000 bootstrap resamples together with a 95-percent confidence interval. In line with the Sobel test, the bootstrap approach significantly shows that a procedural rational decision-making style mediates the relationship between a female board member and board member monitoring (effect = 0.0002).

Even though the mediation is significant, this result needs to be approached with caution due to the small effect size. According to Hair et al. (2018) the small effect size still shows that there is an effect, however, you are only able to see it with a scientific study, for example. With large effects, you would be able to see the phenomenon even without a study, indicating that you would be able to observe the phenomenon 'with the naked eye'. Further, we found no empirical evidence for hypothesis 4b, which indicates that politics is not a mediator in the relationship between a male board member and board member monitoring.

So all three tests found no evidence for hypothesis 4b and differing results for hypothesis 4a; only with the stepwise approach by Baron and Kenny, we were unable to find support for procedural rationality as a mediator. However, multiple scholars have pointed out that the Baron and Kenny procedure for mediation is outdated, because there can be other types of mediation even though one of the relations defined by Baron and Kenny was not found significant (e.g., Zhao, Lynch, & Chen, 2010). In this study, only the direct relation between X and Y is not significant, which would mean that according to the stepwise approach we would have found no support for a mediation. However, a more recent study by Zhao et al. (2010; p. 201) has established a decision tree for mediation. According to their decision tree, this study has found an 'indirect-only mediation', indicating that only the two indirect effects of X on M and M on Y are found significant. These authors state that when only two indirect effects are found significant, there is a full mediation. So in line with the Sobel test, the nonparametric test and the recent studies about the stepwise approach by Baron and Kenny, we conclude that procedural rationality fully mediates the relation between a female board member and board member monitoring.

4.6 Robustness tests

4.6.1 Ordered logistic regression

We conducted multiple tests in order to check the robustness of the results. The first test can be found in Appendix I, which shows an ordered logistic regression. As explained earlier the dependent variable in this study is ordinal with four categories and was therefore not fitting for a logistic regression, which meant that a transformation was needed. However, an ordered logistic regression is suitable for ordinal dependent variables with 4 categories. Therefore, as a robustness test, we ran several models to tests hypotheses 1, 3a and 3b again. The results are in line with the earlier described findings from the logistic regressions. So we found no evidence to suggest that a female board member positively influences board member monitoring (coefficient = -0.036; p = 0.551). Also, we found no evidence to support hypothesis 3b

(coefficient = -0.025; p = 0.217), which assumed that a political decision-making style negatively influenced board member monitoring. In line with the earlier conducted logistic regressions, we have found support for hypothesis 3a (coefficient = 0.072; p = 0.012), meaning that a procedural rational decision-making style positively influences board member monitoring.

4.6.2 Generalized Structural Equation Modelling (GSEM)

Another robustness test we conducted is a GSEM for hypotheses 1, 2a and 3a. With GSEM, we were able to run a complete mediation model, while using logistic regressions in order to test the mediation effect of procedural rationality. We only conducted a GSEM for procedural rationality as a mediator and not for politics, since all the relations with regard to politics were not found significant.

The results of the GSEM are shown in Appendix J. The direct effect between a female board member and board member monitoring was again not found significant (coefficient = -0.037; p = 0.549), indicating that hypothesis 1 is not supported. Hypothesis 2a, which indicated that a female board member has a procedural rational decision-making style (coefficient = 0.172; p = 0.000), was found significant. This is in line with the earlier found results of the OLS regressions. Also, the results of hypothesis 3a are in line with the earlier described logistic regressions, which means that GSEM also found a positive relation between procedural rationality and board member monitoring (coefficient = 0.073; p = 0.010).

4.6.3 Robustness checks for 'false hit rates'

In order to assume robustness for the total hits for the dictionary words of the decision-making styles, we decided to conduct both the OLS regressions and the logistic regressions again, but then including the false hit rates of all the dictionary words. These false hit rates can be seen in Table 2 and Table 3, and were found by testing a set of utterances, selected at random. It indicates that when a false hit rate of a dictionary word is for example 0.2, 20% of the found dictionary words are not in line with the intended meaning of the word. This means that the word was for example used to introduce the next speaker and it was therefore not used to indicate what this speaker was actually saying. So in order to check for robustness of the results, we conducted the same OLS regressions and logistic regressions relating to a procedural rational decision-making style, because only the hypotheses for this style were found significant (hypothesis 2a and 3a).

Table 9. The mediating role of decision-making style.

Baron and Kenny's stepwise approach										
		Effect of X on M			Effect of X on Y			Effect of M on Y			
X	**M**	**Coef.**	**t**	**p**	**Coef.**	**z**	**p**	**Coef.**	**z**	**p**	
Male	**Politics**	-0.022	-1.93	0.053	0.037	0.60	0.549	-0.024	-1.21	0.225	*Mediation not supported*
Female	**Procedural rationality**	0.035	4.61	0.000	-0.037	-0.60	0.549	0.073	2.54	0.011	*Mediation not supported*

Sobel test				
X	**M**	**t**	**p**	
Male	**Politics**	1.028	0.304	*Mediation not supported*
Female	**Procedural rationality**	2.223	0.026	*Mediation supported*

Bootstrapped estimate					
X	**M**	**Effect**	**Lower Limit Confidence Interval**	**Upper Limit Confidence Interval**	
Male	**Politics**	0.0001	0.0000	0.0002	*Mediation not supported*
Female	**Procedural rationality**	0.0002	0.0000	0.0003	*Mediation supported*

Dependent variable (Y): board monitoring; mediating variables (M): political decision-making style and procedural rational decision-making style; independent variable (X): female and male

In Appendix K the results of the OLS regressions can be seen. The results were found to be robust for hypothesis 2a (coefficient = 0.030; p = 0.000), meaning that the addition of the false hit rates does not change the results of hypothesis 2a, which means that a female board member has a positive relation with the use of a procedural rational decision-making style in the boardroom. Further, Appendix L shows the results of the conducted logistic regressions including the false hit rates. Also here, the results are robust with the earlier found results of hypothesis 3a, which were without the false hit rates. So the logistic regressions including the false hit rates (coefficient = 0.084; p = 0.010) show that the adoption of a procedural rational decision-making style is positively related with board member monitoring. As an addition, we decided to check the direct effect between a female board member and board member monitoring, which was shown by hypothesis 1. The results in Appendix L show that the direct effect is also, with the addition of false hit rates, not found (coefficient = -0.037; p = 0.548).

4.6.4 Robustness checks for the writing style of board meeting notes

As said, the results in this study are derived from 28 different water authorities in The Netherlands. However, the writing style of the board meeting notes differs between these water authorities. 4 of the 28 water authorities write their notes in the first person form and the other 24 write in the third person form. This could be problematic for this study, since three of the dictionary words of a political decision-making style are in the first person form (‘we find’, ‘we think’ and ‘our opinion’). This means that in those notes of the 24 water authorities that write in the third person form, you will not be able to find any of those dictionary words, which could have an impact on the outcome of this study. Therefore, we decided to create two subsamples: (1) a subsample of the 24 water authorities that write in the third person form and (2) a subsample of the 4 water authorities that write in the first person form. In order to check for the robustness of the total sample, we decided to conduct the same OLS regressions and logistic regressions for both the subsamples. For the first sample, which consists of the 24 water authorities that write in the third person form, we only checked the robustness of hypothesis 2a and 3a, which relate to the procedural rational decision-making style. For the second subsample of the 4 water authorities, which write in the first person form, we checked hypotheses 1, 2a, 2b, 3a and 3b. We included the hypotheses relating to the political decision-making style only for the second subsample, because this included the first person form notes, which have an impact on finding the first person form dictionary words for a political decision-making style (‘we think’, ‘we find’ and ‘our opinion’).

The descriptive statistics of the first sample can be seen in Appendix M. This subsample of 24 water authorities consists of 49,538 utterances, which is 79.61% of the total sample (62,228 utterances). In Appendices N and O, the results of respectively the OLS regressions and the logistic regressions can be found. The findings of hypothesis 2a (coefficient = 0.028; p = 0.000) are robust with the results of the full sample, which means that a female board member has a positive relation with procedural rationality. Further, the results also show robustness for hypothesis 3a (coefficient = 0.097; p = 0.003), indicating that procedural rationality is positively related to board member monitoring.

Appendix P shows the descriptive statistics of the second subsample, consisting of 12,690 utterances, which is 20.39% of the total utterances. Therefore, the subsample is rather small and needs to be approached carefully. The results of the OLS regressions and logistic regressions can respectively be found in Appendices Q and R. The findings only suggest support for hypothesis 2b (coefficient = -0.094; p = 0.001) and no support for hypothesis 1, 2a, 3a and 3b.

So it can be concluded that the small subsample of 4 water authorities does not find any robust results with the earlier findings. However, we have decided to base our conclusion on the full sample in combination with all the other robustness checks, which were robust with the initial results. The subsample of 4 water authorities is too small to make empirical statements, since it only focus on 20.39% utterances of the total sample, and there is a higher statistical power with the full sample. Nevertheless, the used dictionary for politics has implications regarding the usability with different writing styles. Therefore, we discuss the possibilities for future research regarding the dictionaries in the following chapter extensively.

5. Discussion

Earlier studies have found inconsistent results on the role that female board members have on performance (e.g. Pathan & Faff, 2013; Zhang, 2020). Lots of studies have analysed the perspectives of men and women (e.g. Miller & Triana, 2009), however, little is known about how the different perspectives of board members influence the way they behave in terms of their reasoning during board meetings and what effect their reasoning has on the execution of board monitoring tasks. Therefore, we analysed which perspectives a female board member brings to the boardroom in order to see what effect these perspectives have on their argumentation used in the boardroom and how this relates to their decision-making style. Based on this, it can be determined what effect their reasoning has on the way they execute their monitoring tasks in the board.

In Figure 2, an overview of the found relationships can be seen. This study can extract the following from the displayed findings in Figure 2. First, we found that a female board member makes decisions based on rational arguments, which stems from their procedural rational decision-making style. Second, we found that rational reasoning leads to a better execution of board monitoring tasks. These two findings imply that a full mediation exists, in which the use of rational reasoning, which is equivalent to a procedural rational decision-making style, is an intervening mechanism between a female board member and board member monitoring.

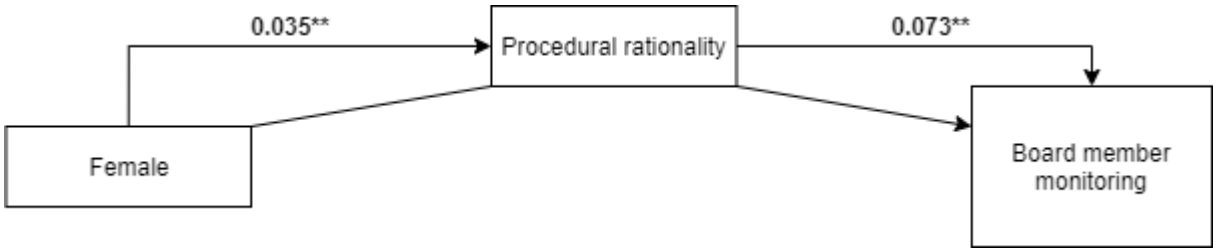

Figure 2. Regression results. Standard errors in parentheses: ** p<0.05.

Four of the seven hypotheses in this study were not found significant. Hypothesis 1, which suggested that the direct relation between a female board member and board member monitoring is positive, was not found to be significant. This indicates that the perspectives of a female board member do not have a direct relation with the way they execute their board monitoring tasks. A plausible explanation is that even though we found that a female board member uses a more rational way of reasoning, there are still board members using a politically based way of argumentation in the boardroom. So multiple factors, such as politics, influence the direct relation, which could explain why the direct relation has not been found significant.

Further, observable differences between men and women can hamper social processes (Miliken & Martins, 1996) within the boardroom, which, in turn, can have a negative impact on board member monitoring. This negative impact can be explained by categorization, which has negative influences on group cohesion and therefore group communication is not utilized in the most effective way (Dahlin, 2005). So observable differences between board members can ultimately have an impact on board member monitoring.

Also, hypothesis 2b, which suggested that a male board member predominantly has a political decision-making style, was not found significant. The social role theory (Eagly, 1987) suggests that men dominantly utilize competitive behaviour, whereas women are more cooperative (Bowles & Flynn, 2010). By comparing these perspectives, it was expected that a male board member behaves in a political way inside the boardroom, indicating that male board members would use political reasoning when making decisions. However, the relation between a male board member and politics is not found in this study. A plausible explanation for this could be that the formal characteristics of a political decision-making style do not only refer to competitiveness, but also to cooperativeness. Dean and Sharfman (1993; 1996) have outlined that political decision makers are competitive, what is expressed by mainly forming coalitions. By forming coalitions, political decision makers are able to seek for a majority inside the boardroom, which they can use to push their own personal interests. However, forming coalitions can also be seen as a way of cooperation and although it is not used for the interests of the entire board, it still incorporates a cooperative element to the use of political reasoning inside the boardroom. This could explain why on average there is no relation between a male board member and the use of political arguments in the boardroom.

Further, hypothesis 3b was not found significant. This hypothesis suggested that a political decision-making style has a negative effect on board member monitoring. However, the results of this study show that there is a non-significant relation. This means that political behaviour, which is expressed by the use of political argumentations during board meetings, does not have an impact on the execution of board monitoring tasks. A potential explanation for this can be that, on average, political behaviour in the boardroom does not lead to an improved way of executing board monitoring tasks. So we found that there are more political utterances than procedural rational utterances, however, the impact of these political utterances on board monitoring tasks is not found. That could indicate that political behaviour is expressed inside the boardroom, but on average it does not lead to persuasion, which therefore does not have an effect on the way they perform their board monitoring tasks.

5.1 Contributions and theoretical implications

This study offers several research contributions. Current studies mainly focus on the several perspectives of women. Therefore, little is known about the influence these perspectives have on the behaviour of women. By examining how the perspectives of a female board member influence the way she acts in the board, we are able to contribute to the current literature on gender and decision-making. Since we found that female board members have a rational way of reasoning and that this leads to an improvement in the execution of board monitoring tasks, this study has not only contributed to the theory on gender and decision-making, but also offers new insights for practice. These are discussed further in the next section.

Also, we make a valuable contribution to gender literature by exploring board member monitoring as a dependent variable, instead of firm performance which is commonly used as a performance measure. As a matter of fact, we are the first to analyse the relation between gender and board member monitoring, while earlier studies have mostly used measures such as effectiveness or financial values (e.g. Zhang, 2020) in order to determine performance. However, board member monitoring has never been used before, even though it is an important indicator of how well board members execute their controlling activities in the board. According to Jensen and Meckling (1976) board members execute their monitoring role in order to help mitigate occurring problems in the distinction between ownership and control (Berle & Means, 1932). So within this monitoring role, board members are able to control the activities of top managers, so that the interests of the water authorities are in line with the interests of top managers (Boivie et al., 2016). Though board monitoring is an important element for water authorities, board member monitoring can also be seen as an intermediate step towards firm performance. This also implies that there are a lot of factors, such as board monitoring, that have an impact on firm performance and it is therefore insufficient to directly analyse the concepts of firm performance without considering other processes. By analysing the concept of board member monitoring, we have been able to examine one of the factors, which ultimately impact firm performance.

Further, we contribute to the current literature about gender and decision-making by not analysing on a group level, but an utterance level. Past research has focused on concepts such as gender diversity, which has a group level of analysis. However, individual decision makers can have a great impact on decision-making processes (Van den Steen, 2018; Walter et al., 2012), indicating that individual decision makers have the possibility to ultimately influence board member monitoring. So by analysing on an utterance level, we have been able to examine

the specific impact of an individual board member and the perspectives that this board member has. In contrast, an analysis on group level, with for example gender diversity as a main concept, does not examine the impact of the perspectives of an individual board member, but rather looks at this impact in relation to other board members. As a result of analysing on group level, it is examined what impact the board's composition has on the performance of monitoring tasks, instead of looking at the individual impact of a board member and what role their individual perspectives have on the way a board member acts during board meetings. For this reason, we contribute to the current literature by offering a more precise measurement model.

5.2 Practical implications

This study offers several practical implications as well. The findings of this study suggest that a female board member positively affects procedural rationality and that procedural rationality positively affects board member monitoring. Practical implications could then relate to the board composition. However, board members of water authorities are mostly elected by public elections. This places limitations on the practical implications related to the composition of the board, since it is impossible to change the composition of a public elected board. Though, setting a gender quota can provide an opportunity to get more women on the board. As a result, there will be more female board members, which means that they individually bring a more rational way of reasoning into the boardroom. In turn, their rational arguments in discussions, will lead to an improved execution of board monitoring tasks.

As mentioned in the method chapter, not all spots on the boards of water authorities are elected by the public. Several spots are already 'reserved' for representatives of three categories: (1) companies, (2) agriculture and (3) nature. Also for these categories, a gender quota could be implemented in order to stimulate the amount of female board members, which, in turn, has positive influences on the performance of board monitoring tasks.

Then, once the board is composed, it is no longer possible to change the distribution between men and women in the board, whether there is a gender quota or not. This would allow political parties and stakeholders to consider letting female board members (or individuals with a rational way of reasoning) lead the discussions that are seen as the most important. These types of topics can be 'finance' and 'strategy', which require more board monitoring in terms of content than topics such as 'elections' and 'sufficient water'.

Finally, it is impossible to only have procedural rational decision makers on the board. Therefore, the board will always be composed by procedural rational and political decision

makers. However, to stimulate the use of rational reasoning, boards can decide to let the chairman intervene in situations, in which self-interests might get the upper hand. Through interventions like this, the chairmen are able to lead the decision-making process in such a way that more room is offered to express a rational way of reasoning rather than a political one. As a result, board member monitoring can benefit from such procedural rational decisions. However, the chairmen should fulfil this role with caution to not discourage political decision makers in the boardroom. It can be expected that such a discouragement does not have positive influences on board member monitoring. Therefore, interventions in the boardroom should be considered carefully in order to not stimulate any negative effects on board member monitoring.

5.3 Limitations and suggestions for future research

Even though we make a valuable contribution to the current literature about gender and decision-making, there are some limitations that need to be mentioned. Firstly, there are a few generalizability issues with regards to the sample of this study. The sample consists of the water authorities in The Netherlands, which is a rather specific governmental context. The board members first go through a strategic development phase, in which they generate a number of possible decision outcomes. Following this development phase, the TMT makes the final decisions, which have to be monitored by the board. In this way, the water authorities' decision-making process is comparable to that of other corporations. However, water authorities are government institutions, which implies that there are certain distinctions between corporations and water authorities. To begin, the organisational culture between government institutions and corporations differs, which could have influences for the adopted decision-making style. Further, every four years the TMT of water authorities is mostly chosen by public elections. However, the TMT of corporations is selected by the shareholders every period. For these reasons, there are fundamental differences between corporations and water authorities, which make it not fully comparable. Therefore, we suggest to future researchers to conduct this study in another context. So future research could conduct this study in an organisational environment instead of a governmental environment. Further, the relationships in this study could be tested in a different country in order to make cross-country comparisons. It could be that, for example culture, is an influential factor of the adoption of a decision-making style, which means that some countries could be more procedural rational or political based on their culture.

Another limitation is the way of writing board meeting notes, which differs between the water authorities in the sample. Either water authorities have written their notes in a first person form or a third person form. This places limitations to some of the dictionary words used for a

political decision-making style, such as ‘we think’ and ‘we find’. However, we controlled for this limitation by making a subsample of the water authorities that write in the first person form in order to compare these results with the complete sample. Though, future research could still further develop the dictionaries by Van den Oever and Martin (2019) in order to make the dictionaries fitting for both first person form texts and third person form texts.

Further, even though we managed to collect more than 60,000 unique utterances from 28 water authorities, there were still utterances left out of the study. Due to the scanning of the notes, some utterances became unreadable and were therefore dropped out of the sample. However, because of the great amount of utterances in the sample, the impact of the dropped utterances is relatively small. This limitation of the data is partly derived from the type of content analysis in this study, which focuses on textual data. These forms of content analysis raise questions with regards to the examination of social processes, such as decision-making styles. With textual data it is not possible to ask the speaker about the underlying reasons for specific utterances or to question the speaker’s decision-making style. Therefore, textual data needs to be approached with caution in order to not derive meaning where it does not exist. However, if approached carefully, the benefits of content analysis outweigh the weaknesses (Short et al., 2018). For future research, there is still an opportunity to conduct other types of content analysis, such as video- and voice analysis. Through videos, researchers are able to study the facial expressions of board members. These facial expressions could influence the way other board members react in a more procedural rational or political way. Further, these facial expressions could influence the cohesion within the group, which ultimately can positively or negatively impact board member monitoring. By studying an individual’s voice, researchers would be able to study the impact it has on board member monitoring and the adoption of a decision-making style.

As an additional suggestion for future research, one could make use of interviews in order to derive the underlying reasons for the adoption of a decision-making style. In this way, researchers will not use dictionaries to analyse the decision-making styles of board members, but they will make use of conceptualised research questions, so that they are able to have in-depth interviews with the respondents. With this method, the researcher has the opportunity to delve deeply (Vennix, 2016) into his/her decision-making styles with the individual. However, also here, a possible weakness is to derive meaning where it does not exist, mainly created by the interviewer bias. So also this method needs to be executed with caution, in order to analyse factual data instead of opinions.

Also, the dictionary used to measure whether a top manager made a promise (see Table 1) has a limitation. Through this dictionary, we were able to analyse which board member was able to get a promise from a top manager, so that board member monitoring could be measured. As an addition to the analysis, we intended to use the six different categories in the dictionary of promise as a control variable in order to see whether there are differences between the categories. However, after checking the inter-coding reliability of the two coders, it became clear that the six categories in the dictionary were interpreted slightly different between the two coders. This did not have implications for the measurement of board member monitoring, since the two coders only assigned a promise to different categories. So this did not have implications for the total amount of promises, which means that the measurement of board member monitoring is reliable. However, the six categories of promise could not be used as control variables, which was the intention initially. In future studies, this dictionary could be developed further by including a peer reviewing process to get extensive feedback on the dictionary from other researchers in the field, as well as longer training sessions for the coders in order to ensure inter-coder reliability.

Next to the already outlined opportunities for future studies, there are still three other suggestions left, which are worth mentioning. First of all, future researchers could focus on group formation in the boardroom by doing an observation. In this way, future studies can analyse whether group formation has an impact on board member monitoring and the adoption of a decision-making style. It might be that the group you surround yourself with, influences the way you behave in the boardroom, which ultimately can impact board member monitoring and the use of a decision-making style.

Secondly, the seating position of an individual in the boardroom can influence the way board members behave. For example, if a board member is sitting next to other board members, who have dominantly a political decision-making style, then it might be that this board member gets influenced by this. Future research could then primarily focus on seating positions in the boardroom, which could also be combined with the previous mentioned suggestion for future research: group formation in the boardroom; the assigned seats could impact the group formation process, meaning that board members could be more likely to form groups with board members, who sit close to them.

Thirdly, future research could focus on the development of an individual's decision-making style by means of a longitudinal method. This is more difficult to analyse, since the same respondents have to be studied over a longer period of time and this might be problematic

once they start to leave the board. Therefore, this study could also be conducted in a more stable environment, such as organisations. By studying over a longer period of time, future researchers would be able to analyse how an individual's decision-making style changes. In addition to that, it is valuable to analyse what factors influences a change in the adoption of decision-making style. Factors, such as experience, can be taken into account. Due to the limitations of content analysis, it might be difficult to test over a longer period of time. Therefore, future researchers could check whether the use of interviews/questionaries is more fitting to analyse the development of decision-making styles.

6. Conclusion

The research question of this study was:

"How does a female board member influence board member monitoring and does decision-making style mediate this relationship?"

Answering the request of Hoobler et al. (2018) to study the theoretical and methodological foundations of female board members and the request of Johnson et al. (2013) to open the 'black box' in the relationship between female board members and performance, we tried to provide an explanation for the relationship between gender and performance, by studying decision-making styles. Capitalizing on the unique dataset, we analysed the utterances made by board members and found that the individual perspectives of female board members have an impact on the way they act in the boardroom, which, in turn, impacts their board monitoring activities. The findings of this study suggest that a female board member uses a rational way reasoning during board meeting discussions. This rational way of reasoning has a positive impact on the execution of board monitoring tasks, indicating that board members who use rational utterances are improving their board monitoring role. So these findings suggest that the use of a procedural rational decision-making style is an intervening mechanism between a female board member and the execution of board monitoring activities.

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Appendices

Appendix A: Coding scheme total promises used to measure board member monitoring (in Dutch)

Statement	Overnemen	Heroverwegen	Toezegging	Consensus	Uitgestelde belofte	Toezegging o.b.v. aanpassing
antwoordt als volgt ruim voor de behandeling van de begroting 2013 zal een en ander bekend zijn de reactie van de andere waterschappen wordt zodra bekend zo spoedig mogelijk bekend gemaakt naar aanleiding van de moties het db verkiest niet mee te werken aan motie 1 omdat het een onderdeel van het beleidsstuk betreft wat later terugkomt bij motie 2 worden alle deskundigen gehaald het db ontraadt de motie omdat deze overbodig is dit geldt ook voor de moties 3 4 en 5 **het db zal motie 6 overnemen**	1	0	0	0	0	0
stelt namens het cdh voor het voorstel aan te houden tot de vergadering van 2012 het mandaatbesluit zal dan daarbij worden betrokken voorts zal worden bezien of een managementstatuut kan opstellen waarin de verantwoordelijkheden goed zijn vastgelegd aan de hand van de nota verbonden partijen die is toegezegd moet worden gediscussieerd over de vraag wat van de verbonden partijen bijvoorbeeld de gemeenschappelijke regelingen mag worden verwacht	0	0	0	0	1	0

Appendix B: Coding scheme decision-making style (in Dutch)

Statement	Case	Onderzoek	Risico	Mogelijkheden	Evaluatie	Aandacht	Totaal
vraagt **aandacht** voor een persoonlijk feit in opdracht van zijn eigen werkgever heeft hij het bureau integriteit nederlandse gemeenten opdracht gegeven **onderzoek** te doen naar zijn appadossier met twee vragen : maak ik terecht gebruik van deze regeling en heb ik al mijn neveninkomsten naar behoren opgegeven dit **onderzoek** is te zijner tijd beschikbaar en komt op de website van suw.nu	0	2	0	0	0	1	3
wij zien dat hier weer veel geld voor **onderzoek** gevraagd wordt een nieuw instrument voor de hydrologische gereedschapskist wij hebben in het verleden al veel **onderzoek** gedaan ik alleen de naam igas maar te noemen de vraag is wat het resultaat is in het wij zien graag dingen in het gebeuren verder is de vraag hoe andere waterschappen dat doen die vergelijkbare **onderzoek**en wij vinden het belangrijk dat er **aandacht** komt voor de omvang van de materiele schades bij de **risico**s dat is een nieuw element maar belangrijk om mee te nemen in de afweging	0	3	1	0	0	1	5

Decision-making style: procedural rationality

Statement	Wij denken	Wij vinden	Fractie	Onze mening	Voorkeur	Discussie	Totaal
dank **wij vinden** het jammer dat wij zo direct tegen moeten stemmen want we waren zo ver dat we degelijk mee willen denken maar binnen deze constructie.. de 4 procent die we zo hard nodig hebben om de wegen van goed onderhoud te voorzien zoals steeds is gebleken gaan we nu benutten voor de overdracht **wij vinden** dit een te weinig uitgewerkt voorstel en er zijn te veel onzekerheden we kunnen er op deze manier niet mee instemmen	0	2	0	0	0	0	2
sluit uiteraard aan bij optie ii om voor de commissies een lid van het algemeen bestuur als technisch voorzitter aan te wijzen de wd heeft dit voorstel destijds in het seniorenconvent naar voren gebracht deze werkwijze komt de **discussie** goede hij dankt de overige **fractie**s voor hun positieve insteek in deze voor wat betreft de aanvangstijden van de vergadering gaat de eerste **voorkeur** van de wd uit naar middagvergaderingen de tweede **voorkeur** heeft betrekking op de avond de eerste **voorkeur** gaat uit naar de omdat tijdens het seniorenconvent de wens is uitgesproken om commissievergaderingen zoveel mogelijk te koppelen aan werkbezoeken hij kan zich overigens voorstellen dat wanneer vergaderingen aan werkbezoeken worden gekoppeld het werkbezoek start om 16.00 uur en de vergadering om bv 19.30 uur voorts meldt hij dat de wd twee uitstekende kandidaten heeft voor het voorzitterschap van de commissies	0	0	1	0	3	1	5

Decision-making style: politics

Appendix C: Extensive framework control variables

Level	Variable	Motivation	Measurement
Individual	*Board tenure*	Experience in the board can influence board member monitoring.	Accumulation of the total amount of years in a board between 2008-2014.
	Relative individual meeting statements		Number of the speaker's utterances relative to the total number of utterances in all meetings.
	Total utterances		Total amount of utterances that an individual made during 2009-2014.
	Coalition	Having a leadership role can change the behaviour of a board member and therefore the utterances that this person makes.	Dummy variable
	Leader (fraction/party leader)		Dummy variable
	Functional background	Individuals' demographics can be reflected in the utterances they make in the board (Hambrick & Mason, 1984).	Three dummies (business expert, support specialist and community influential).
	Industry background		Ten dummies that indicate in what type of industry the board member has worked before.
	Political background		12 dummies that indicate the political background of a board member.

	Stakeholder background		Three dummies (nature, agriculture and company)
Meeting	*Gender diversity*	Characteristics of other board member can influence the utterances that other individuals make.	Blau's heterogeneity index (1977)
	Political diversity		
	Stakeholder diversity		
	Board size in meeting	The board size can impact whether an individual makes an utterance in the meeting.	Number of board members present in the meeting.
	Total meeting utterances	The total amount of utterances during a meeting can influence whether an individual makes an utterance.	Accumulation of the total amount of utterances in the meeting.
	Total board members	The distribution of board members and top managers can influence whether one make an utterance in the meeting.	Accumulation of the total amount of board members in the meeting.
	Total top managers		Accumulation of the total amount of top managers in the meeting.
	Number of men in meeting	The amount of a specific gender in the boardroom can influence whether other board members of the same or opposite gender make an utterance.	Accumulation of the total amount of men in a meeting.
	Number of women in meeting		Accumulation of the total amount of women in a meeting.
Utterance	*Agenda item*	The subject of the agenda item can set the discussion in the boardroom, which in turn	25 dummies indicating the agenda item discussed.

	influences the other speakers to make an utterance.	
Relative position of agenda point	The time of an utterance in the meeting can influence the discussion about an agenda item (Okamoto & Smith-Loving, 2001).	Relative position in agenda item.
Speaker position in meeting		Position number in meeting.
Previous speaker female	The influence and the status of the previous speaker can influence whether another speaker makes an utterance (Ridgeway & Smith-Lovin, 1999).	Dummy variable
Relative statement of previous speaker		Number of the statement of the previous speaker relative to the total amount of utterances in the meeting.
Previous speaker TMT		Dummy variable
Previous speaker leader		Dummy variable
Previous speaker newcomer		Dummy variable
Previous speaker influence		Dummy variable
Previous statement interrupt	Due to the interruption of the previous utterances, it is most likely that the topic of the discussion has changed compared to a situation where there was no interruption made.	Dummy variable. It equals 1 when the previous utterance included the words "interruption" or "interrupts".
Previous statement consensus	Utterances which indicate consensus are more likely to be similar.	Dummy variable. It equals 1 when the previous utterance included the words "agrees", "affirms", "endorses", "supports", "acknowledges", "underlines" or "understands".

	Previous statement question	Due to the question of the previous utterance, it is most likely that the topic stipulated in the question is going to be discussed.	Dummy variable. It equals 1 when the previous utterance included "?". "ask*" or "requests".
	Statement length in words	The length of an utterance has an influence on whether other board members make an utterance as well (Okamoto & Smith-Loving, 2001).	Number of words in utterance.
Water authority	*Water authority dummies*	To account for differences between water authorities.	28 dummies for every water authority in the sample.
	Quarter fixed effects	To account for seasonal differences.	4 dummies for every quarter.
	Year fixed effects	To account for year differences.	6 dummies for every years in the sample (2009-2014).

Appendix D: Assumption testing

Normality of the residuals

One of the assumptions of OLS is normality of the residuals. (Hair et al., 2018). There are researchers claiming that normality is not always required. Especially for independent variables there are no requirements regarding normality, since all dummy variables would not be normally distributed and that would immediately create issues for the model. Nevertheless, we have decided to test for normality in order to discuss all assumptions of OLS. The results of one of the normality tests can be found in Table D1. The null hypothesis of the Shapiro-Wilk test indicates that the data is normally distributed and the alternative hypothesis indicates that the data is not normally distributed. Since the p-value (0.000) is below the significant level of 0.05, the null hypothesis is rejected, which means that the data is not normally distributed.

Table D1. Shapiro-Wilk test for normal data

Variable	Observations	z	Probability > z
r	48,613	26.125	0.000

a. *Dependent variable:* Board member monitoring

b. *Independent variables:* political decision-making style, procedural decision-making style, female, coalition, leader (fraction/party leader), total utterances, board tenure, gender diversity, political diversity, stakeholder diversity, speaker position in meeting, previous speaker female, relative individual meeting statements, total meeting utterances, board size in meeting, total board members, total top managers, number of men in meeting, number of women in meeting, statement length in words, relative position of agenda point, relative statement of previous speaker, previous speaker TMT, previous speaker leader, previous speaker newcomer, previous speaker influence, previous statement interrupt, previous statement consensus and previous statement question.

Homoscedasticity

Another assumption of an OLS regression is homoscedasticity, which checks whether there are patterns in the residual variance. If there are any patterns, the data is heteroscedastic (Hair et al., 2018). We have conducted two tests: (1) the White's test and (2) the Breusch-Pagan test. The null hypothesis of both of these tests assumes that the variance of the residuals is homogenous. Table D2 and Table D3 show the results of both tests. Both Table D2 and Table D3 show that the variance of the residuals is heterogenous, meaning that it violates one of the assumptions of OLS.

Table D2. White's test for heteroscedasticity

Source	chi2	df	p
Heteroscedasticity	1269.36	395	0.000
Skewness	1258.83	27	0.000
Kurtosis	247.24	1	0.000
Total	2775.43	423	0.000

a. *Dependent variable:* Board member monitoring

b. *Independent variables:* political decision-making style, procedural decision-making style, female, coalition, leader (fraction/party leader), total utterances, board tenure, gender diversity, political diversity, stakeholder diversity, speaker position in meeting, previous speaker female, relative individual meeting statements, total meeting utterances, board size in meeting, total board members, total top managers, number of men in meeting, number of women in meeting, statement length in words, relative position of agenda point, relative statement of previous speaker, previous speaker TMT, previous speaker leader, previous speaker newcomer, previous speaker influence, previous statement interrupt, previous statement consensus and previous statement question.

Table D3. Breusch-Pagan test for heteroscedasticity

Chi2	6193.76
Prob > chi2	0.000

a. *Dependent variable:* Board member monitoring

b. *Independent variables:* political decision-making style, procedural decision-making style, female, coalition, leader (fraction/party leader), total utterances, board tenure, gender diversity, political diversity, stakeholder diversity, speaker position in meeting, previous speaker female, relative individual meeting statements, total meeting utterances, board size in meeting, total board members, total top managers, number of men in meeting, number of women in meeting, statement length in words, relative position of agenda point, relative statement of previous speaker, previous speaker TMT, previous speaker leader, previous speaker newcomer, previous speaker influence, previous statement interrupt, previous statement consensus and previous statement question.

Multicollinearity

One of the assumption of regression is related to the VIF scores, which can be used to check whether there is multicollinearity. If the VIF scores are below 10, then there is no multicollinearity (Hair et al., 2018). In Table D4, the collinearity statistics of the independent variables and control variables in this study are noted. As can be seen, all the VIF scores are below 10, which means that there are no issues related to multicollinearity. It can also be seen that Table D4 does not include the control variables, which are dummies, such as the year dummies and water authority dummies. These kind of control variables are not included, because too many variables that measure the same thing would increase the multicollinearity (Hair et al., 2018). So it has not been found relevant to include these dummy variables in the collinearity statistics.

Linearity

For an OLS regression, linearity is another assumption to be checked. This assumption checks whether the relationship between the dependent variable and the independent variables is linear (Hair et al., 2018). We have generated several scatter plots to check for linearity. The plots of

all the included (non-dummy) variables were nonlinear, indicating that the assumption of linearity is violated.

Table D4. Collinearity statistics

Variables	***VIF***	***Tolerance***
Female	1.10	0.910
Political decision-making style	1.51	0.662
Procedural rational decision-making style	1.30	0.768
Functional background: business expert	1.80	0.554
Functional background: support specialist	1.70	0.587
Functional background: community influential	1.96	0.510
Industry background: agriculture, forestry, fishing	2.15	0.466
Industry background: construction	1.17	0.853
Industry background: finance, insurance, real estate	1.12	0.892
Industry background: manufacturing	1.13	0.881
Industry background: mining	1.00	0.999
Industry background: public administration	1.88	0.533
Industry background: retail trade	1.08	0.929
Industry background: service	2.22	0.450
Industry background: transportation, public utilities	1.11	0.901
Industry background: wholesale trade	1.09	0.921
Board tenure	1.31	0.764
Coalition	1.21	0.824
Leader (fraction/political leader)	1.39	0.720
Total utterances	2.05	0.487
Gender diversity	2.63	0.380
Political diversity	1.31	0.763
Stakeholder diversity	1.17	0.856
Speaker position in meeting	1.05	0.955
Previous speaker female	1.07	0.935
Relative individual meeting statements	1.49	0.671
Total meeting utterances	2.04	0.491
Total board members	2.51	0.398
Total top managers	1.96	0.511
Number of women in meeting	4.15	0.241
Statement length in words	1.82	0.548
Relative position of agenda point	1.01	0.990
Relative statement of previous speaker	1.53	0.655
Previous speaker TMT	1.13	0.886
Previous speaker leader	1.24	0.808
Previous speaker newcomer	1.12	0.893
Previous speaker influence	1.46	0.685
Previous statement interrupt	1.01	0.989

Previous statement consensus	1.01	0.995
Previous statement question	1.04	0.965
Mean VIF	1.53	

Dependent variable: Board member monitoring

Independence

The last assumption of OLS, independence, focuses on whether the errors of one observation are uncorrelated with the errors of another observation (Hair et al., 2018). The data in this study is collected throughout multiple years (2009-2014), which means that the data can be considered as time-series. Therefore, the Durbin-Watson test for correlated residuals is used to check for independence, because it takes into account the element of time-series data. The Durbin-Watson value ranges from 0 to 4. An outcome of 2 indicates that there is non-autocorrelation; this is the most desirable outcome. A value close to 0 means that there is a positive autocorrelation and a value close to 4 means that there is a negative autocorrelation. We ran two Durbin-Watson tests, each with a different set of variables. Table D5 shows the results of these tests. As can be seen, both results show a positive autocorrelation. Since both values are relatively close to 0, we assume that the independence assumptions are violated as well.

Table D5. Durbin-Watson tests for correlated residuals with board member monitoring as dependent variable

Test 1	**Test 2**
Political decision-making style	Political decision-making style
Procedural rational decision-making style	Procedural rational decision-making style
Female	Female
Board tenure	
Coalition	
Leader (fraction/party leader)	
Total utterances	
Gender diversity	
Political diversity	
Stakeholder diversity	
Speaker position in meeting	
Previous speaker female	
Relative individual meeting statements	
Total meeting utterances	
Total board members	
Total top managers	
Number of women in meeting	
Statement length in words	
Relative position of agenda point	

Relative statement of previous speaker	
Previous speaker TMT	
Previous speaker leader	
Previous speaker newcomer	
Previous speaker influence	
Previous statement interrupt	
Previous statement consensus	
Previous statement question	
Result: 0.740	**Result: 0.748**

Appendix E: Descriptive statistics

Variable	N	Min	Max	Mean	Std. dev.	Variance	Skewness	Kurtosis
Female	62228	0	1	0.17	0.378	0.143	10.733	10.005
TMT	62228	0	1	0.18	0.387	0.150	10.636	0.675
Board tenure	62228	0	7	5.65	10.543	20.380	-10.691	20.530
Coalition	59923	0	1	0.45	0.497	0.247	0.204	-10.958
Leader	59896	0	1	0.25	0.432	0.187	10.161	-0.652
Total utterances	61692	1	822	174.91	146.375	21425.758	1.893	4.511
Business expert	61692	0	1	0.41	0.491	0.241	0.379	-1.856
Support specialist	61692	0	1	0.37	0.482	0.232	0.555	-1.692
Community influential	61692	0	1	0.58	0.494	0.244	-0.311	-1.903
Agriculture/forestry/fishing	61692	0	1	0.29	0.453	0.205	0.936	-1.123
Construction	61692	0	1	0.03	0.173	0.030	5.440	27.589
Finance/insurance/real estate	61692	0	1	0.08	0.268	0.072	3.158	7.975
Manufacturing	61692	0	1	0.04	0.196	0.038	4.700	20.091
Mining	61692	0	1	0.00	0.007	0.000	143.395	20560.667
Public administration	61692	0	1	0.33	0.471	0.222	0.716	-1.487
Retail trade	61692	0	1	0.01	0.086	0.007	11.515	130.605
Service	61692	0	1	0.51	0.500	0.250	-0.042	-1.998
Transportation/public utilities	61692	0	1	0.01	0.111	0.012	8.759	74.724
Wholesale trade	61692	0	1	0.01	0.094	0.009	10.459	107.389
Agrariers	61868	0	1	0.10	0.303	0.092	2.622	4.873
Agrariers/Bedrijven	61868	0	1	0.01	0.093	0.009	10.553	109.376
AWP	61868	0	1	0.07	0.250	0.063	3.460	9.970
AWP/VVD	61868	0	1	0.00	0.011	0.000	93.998	8834.000
Bedrijven	61868	0	1	0.10	0.301	0.090	2.659	5.068

CDA	61868	0	1	0.12	0.331	0.109	2.269	3.150
CDA/CU	61868	0	1	0.00	0.010	0.000	101.532	10307.167
CU	61868	0	1	0.03	0.169	0.029	5.553	28.841
CU/SGP	61868	0	1	0.01	0.075	0.006	13.202	172.292
Local	61868	0	1	0.18	0.386	0.149	1.650	0.722
Natuur	61868	0	1	0.03	0.177	0.031	5.270	25.770
PvdA	61868	0	1	0.09	0.288	0.083	2.832	6.021
PvdD	61868	0	1	0.01	0.109	0.012	8.929	77.730
SGP	61868	0	1	0.02	0.133	0.018	7.246	50.510
VVD	61868	0	1	0.10	0.294	0.086	2.752	5.576
WN	61868	0	1	0.13	0.336	0.113	2.209	2.881
Biannual report	62228	0	1	0.08	0.269	0.072	3.141	7.869
Budget	62228	0	1	0.12	0.323	0.104	2.368	3.605
Clean water	62228	0	1	0.01	0.088	0.008	11.218	123.854
Collaborations	62228	0	1	0.06	0.237	0.056	3.708	11.752
Communication	62228	0	1	0.01	0.081	0.007	12.183	146.425
Elections	62228	0	1	0.01	0.071	0.005	13.949	192.570
Finance	62228	0	1	0.06	0.228	0.052	3.900	13.207
Funding approval	62228	0	1	0.10	0.295	0.087	2.732	5.467
Governance	62228	0	1	0.06	0.244	0.059	3.585	10.851
Information management	62228	0	1	0.00	0.047	0.002	21.321	452.597
Internationalization	62228	0	1	0.00	0.043	0.002	22.998	526.908
Investigation/evaluation	62228	0	1	0.04	0.204	0.042	4.481	18.077
Knowledge and innovation	62228	0	1	0.00	0.055	0.003	17.920	319.133
Legal issues	62228	0	1	0.02	0.136	0.019	7.073	48.028
Macro environment	62228	0	1	0.02	0.147	0.022	6.505	40.316
Merger	62228	0	1	0.01	0.096	0.009	10.249	103.052
Minutes	62228	0	1	0.04	0.191	0.037	4.837	21.398

Miscellaneous items	62228	0	1	0.14	0.343	0.118	2.118	2.487
Operations of the organisation	62228	0	1	0.02	0.136	0.019	7.063	47.893
Project approval	62228	0	1	0.03	0.171	0.029	5.480	28.028
Sewage treatment	62228	0	1	0.02	0.146	0.021	6.569	41.155
Strategy	62228	0	1	0.04	0.190	0.036	4.856	21.577
Sufficient water	62228	0	1	0.07	0.258	0.066	3.326	9.062
Sustainability	62228	0	1	0.03	0.156	0.024	6.076	34.918
Water safety	62228	0	1	0.03	0.168	0.028	5.610	29.470
HAGV	62228	0	1	0.02	0.150	0.022	6.377	38.665
HD	62228	0	1	0.06	0.229	0.052	3.880	13.055
HDSR	62228	0	1	0.07	0.259	0.067	3.305	8.926
HHN	62228	0	1	0.05	0.213	0.045	4.258	16.131
HR	62228	0	1	0.07	0.253	0.064	3.407	9.611
WAM	62228	0	1	0.06	0.242	0.059	3.617	11.081
WBD	62228	0	1	0.12	0.325	0.105	2.344	3.495
WDD	62228	0	1	0.04	0.203	0.041	4.495	18.206
WF	62228	0	1	0.04	0.200	0.040	4.591	19.081
WGS	62228	0	1	0.05	0.214	0.046	4.233	15.920
WHA	62228	0	1	0.01	0.086	0.007	11.401	127.984
WHD	62228	0	1	0.02	0.155	0.024	6.136	35.647
WN	62228	0	1	0.03	0.171	0.029	5.491	28.151
WPM	62228	0	1	0.03	0.162	0.026	5.835	32.049
WR	62228	0	1	0.00	0.048	0.002	20.644	424.195
WRD	62228	0	1	0.03	0.172	0.030	5.465	27.872
WRI	62228	0	1	0.05	0.219	0.048	4.112	14.910
WRO	62228	0	1	0.01	0.105	0.011	9.317	84.813
WRW	62228	0	1	0.05	0.208	0.043	4.372	17.116

WS	62228	0	1	0.02	0.148	0.022	6.435	39.411
WVaVe	62228	0	1	0.01	0.099	0.010	9.901	96.037
WVE	62228	0	1	0.02	0.136	0.018	7.089	48.255
WVechtstromen	62228	0	1	0.01	0.080	0.006	12.384	151.370
WVeluwe	62228	0	1	0.02	0.156	0.024	6.106	35.279
WVeVe	62228	0	1	0.00	0.067	0.005	14.754	215.689
WZ	62228	0	1	0.08	0.273	0.074	3.075	7.455
WZE	62228	0	1	0.01	0.100	0.010	9.795	93.949
WZV	62228	0	1	0.01	0.106	0.011	9.221	83.035
2009	62228	0	1	0.21	0.408	0.167	1.414	-0.001
2010	62228	0	1	0.18	0.386	0.149	1.651	0.727
2011	62228	0	1	0.17	0.376	0.142	1.751	1.067
2012	62228	0	1	0.14	0.351	0.123	2.025	2.099
2013	62228	0	1	0.15	0.352	0.124	2.013	2.051
2014	62228	0	1	0.15	0.354	0.125	1.997	1.989
Total ‘case’	62228	0	5	0.01	0.092	0.008	24.181	767.925
Total ‘research’	62228	0	7	0.07	0.379	0.144	8.303	94.807
Total ‘risk’	62228	0	17	0.06	0.364	0.132	11.667	232.879
Total ‘possibilities’	62228	0	7	0.03	0.206	0.043	8.565	109.890
Total ‘evaluation’	62228	0	6	0.02	0.192	0.037	11.080	165.235
Total ‘give full attention to’	62228	0	6	0.05	0.269	0.072	6.639	62.809
Total procedural rationality	62228	0	17	0.24	0.730	0.533	5.488	49.402
Total ‘we think’	62228	0	4	0.01	0.086	0.007	19.573	480.487
Total ‘we find’	62228	0	7	0.01	0.136	0.019	16.331	433.228
Total ‘fraction/political group’	62228	0	35	0.32	1.037	1.076	8.959	157.465
Total ‘our opinion’	62228	0	4	0.00	0.056	0.003	35.971	1825.880

Total ‘preference’	62228	0	7	0.01	0.117	0.014	15.506	412.712
Total ‘discussion/conflict’	62228	0	9	0.08	0.354	0.125	6.482	64.085
Total politics	62228	0	37	0.43	1.188	1.411	7.688	117.934
Total promises	11417	0	6	0.21	0.475	0.225	2.663	10.911
Total board member monitoring	50811	0	3	0.05	0.224	0.050	4.572	21.519
Total binary board member monitoring	50811	0	1	0.05	0.214	0.046	4.221	15.817
Quarter: 1	62228	0	1	0.20	0.403	0.162	1.470	0.162
Quarter: 2	62228	0	1	0.29	0.454	0.206	0.927	-1.141
Quarter: 3	62228	0	1	0.20	0.397	0.158	1.532	0.347
Quarter: 4	62228	0	1	0.31	0.463	0.214	0.820	-1.328
Gender diversity	62228	0	0.595	0.31	0.094	0.009	0.061	-0.104
Political diversity	62228	0.444	0.875	0.796	0.056	0.003	-2.351	7.827
Stakeholder diversity	62228	0.080	0.615	0.442	0.085	0.007	-1.459	3.391
Speaker position in meeting	62228	0.004	1	0.508	0.289	0.083	0.000	-1.200
Previous speaker female	62228	0	1	0.17	0.375	0.141	1.761	1.102
Relative individual meeting statements	62228	0.004	1	0.082	0.055	0.003	2.820	25.512
Total meeting utterances	62228	1	282	85.68	37.998	1443.873	0.771	2.270
Board size in meeting	62228	1	29	19.35	4.445	19.760	-0.877	1.788
Total board members	62228	0	26	16.58	3.910	15.287	-0.795	1.771
Total top managers	62228	0	6	2.78	1.713	2.933	-0.520	-1.061
Number of men in meeting	62228	0	24	15.50	3.636	13.221	-0.806	1.929
Number of women in meeting	62228	0	11	3.85	1.960	3.842	0.392	0.159
Statement length in words	62228	1	1477	36.13	55.068	3032.447	6.419	78.296

Relative position of agenda point	62228	0.007	1	0.564	0.295	0.087	-0.037	-1.207
Relative statement of previous speaker	62228	0	0.214	0.050	0.030	0.001	1.148	2.891
Previous speaker TMT	62228	0	1	0.13	0.341	0.116	2.143	2.591
Previous speaker leader	62228	0	1	0.23	0.421	0.178	1.278	-0.367
Previous speaker newcomer	62228	0	1	0.60	0.491	0.241	-0.392	-1.846
Previous speaker influence	62228	0	0.290	0.185	0.030	0.001	-3.821	22.155
Previous statement interrupt	62228	0	1	0.01	0.091	0.008	10.749	113.547
Previous statement consensus	62228	0	1	0.02	0.151	0.023	6.336	38.151
Previous statement question	62228	0	1	0.23	0.422	0.178	1.266	-0.396

Appendix F: Extensive correlation matrix with legenda

Number	Variable name	Num.	Variable name	Num.	Variable name
1	Female	**27**	CU	**53**	Miscellaneous items
2	TMT	**28**	CU/SGP	**54**	Operations of the organisation
3	Board tenure	**29**	Local	**55**	Project approval
4	Coalition	**30**	Natuur	**56**	Sewage treatment
5	Leader	**31**	PvdA	**57**	Strategy
6	Total utterances	**32**	PvdD	**58**	Sufficient water
7	Business expert	**33**	SGP	**59**	Sustainability
8	Support specialist	**34**	VVD	**60**	Water safety
9	Community influential	**35**	WN	**61**	HAGV
10	Agriculture/forestry/fishing	**36**	Biannual report	**62**	HD
11	Construction	**37**	Budget	**63**	HDSR
12	Finance/insurance/real estate	**38**	Clean water	**64**	HHN
13	Manufacturing	**39**	Collaborations	**65**	HR
14	Mining	**40**	Communication	**66**	WAM
15	Public administration	**41**	Elections	**67**	WBD
16	Retail trade	**42**	Finance	**68**	WDD
17	Service	**43**	Funding approval	**69**	WF
18	Transportation/public utilities	**44**	Governance	**70**	WGS
19	Wholesale trade	**45**	Information management	**71**	WHA
20	Agrariers	**46**	Internationalization	**72**	WHD
21	Agrariers/Bedrijven	**47**	Investigation/evaluation	**73**	WN
22	AWP	**48**	Knowledge and innovation	**74**	WPM
23	AWP/VVD	**49**	Legal issues	**75**	WR
24	Bedrijven	**50**	Macro environment	**76**	WRD
25	CDA	**51**	Merger	**77**	WRI
26	CDA/CU	**52**	Minutes	**78**	WRO

Num.	Variable name	Num.	Variable name	Num.	Variable name
79	WRW	**105**	Total ‘our opinion’	**131**	Previous speaker TMT
80	WS	**106**	Total ‘preference’	**132**	Previous speaker leader
81	WVaVe	**107**	Total ‘discussion/conflict’	**133**	Previous speaker newcomer
82	WVE	**108**	Total politics	**134**	Previous speaker influence
83	WVechtstromen	**109**	Total promises	**135**	Previous statement interrupt
84	WVeluwe	**110**	Total board member monitoring	**136**	Previous statement consensus
85	WVeVe	**111**	Total binary board member monitoring	**137**	Previous statement question
86	WZ	**112**	Quarter: 1		
87	WZE	**113**	Quarter: 2		
88	WZV	**114**	Quarter: 3		
89	2009	**115**	Quarter: 4		
90	2010	**116**	Gender diversity		
91	2011	**117**	Political diversity		
92	2012	**118**	Stakeholder diversity		
93	2013	**119**	Speaker position in meeting		
94	2014	**120**	Previous speaker female		
95	Total ‘case’	**121**	Relative individual meeting statements		
96	Total ‘research’	**122**	Total meeting utterances		
97	Total ‘risk’	**123**	Board size in meeting		
98	Total ‘possibilities’	**124**	Total board members		
99	Total ‘evaluation’	**125**	Total top managers		
100	Total ‘give full attention to’	**126**	Number of men in meeting		
101	Total procedural rationality	**127**	Number of women in meeting		
102	Total ‘we think’	**128**	Statement length in words		
103	Total ‘we find’	**129**	Relative position of agenda point		
104	Total ‘fraction/political group’	**130**	Relative statement of previous speaker		

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	1	-0.006	0.016**	0.045**	-0.066**	-0.135**	-0.069**	-0.037**	-0.039**	-0.056**	-0.019**	0.004	-0.054**	-0.003
2	-0.006	1	0.086**	0.212**	-0.205**	-0.067**	0.133**	-0.058**	-0.040**	0.121**	0.013**	0.022**	0.041**	-0.003
3	0.016**	0.086**	1	0.165**	0.101**	0.351**	-0.019**	0.030**	-0.113**	-0.001	0.015**	-0.009*	-0.029**	-0.003
4	0.045**	0.212**	0.165**	1	-0.037**	0.097**	0.054**	-0.013**	-0.083**	0.151**	0.081**	-0.103**	0.034**	-0.006
5	-0.066**	-0.205**	0.101**	-0.037**	1	0.392**	-0.064**	0.114**	-0.044**	-0.166**	0.051**	0.010*	-0.093**	-0.004
6	-0.135**	-0.067**	0.351**	0.097**	0.392**	1	-0.090**	0.141**	-0.072**	-0.115**	0.007	-0.108**	0.007	-0.008*
7	-0.069**	0.133**	-0.019**	0.054**	-0.064**	-0.090**	1	-0.278**	-0.248**	0.298**	0.008	0.080**	0.109**	-0.006
8	-0.037**	-0.058**	0.030**	-0.013**	0.114**	0.141**	-0.278**	1	-0.122**	-0.171**	0.127**	0.026**	0.106**	0.009*
9	-0.039**	-0.040**	-0.113**	-0.083**	-0.044**	-0.072**	-0.248**	-0.122**	1	-0.048**	-0.116**	0.012**	0.067**	0.006
10	-0.056**	0.121**	-0.001	0.151**	-0.166**	-0.115**	0.298**	-0.171**	-0.048**	1	-0.084**	-0.023**	-0.090**	0.011**
11	-0.019**	0.013**	0.015**	0.081**	0.051**	0.007	0.008	0.127**	-0.116**	-0.084**	1	-0.052**	-0.032**	-0.001
12	0.004	0.022**	-0.009*	-0.103**	0.010*	-0.108**	0.080**	0.026**	0.012**	-0.023**	-0.052**	1	-0.052**	-0.002
13	-0.054**	0.041**	-0.029**	0.034**	-0.093**	0.007	0.109**	0.106**	0.067**	-0.090**	-0.032**	-0.052**	1	-0.001
14	-0.003	-0.003	-0.003	-0.006	-0.004	-0.008*	-0.006	0.009*	0.006	0.011**	-0.001	-0.002	-0.001	1
15	-0.033**	0.020**	-0.067**	-0.060**	0.075**	0.041**	-0.112**	0.106**	0.353**	-0.276**	-0.064**	-0.016**	0.071**	-0.005
16	-0.040**	-0.010*	0.022**	0.045**	0.113**	0.038**	0.104**	-0.066**	-0.082**	-0.055**	-0.015**	-0.025**	-0.018**	-0.001
17	-0.042**	-0.074**	-0.070**	-0.076**	0.083**	0.101**	0.000	0.291**	0.206**	-0.353**	-0.082**	-0.032**	0.043**	0.007
18	-0.020**	0.032**	-0.058**	-0.054**	-0.066**	-0.033**	0.111**	-0.008	0.070**	-0.050**	-0.020**	0.003	-0.023**	-0.001
19	0.041**	-0.035**	0.033**	-0.078**	0.020**	-0.033**	0.113**	-0.056**	-0.089**	0.030**	-0.017**	0.154**	-0.019**	-0.001
20	-0.100**	0.126**	0.086**	0.075**	-0.151**	-0.076**	0.194**	-0.178**	-0.108**	0.441**	-0.015**	0.078**	-0.068**	-0.002
21	-0.043**	0.032**	-0.049**	0.106**	-0.046**	-0.043**	0.022**	-0.032**	0.024**	0.000	-0.017**	-0.027**	0.133**	-0.001
22	0.080**	-0.125**	-0.038**	-0.210**	0.110**	0.039**	0.088**	0.081**	-0.074**	-0.091**	0.027**	0.032**	0.042**	-0.002
23	0.011**	-0.005	0.006	0.003	-0.006	-0.013**	0.000	-0.002	0.006	-0.003	-0.002	0.008*	-0.002	0.000
24	-0.114**	0.101**	0.050**	0.126**	-0.057**	0.017**	-0.007	0.093**	-0.071**	-0.092**	0.110**	0.026**	0.192**	-0.002
25	0.093**	0.112**	-0.021**	0.146**	-0.089**	-0.049**	0.132**	-0.101**	0.003	0.074**	-0.068**	-0.047**	-0.064**	-0.003
26	-0.004	0.021**	0.009*	0.011**	-0.006	-0.011**	-0.008*	0.013**	0.008*	-0.006	-0.002	-0.003	-0.002	0.000
27	-0.080**	-0.056**	-0.051**	-0.100**	0.082**	-0.007	-0.015**	-0.001	0.018**	-0.096**	-0.031**	0.048**	0.010*	-0.001

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
28	-0.034**	-0.028**	0.012**	-0.066**	0.085**	0.012**	-0.027**	-0.056**	0.023**	-0.048**	-0.012**	0.043**	-0.015**	-0.001
29	-0.025**	-0.123**	0.067**	-0.040**	0.166**	0.186**	-0.146**	-0.004	0.092**	-0.066**	-0.012**	-0.025**	-0.093**	-0.003
30	0.005	-0.087**	-0.013**	-0.140**	0.034**	-0.059**	-0.015**	-0.093**	0.035**	0.066**	-0.033**	-0.047**	-0.026**	-0.001
31	0.024**	-0.021**	0.022**	0.024**	-0.082**	0.008*	-0.035**	0.051**	0.067**	-0.198**	-0.034**	-0.065**	-0.053**	-0.002
32	0.037**	-0.053**	-0.073**	-0.102**	0.059**	-0.041**	-0.012**	0.037**	-0.049**	-0.071**	-0.020**	-0.032**	0.014**	-0.001
33	-0.062**	-0.041**	-0.109**	-0.058**	-0.001	-0.061**	-0.041**	0.031**	0.082**	0.013**	0.034**	0.052**	-0.028**	-0.001
34	0.021**	-0.035**	-0.078**	-0.082**	0.048**	-0.030**	0.046**	0.001	0.008*	-0.030**	-0.041**	0.103**	0.152**	-0.002
35	0.101**	0.074**	0.010*	0.087**	-0.040**	-0.040**	-0.167**	0.120**	-0.014**	0.002	0.075**	-0.088**	-0.079**	0.018**
36	-0.012**	0.022**	-0.009*	0.016**	0.003	0.009*	-0.002	0.010*	0.012**	-0.001	-0.018**	0.007	0.002	-0.002
37	-0.014**	0.017**	0.014**	0.008	0.023**	0.023**	0.020**	0.002	0.001	-0.020**	-0.009*	0.003	0.027**	-0.003
38	-0.005	-0.003	-0.003	-0.009*	-0.002	-0.005	-0.005	0.003	-0.008*	-0.002	0.003	-0.005	-0.004	-0.001
39	-0.010*	0.005	0.006	-0.005	-0.010*	0.026**	-0.017**	0.036**	0.013**	-0.046**	0.007	0.012**	0.020**	-0.002
40	0.002	-0.016**	0.006	-0.017**	-0.004	0.008*	-0.005	-0.001	0.010**	-0.006	-0.004	0.007	0.006	-0.001
41	0.014**	-0.026**	0.000	-0.001	0.017**	0.008*	-0.010*	0.021**	0.005	-0.010*	-0.010*	0.003	0.008	0.000
42	-0.001	0.002	0.024**	0.017**	0.009*	0.023**	0.005	0.005	-0.002	-0.013**	-0.004	-0.002	0.022**	-0.002
43	-0.010*	0.025**	0.034**	0.019**	-0.004	0.025**	0.023**	-0.008*	-0.054**	0.051**	0.002	-0.004	-0.023**	0.006
44	0.013**	-0.057**	-0.047**	-0.010*	0.026**	-0.006	-0.027**	0.005	0.014**	-0.040**	0.003	0.005	-0.013**	0.008
45	-0.002	0.000	-0.002	0.002	0.005	0.016**	-0.001	-0.001	0.004	-0.001	-0.002	0.010*	-0.006	0.000
46	0.003	-0.003	-0.008*	-0.007	-0.007	-0.010*	0.003	0.005	0.000	-0.001	-0.001	0.004	0.018**	0.000
47	0.014**	-0.032**	0.022**	0.007	0.025**	0.036**	-0.018**	0.011**	0.000	-0.007	-0.003	-0.012**	-0.006	-0.001
48	0.001	-0.002	0.001	0.003	0.003	-0.005	-0.014**	0.008	0.004	-0.011**	0.000	-0.003	-0.011**	0.000
49	-0.003	0.004	-0.004	0.011**	-0.003	-0.021**	0.002	-0.008	0.001	0.018**	-0.012**	-0.011**	0.000	-0.001
50	-0.002	-0.027**	0.008	0.002	0.036**	0.036**	-0.015**	-0.011**	-0.002	-0.023**	0.003	0.005	-0.001	-0.001
51	0.002	-0.035**	-0.042**	-0.082**	-0.053**	-0.040**	-0.009*	-0.010*	0.037**	-0.009*	-0.010**	0.003	-0.001	-0.001
52	-0.003	0.015**	-0.017**	-0.017**	-0.018**	-0.015**	0.007	-0.021**	0.007	-0.007	-0.004	-0.001	-0.005	-0.001
53	0.014**	0.027**	-0.060**	-0.024**	-0.038**	-0.064**	0.003	-0.020**	0.034**	0.010*	0.022**	-0.001	-0.013**	-0.003
54	-0.014**	0.009*	0.023**	0.023**	-0.006	0.005	0.011**	0.001	0.002	0.026**	-0.007	-0.008*	0.013**	-0.001

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
55	-0.005	0.015**	0.022**	-0.009*	-0.001	0.014**	-0.002	-0.008*	-0.004	0.015**	-0.004	0.006	-0.006	-0.001
56	-0.002	0.008	0.009*	0.003	0.007	0.007	0.009*	0.022**	-0.030**	-0.007	0.025**	-0.008*	0.016**	-0.001
57	0.012**	-0.028**	-0.011**	-0.021**	0.001	-0.023**	-0.008*	-0.013**	0.012**	-0.018**	-0.003	-0.006	0.008*	-0.001
58	0.004	-0.003	0.030**	0.013**	-0.010*	-0.046**	0.002	0.004	-0.023**	0.062**	0.003	0.006	-0.018**	0.007
59	0.009*	-0.002	0.018**	0.011**	0.011**	0.020**	0.004	-0.014**	-0.013**	0.008*	0.007	-0.012**	-0.007	-0.001
60	0.009*	-0.001	-0.009*	0.015**	-0.008	-0.001	0.006	0.000	-0.004	0.000	-0.003	0.000	-0.009*	-0.001
61	0.029**	-0.010*	0.003	-0.021**	-0.033**	-0.098**	0.056**	0.039**	0.027**	-0.003	0.006	0.129**	0.009*	-0.001
62	0.068**	0.014**	0.052**	0.075**	-0.010*	-0.044**	-0.130**	0.051**	-0.065**	-0.117**	0.000	-0.044**	-0.050**	-0.002
63	-0.007	-0.020**	-0.050**	0.036**	0.175**	0.064**	-0.004	0.037**	-0.137**	-0.064**	0.142**	-0.081**	-0.057**	-0.002
64	0.027**	0.059**	0.096**	0.029**	-0.051**	-0.033**	0.064**	-0.047**	-0.093**	-0.017**	-0.022**	-0.040**	0.040**	-0.002
65	0.029**	0.059**	-0.021**	0.114**	-0.073**	-0.011**	0.095**	-0.048**	0.018**	-0.004	0.136**	-0.039**	0.151**	-0.002
66	-0.020**	0.000	0.032**	0.049**	0.058**	0.016**	-0.017**	0.172**	-0.010*	-0.019**	-0.046**	-0.015**	-0.053**	-0.002
67	-0.065**	-0.066**	0.146**	0.055**	0.220**	0.440**	-0.079**	-0.013**	-0.111**	-0.033**	-0.065**	0.024**	-0.074**	-0.003
68	0.079**	-0.030**	0.071**	0.031**	-0.041**	-0.064**	-0.098**	-0.060**	0.087**	-0.100**	-0.019**	-0.031**	0.030**	-0.001
69	0.027**	0.014**	0.013**	0.092**	0.095**	-0.056**	-0.068**	0.042**	-0.048**	-0.011**	-0.020**	0.122**	-0.014**	-0.001
70	0.051**	0.002	0.054**	-0.186**	-0.121**	-0.029**	-0.090**	0.025**	0.042**	-0.014**	-0.014**	0.041**	-0.046**	-0.002
71	-0.029**	0.021**	0.019**	0.009*	-0.009*	-0.081**	-0.011**	0.048**	0.025**	0.025**	-0.015**	0.022**	0.011**	-0.001
72	0.008*	-0.022**	0.020**	0.035**	0.015**	-0.122**	0.012**	-0.019**	-0.041**	-0.033**	-0.025**	-0.007	-0.032**	-0.001
73	0.022**	0.041**	0.065**	0.040**	-0.025**	-0.070**	0.016**	-0.009*	0.053**	0.073**	-0.031**	-0.007	-0.035**	-0.001
74	-0.072**	0.004	0.065**	-0.096**	-0.071**	-0.090**	-0.047**	-0.097**	0.111**	-0.043**	-0.030**	-0.028**	0.025**	-0.001
75	-0.004	0.010*	0.006	0.001	0.004	-0.054**	0.010*	-0.026**	-0.023**	-0.008	-0.009*	-0.012**	-0.003	0.000
76	0.033**	0.026**	-0.065**	-0.163**	-0.104**	-0.089**	0.046**	-0.071**	0.012**	0.044**	-0.032**	-0.015**	0.015**	-0.001
77	0.057**	0.023**	0.022**	0.032**	-0.031**	-0.071**	0.009*	0.048**	0.046**	0.110**	0.021**	0.043**	0.022**	-0.002
78	0.012**	0.002	0.015**	-0.097**	-0.062**	-0.094**	-0.027**	-0.069**	0.029**	0.026**	0.021**	0.035**	-0.015**	-0.001
79	-0.045**	0.014**	0.040**	-0.201**	-0.128**	-0.041**	0.123**	-0.042**	-0.034**	0.102**	-0.039**	0.029**	0.043**	-0.002
80	-0.032**	0.007	-0.163**	0.045**	0.036**	-0.108**	0.055**	-0.042**	0.089**	0.064**	0.060**	-0.017**	0.013**	-0.001
81	-0.014**	-0.002	-0.238**	-0.030**	0.002	-0.098**	0.003	-0.037**	0.034**	0.042**	-0.018**	0.034**	-0.006	-0.001

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
82	-0.019**	-0.049**	-0.129**	-0.127**	-0.081**	-0.112**	0.023**	-0.064**	0.072**	0.005	-0.025**	0.012**	-0.028**	-0.001
83	-0.010**	0.009*	-0.243**	0.009*	-0.015**	-0.079**	0.043**	-0.002	0.037**	0.031**	-0.014**	0.002	-0.016**	-0.001
84	-0.044**	0.006	-0.125**	-0.147**	-0.094**	-0.085**	-0.018**	-0.011**	0.076**	-0.059**	-0.014**	0.051**	-0.033**	-0.001
85	-0.019**	0.002	-0.013**	-0.053**	-0.037**	-0.071**	0.034**	-0.021**	0.004	0.045**	-0.005	-0.015**	-0.010*	0.104**
86	-0.067**	-0.062**	0.082**	0.188**	0.077**	0.340**	0.098**	0.052**	-0.010*	0.077**	-0.020**	-0.084**	0.062**	-0.002
87	-0.010*	0.007	-0.211**	-0.088**	-0.055**	-0.102**	0.008*	-0.014**	0.069**	0.017**	-0.018**	0.035**	-0.008	-0.001
88	-0.010**	0.009*	-0.234**	-0.078**	-0.049**	-0.097**	-0.046**	-0.001	0.066**	-0.019**	0.043**	-0.014**	0.058**	-0.001
89	-0.009*	0.013**	-0.028**	-0.021**	-0.055**	-0.077**	-0.010**	-0.009*	0.028**	0.009*	-0.013**	0.009*	-0.004	0.013**
90	-0.006	0.016**	-0.008	-0.031**	-0.040**	-0.027**	0.003	-0.005	0.025**	0.008*	0.005	0.016**	0.004	-0.003
91	0.003	-0.008*	0.037**	-0.021**	-0.006	0.010*	0.005	-0.005	0.007	0.010*	-0.007	0.010*	-0.001	-0.003
92	-0.004	-0.005	0.062**	0.023**	0.032**	0.036**	0.014**	-0.007	-0.024**	-0.010*	0.002	-0.011**	0.016**	-0.003
93	0.005	-0.004	0.009*	0.032**	0.044**	0.044**	-0.003	0.012**	-0.031**	-0.008*	0.011**	-0.019**	0.001	-0.003
94	0.012**	-0.016**	-0.068**	0.024**	0.036**	0.028**	-0.008	0.017**	-0.013**	-0.012**	0.003	-0.008*	-0.017**	-0.003
95	0.002	0.020**	0.001	0.002	-0.005	0.001	0.004	0.001	-0.001	-0.004	0.002	-0.008*	0.018**	0.000
96	0.017**	0.032**	0.023**	0.029**	0.004	0.028**	0.004	0.006	-0.017**	-0.002	0.002	-0.006	0.001	-0.001
97	0.003	0.017**	0.019**	0.000	-0.007	0.015**	-0.012**	0.017**	-0.012**	-0.008	0.007	-0.001	0.010*	-0.001
98	0.009*	0.031**	0.020**	0.027**	0.005	0.015**	0.014**	-0.006	-0.012**	0.017**	0.002	-0.008	0.006	-0.001
99	0.009*	0.006	0.002	0.003	-0.002	0.008	0.009*	-0.004	-0.008*	0.010*	0.004	0.004	0.003	-0.001
100	0.014**	0.000	0.010*	-0.003	0.004	0.010*	-0.008*	0.008*	-0.014**	0.001	-0.008	-0.001	-0.012**	-0.001
101	0.021**	0.038**	0.031**	0.023**	0.000	0.032**	0.000	0.012**	-0.026**	0.003	0.004	-0.006	0.006	-0.002
102	-0.002	0.008	0.019**	0.007	0.025**	0.056**	-0.010*	-0.006	-0.009*	0.006	-0.010*	-0.002	-0.011**	0.000
103	0.000	-0.015**	0.021**	-0.004	0.010*	0.045**	-0.003	-0.010*	-0.016**	0.000	-0.015**	-0.010*	-0.012**	-0.001
104	0.005	-0.104**	0.000	0.030**	0.010*	0.067**	0.033**	0.000	-0.013**	0.009*	0.004	-0.015**	0.007	-0.002
105	0.003	-0.014**	0.002	-0.010*	0.011**	0.021**	-0.003	-0.011**	0.002	0.002	-0.007	-0.002	-0.005	0.000
106	0.009*	0.003	-0.005	0.002	-0.009*	-0.010*	-0.002	-0.005	0.011**	-0.007	0.005	-0.001	0.013**	-0.001
107	-0.015**	0.030**	0.001	0.017**	0.022**	0.026**	0.019**	-0.001	-0.024**	-0.005	0.014**	-0.009*	0.002	-0.002
108	0.000	-0.083**	0.004	0.031**	0.018**	0.075**	0.033**	-0.003	-0.020**	0.006	0.005	-0.017**	0.006	-0.003

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
109	0.037**	.	-0.015	0.074**	0.039**	0.073**	-0.023*	0.044**	-0.025**	-0.007	0.015	-0.017	0.018	0.[c]
110	0.010*	.	0.009*	0.013**	-0.003	-0.012**	-0.015**	0.010*	-0.005	0.005	0.000	0.002	-0.007	-0.002
111	0.010*	.	0.008	0.013**	-0.005	-0.013**	-0.014**	0.009*	-0.005	0.006	0.000	0.001	-0.007	-0.002
112	-0.014**	-0.012**	-0.031**	-0.012**	0.005	-0.018**	0.009*	-0.018**	0.010*	0.018**	0.012**	-0.002	-0.004	0.008*
113	0.003	0.006	-0.005	-0.006	-0.020**	-0.005	0.002	0.004	-0.008*	-0.006	-0.009*	0.001	-0.007	0.001
114	0.013**	-0.008*	0.018**	0.013**	0.017**	0.018**	0.001	-0.005	-0.004	0.000	0.002	-0.002	0.010*	-0.003
115	-0.001	0.011**	0.017**	0.005	0.000	0.005	-0.010*	0.016**	0.003	-0.009*	-0.004	0.003	0.003	-0.005
116	0.161**	0.009*	0.012**	0.087**	-0.035**	-0.106**	-0.047**	0.076**	0.009*	-0.009*	0.057**	-0.012**	-0.001	-0.010*
117	0.054**	0.019**	-0.156**	0.038**	0.037**	-0.108**	0.037**	0.050**	-0.071**	-0.036**	0.073**	0.020**	-0.022**	0.000
118	-0.035**	-0.010*	0.024**	-0.121**	-0.098**	0.027**	0.030**	-0.046**	0.070**	0.065**	-0.021**	-0.057**	-0.007	0.006
119	0.002	0.035**	0.010*	0.012**	-0.017**	-0.012**	0.005	-0.003	-0.008	0.024**	0.003	0.003	-0.008	-0.003
120	0.093**	0.012**	0.017**	0.017**	-0.032**	-0.058**	-0.023**	0.001	-0.011**	-0.022**	0.007	0.003	-0.008*	0.003
121	-0.088**	0.052**	0.015**	-0.056**	0.067**	0.300**	-0.008	0.030**	0.059**	-0.058**	-0.026**	-0.020**	0.031**	-0.009*
122	-0.010*	-0.008	0.091**	0.144**	0.128**	0.252**	-0.030**	0.032**	-0.060**	-0.053**	0.024**	-0.054**	0.005	-0.002
123	0.039**	0.010**	0.122**	0.149**	0.076**	0.125**	-0.047**	0.053**	-0.058**	-0.057**	0.045**	-0.041**	0.003	-0.004
124	0.017**	-0.014**	0.084**	0.034**	0.008	0.074**	-0.050**	0.028**	-0.010*	-0.053**	0.030**	-0.021**	0.001	0.001
125	0.063**	0.059**	0.125**	0.315**	0.184**	0.156**	-0.006	0.075**	-0.127**	-0.027**	0.049**	-0.059**	0.005	-0.011**
126	-0.049**	0.002	0.106**	0.104**	0.086**	0.167**	-0.012**	0.029**	-0.050**	-0.034**	0.024**	-0.034**	0.003	-0.001
127	0.180**	0.020**	0.080**	0.145**	0.015**	-0.026**	-0.083**	0.067**	-0.038**	-0.067**	0.058**	-0.031**	0.001	-0.007
128	-0.008	0.064**	0.050**	0.040**	0.036**	0.112**	0.013**	0.006	-0.053**	-0.003	-0.007	-0.015**	0.006	-0.002
129	0.003	0.006	-0.007	-0.011**	-0.010*	-0.013**	-0.003	-0.001	0.001	0.003	0.003	0.007	0.003	0.001
130	-0.038**	-0.006	-0.002	-0.018**	0.012**	0.085**	0.018**	0.007	0.026**	0.013**	-0.031**	0.000	-0.002	0.001
131	0.022**	0.046**	0.020**	0.076**	0.008	-0.014**	0.011**	0.001	-0.019**	0.016**	-0.004	-0.008*	0.007	-0.003
132	-0.022**	-0.034**	0.054**	0.125**	0.220**	0.197**	-0.008	0.065**	-0.094**	-0.029**	0.015**	-0.028**	-0.032**	-0.004
133	0.012**	-0.002	-0.098**	-0.004	-0.005	-0.055**	0.003	-0.004	0.034**	-0.007	0.039**	0.020**	0.030**	-0.004
134	-0.028**	0.026**	-0.054**	-0.082**	-0.072**	-0.074**	0.021**	-0.026**	0.064**	0.053**	-0.044**	0.028**	0.013**	0.013**
135	-0.016**	0.014**	0.014**	0.011**	0.028**	0.067**	0.009*	-0.003	-0.018**	-0.002	-0.010*	0.002	0.005	-0.001

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14
136	0.006	-0.004	-0.011**	0.012**	0.001	-0.015**	-0.009*	-0.002	0.001	-0.009*	0.009*	-0.010*	0.002	-0.001
137	-0.007	0.048**	0.032**	0.006	-0.008	0.054**	0.022**	-0.017**	-0.019**	0.035**	-0.008	0.002	0.001	-0.004

* P < 0.05; ** P < 0.01

Variables	15	16	17	18	19	20	21	22	23	24	25	26	27	28
1	-0.033**	-0.040**	-0.042**	-0.020**	0.041**	-0.100**	-0.043**	0.080**	0.011**	-0.114**	0.093**	-0.004	-0.080**	-0.034**
2	0.020**	-0.010*	-0.074**	0.032**	-0.035**	0.126**	0.032**	-0.125**	-0.005	0.101**	0.112**	0.021**	-0.056**	-0.028**
3	-0.067**	0.022**	-0.070**	-0.058**	0.033**	0.086**	-0.049**	-0.038**	0.006	0.050**	-0.021**	0.009*	-0.051**	0.012**
4	-0.060**	0.045**	-0.076**	-0.054**	-0.078**	0.075**	0.106**	-0.210**	0.003	0.126**	0.146**	0.011**	-0.100**	-0.066**
5	0.075**	0.113**	0.083**	-0.066**	0.020**	-0.151**	-0.046**	0.110**	-0.006	-0.057**	-0.089**	-0.006	0.082**	0.085**
6	0.041**	0.038**	0.101**	-0.033**	-0.033**	-0.076**	-0.043**	0.039**	-0.013**	0.017**	-0.049**	-0.011**	-0.007	0.012**
7	-0.112**	0.104**	0.000	0.111**	0.113**	0.194**	0.022**	0.088**	0.000	-0.007	0.132**	-0.008*	-0.015**	-0.027**
8	0.106**	-0.066**	0.291**	-0.008	-0.056**	-0.178**	-0.032**	0.081**	-0.002	0.093**	-0.101**	0.013**	-0.001	-0.056**
9	0.353**	-0.082**	0.206**	0.070**	-0.089**	-0.108**	0.024**	-0.074**	0.006	-0.071**	0.003	0.008*	0.018**	0.023**
10	-0.276**	-0.055**	-0.353**	-0.050**	0.030**	0.441**	0.000	-0.091**	-0.003	-0.092**	0.074**	-0.006	-0.096**	-0.048**
11	-0.064**	-0.015**	-0.082**	-0.020**	-0.017**	-0.015**	-0.017**	0.027**	-0.002	0.110**	-0.068**	-0.002	-0.031**	-0.012**
12	-0.016**	-0.025**	-0.032**	0.003	0.154**	0.078**	-0.027**	0.032**	0.008*	0.026**	-0.047**	-0.003	0.048**	0.043**
13	0.071**	-0.018**	0.043**	-0.023**	-0.019**	-0.068**	0.133**	0.042**	-0.002	0.192**	-0.064**	-0.002	0.010*	-0.015**
14	-0.005	-0.001	0.007	-0.001	-0.001	-0.002	-0.001	-0.002	0.000	-0.002	-0.003	0.000	-0.001	-0.001
15	1	-0.061**	-0.141**	0.015**	-0.052**	-0.149**	-0.066**	0.014**	-0.007	-0.068**	0.050**	0.014**	0.158**	0.064**
16	-0.061**	1	0.051**	-0.010*	-0.008*	-0.029**	-0.008*	-0.023**	-0.001	0.227**	-0.033**	-0.001	-0.015**	-0.007
17	-0.141**	0.051**	1	0.019**	-0.073**	-0.239**	0.035**	0.064**	0.007	0.014**	-0.035**	-0.010*	-0.013**	-0.077**
18	0.015**	-0.010*	0.019**	1	-0.011**	-0.005	0.002	-0.030**	-0.001	0.038**	-0.043**	-0.001	-0.020**	-0.009*
19	-0.052**	-0.008*	-0.073**	-0.011**	1	0.076**	-0.009*	-0.026**	-0.001	0.174**	-0.036**	-0.001	-0.017**	0.002
20	-0.149**	-0.029**	-0.239**	-0.005	0.076**	1	-0.032**	-0.091**	-0.004	-0.113**	-0.128**	-0.003	-0.059**	-0.025**
21	-0.066**	-0.008*	0.035**	0.002	-0.009*	-0.032**	1	-0.025**	-0.001	-0.031**	-0.035**	-0.001	-0.016**	-0.007
22	0.014**	-0.023**	0.064**	-0.030**	-0.026**	-0.091**	-0.025**	1	-0.003	-0.090**	-0.101**	-0.003	-0.047**	-0.020**
23	-0.007	-0.001	0.007	-0.001	-0.001	-0.004	-0.001	-0.003	1	-0.004	-0.004	0.000	-0.002	-0.001
24	-0.068**	0.227**	0.014**	0.038**	0.174**	-0.113**	-0.031**	-0.090**	-0.004	1	-0.126**	-0.003	-0.058**	-0.025**
25	0.050**	-0.033**	-0.035**	-0.043**	-0.036**	-0.128**	-0.035**	-0.101**	-0.004	-0.126**	1	-0.004	-0.066**	-0.028**
26	0.014**	-0.001	-0.010*	-0.001	-0.001	-0.003	-0.001	-0.003	0.000	-0.003	-0.004	1	-0.002	-0.001
27	0.158**	-0.015**	-0.013**	-0.020**	-0.017**	-0.059**	-0.016**	-0.047**	-0.002	-0.058**	-0.066**	-0.002	1	-0.013**

Variables	15	16	17	18	19	20	21	22	23	24	25	26	27	28
28	0.064**	-0.007	-0.077**	-0.009*	0.002	-0.025**	-0.007	-0.020**	-0.001	-0.025**	-0.028**	-0.001	-0.013**	1
29	0.042**	-0.041**	0.078**	-0.022**	-0.045**	-0.159**	-0.044**	-0.126**	-0.005	-0.158**	-0.178**	-0.005	-0.082**	-0.036**
30	-0.096**	-0.016**	-0.018**	-0.021**	-0.017**	-0.062**	-0.017**	-0.049**	-0.002	-0.061**	-0.069**	-0.002	-0.032**	-0.014**
31	0.053**	0.004	0.134**	0.089**	-0.030**	-0.107**	-0.030**	-0.085**	-0.003	-0.106**	-0.120**	-0.003	-0.055**	-0.024**
32	-0.057**	-0.010*	0.063**	-0.013**	-0.011**	-0.037**	-0.010**	-0.030**	-0.001	-0.037**	-0.042**	-0.001	-0.019**	-0.008*
33	0.095**	-0.012**	0.003	-0.015**	-0.013**	-0.046**	-0.013**	-0.036**	-0.001	-0.045**	-0.051**	-0.001	-0.024**	-0.010*
34	0.042**	-0.028**	-0.013**	0.069**	-0.031**	-0.110**	-0.031**	-0.087**	-0.003	-0.109**	-0.123**	-0.003	-0.057**	-0.024**
35	-0.041**	-0.033**	-0.006	-0.044**	-0.037**	-0.130**	-0.036**	-0.103**	-0.004	-0.129**	-0.146**	-0.004	-0.067**	-0.029**
36	0.033**	-0.007	-0.004	-0.010*	-0.003	0.003	-0.020**	0.005	-0.003	0.023**	-0.001	-0.003	0.003	-0.006
37	0.007	0.005	0.016**	-0.014**	-0.005	-0.013**	0.005	-0.017**	-0.004	0.016**	0.004	-0.004	-0.013**	0.004
38	-0.012**	-0.008	0.003	-0.002	0.000	0.006	0.000	0.008	-0.001	-0.008	-0.006	-0.001	-0.005	-0.002
39	0.026**	0.028**	0.025**	-0.006	0.003	-0.035**	-0.001	0.029**	-0.003	0.044**	-0.012**	0.004	-0.007	0.010*
40	0.005	-0.005	0.001	0.002	0.005	-0.010*	-0.003	0.000	-0.001	-0.003	0.003	-0.001	0.007	0.002
41	0.014**	-0.006	-0.004	0.012**	-0.004	-0.010*	-0.002	0.009*	-0.001	-0.002	-0.001	-0.001	0.004	-0.002
42	0.010*	0.017**	0.007	-0.009*	-0.001	-0.019**	-0.001	0.011**	-0.003	0.026**	-0.005	-0.002	-0.004	0.004
43	-0.036**	0.026**	-0.016**	-0.016**	0.019**	0.047**	-0.002	-0.013**	-0.003	-0.002	0.009*	-0.003	-0.005	-0.007
44	0.010**	-0.002	0.023**	-0.005	-0.001	-0.033**	0.011**	0.005	-0.003	-0.010*	0.003	-0.003	0.008	0.003
45	0.012**	0.004	0.005	-0.005	0.007	-0.007	-0.004	0.011**	0.000	0.008*	-0.001	0.000	-0.002	0.001
46	0.007	0.001	-0.006	0.002	-0.004	-0.006	-0.004	-0.001	0.000	0.002	0.002	0.000	0.006	-0.003
47	-0.002	0.003	0.003	-0.004	-0.001	-0.009*	-0.002	0.010*	-0.002	-0.007	-0.017**	-0.002	-0.001	-0.003
48	0.000	0.009*	0.009*	0.002	0.001	-0.007	-0.005	-0.003	-0.001	0.004	-0.003	-0.001	0.014**	0.004
49	-0.008	-0.002	-0.011**	0.005	-0.007	0.004	0.012**	-0.010*	-0.001	-0.014**	0.003	0.011**	-0.005	-0.004
50	0.000	0.000	0.002	0.003	-0.005	-0.020**	0.002	-0.002	-0.002	-0.017**	-0.007	-0.001	-0.003	0.017**
51	0.003	-0.008*	0.007	0.036**	-0.002	-0.015**	-0.009*	0.006	-0.001	-0.002	-0.002	-0.001	0.020**	-0.005
52	0.000	-0.008*	-0.001	0.032**	-0.006	0.003	-0.007	0.008*	-0.002	-0.003	-0.004	-0.002	0.012**	-0.001
53	0.005	-0.014**	0.011**	0.035**	-0.016**	0.016**	0.006	0.002	0.009*	-0.018**	0.004	0.001	-0.002	-0.005
54	-0.004	0.008	-0.012**	-0.012**	-0.002	0.017**	0.009*	-0.003	-0.001	-0.008*	0.004	-0.001	0.002	0.007

Variables	15	16	17	18	19	20	21	22	23	24	25	26	27	28
55	-0.007	0.000	-0.014**	-0.007	0.016**	0.015**	-0.003	-0.004	0.016**	-0.009*	0.014**	0.008	0.000	-0.006
56	0.008*	-0.006	-0.014**	-0.009*	0.002	-0.008*	0.004	0.018**	-0.002	0.025**	-0.005	-0.001	0.015**	-0.004
57	0.012**	-0.014**	0.003	-0.006	0.000	-0.020**	-0.006	-0.010*	-0.002	0.011**	-0.005	-0.002	0.014**	0.018**
58	-0.044**	-0.018**	-0.036**	-0.019**	0.002	0.046**	0.003	-0.022**	0.009*	-0.034**	0.001	-0.003	-0.014**	-0.006
59	-0.026**	-0.004	-0.006	-0.008	0.005	-0.005	-0.003	-0.004	-0.002	-0.010*	-0.005	0.019**	-0.012**	-0.007
60	0.000	-0.012**	-0.007	0.035**	0.002	0.003	0.009*	-0.004	-0.002	-0.026**	0.015**	-0.002	0.013**	-0.003
61	-0.057**	-0.013**	0.033**	-0.017**	-0.015**	-0.018**	-0.014**	-0.036**	-0.002	0.007	-0.011**	-0.002	-0.027**	0.104**
62	0.019**	-0.021**	-0.005	-0.027**	-0.023**	-0.015**	-0.023**	0.078**	-0.003	-0.017**	-0.019**	-0.002	-0.042**	-0.018**
63	0.033**	-0.024**	-0.094**	-0.032**	-0.027**	-0.047**	-0.026**	-0.025**	-0.003	-0.003	0.020**	-0.003	0.109**	-0.021**
64	-0.069**	-0.019**	0.034**	0.082**	-0.001	-0.026**	-0.021**	0.013**	-0.002	0.008*	-0.009*	-0.002	-0.039**	-0.017**
65	-0.037**	-0.024**	-0.049**	-0.026**	-0.026**	-0.057**	0.345**	0.013**	-0.003	-0.091**	0.041**	-0.003	-0.048**	0.193**
66	0.101**	-0.004	-0.036**	-0.029**	-0.025**	-0.013**	-0.024**	0.107**	-0.003	0.041**	0.055**	-0.003	-0.045**	-0.019**
67	-0.121**	0.158**	0.107**	-0.041**	0.066**	-0.018**	-0.035**	-0.050**	-0.004	0.042**	0.031**	-0.004	-0.065**	-0.028**
68	0.052**	-0.018**	0.047**	-0.024**	-0.020**	-0.040**	-0.020**	-0.009*	-0.002	0.048**	-0.009*	-0.002	-0.037**	-0.016**
69	-0.036**	-0.018**	-0.051**	-0.023**	-0.019**	-0.071**	-0.020**	-0.056**	-0.002	-0.029**	-0.004	-0.002	0.035**	-0.016**
70	0.003	-0.019**	-0.022**	-0.025**	0.083**	0.003	-0.021**	0.040**	-0.002	0.005	0.047**	-0.002	0.080**	-0.017**
71	-0.026**	-0.008	-0.014**	-0.010*	-0.008*	0.029**	-0.008*	-0.018**	-0.001	-0.014**	-0.028**	0.113**	-0.009*	-0.007
72	0.037**	-0.014**	0.017**	-0.018**	0.030**	0.012**	-0.015**	-0.042**	-0.002	0.023**	0.010*	-0.002	0.000	-0.012**
73	0.014**	0.039**	-0.064**	0.053**	0.006	0.045**	-0.016**	-0.046**	-0.002	-0.041**	-0.003	-0.002	0.026**	-0.013**
74	0.103**	0.060**	-0.029**	-0.019**	-0.016**	0.037**	-0.015**	-0.044**	-0.002	0.024**	-0.062**	-0.002	-0.029**	-0.012**
75	0.007	-0.004	-0.012**	-0.005	0.010*	-0.007	-0.005	-0.013**	0.220**	-0.003	-0.004	0.000	-0.008*	0.077**
76	-0.034**	-0.015**	-0.023**	0.041**	-0.017**	0.003	-0.017**	0.021**	-0.002	0.011**	0.046**	-0.002	0.006	-0.013**
77	-0.117**	-0.020**	0.057**	-0.026**	-0.022**	0.007	-0.022**	-0.025**	-0.002	0.005	-0.013**	-0.002	-0.040**	-0.017**
78	-0.002	-0.009*	-0.031**	-0.012**	0.039**	0.019**	-0.010*	-0.029**	-0.001	0.003	-0.040**	-0.001	-0.019**	-0.008*
79	0.025**	-0.019**	-0.109**	-0.025**	0.072**	0.044**	-0.021**	-0.002	-0.002	0.008	0.013**	-0.002	0.002	-0.016**
80	0.035**	-0.013**	0.054**	-0.017**	-0.014**	0.029**	-0.014**	-0.025**	-0.002	-0.021**	0.010*	-0.001	0.018**	-0.011**
81	0.034**	-0.009*	0.027**	-0.011**	-0.010*	0.001	-0.009*	0.008*	-0.001	-0.002	-0.008	-0.001	0.029**	-0.008

Variables	15	16	17	18	19	20	21	22	23	24	25	26	27	28
82	0.074**	-0.012**	0.036**	0.055**	-0.013**	0.008*	-0.013**	0.001	-0.001	0.044**	-0.025**	-0.001	0.049**	-0.010**
83	-0.006	-0.007	0.007	0.144**	-0.008	0.001	-0.008	-0.005	-0.001	0.036**	0.008*	-0.001	0.034**	-0.006
84	-0.038**	-0.014**	0.068**	0.265**	-0.015**	0.008*	-0.015**	-0.025**	-0.002	-0.039**	-0.036**	-0.002	0.091**	-0.012**
85	-0.014**	-0.006	-0.005	-0.008	-0.006	0.021**	-0.006	-0.018**	-0.001	0.005	0.007	-0.001	0.028**	-0.005
86	0.052**	-0.026**	0.012**	-0.034**	-0.028**	0.108**	-0.028**	0.090**	-0.003	-0.018**	-0.093**	-0.003	-0.002	-0.022**
87	0.027**	-0.009*	0.029**	-0.011**	-0.010*	0.009*	-0.010*	-0.014**	-0.001	-0.019**	0.004	-0.001	0.035**	-0.008
88	0.052**	-0.009*	0.044**	-0.012**	-0.010*	-0.003	-0.010*	-0.029**	-0.001	-0.007	0.014**	-0.001	-0.019**	-0.008*
89	0.017**	-0.030**	-0.016**	0.003	-0.008*	0.008*	0.009*	-0.031**	-0.005	-0.020**	0.004	0.003	0.004	0.000
90	0.015**	-0.013**	-0.003	0.015**	0.011**	0.012**	0.008*	-0.007	-0.005	-0.015**	0.001	0.012**	0.007	0.002
91	-0.004	0.003	0.001	0.015**	0.010*	0.006	-0.013**	0.000	-0.005	0.005	-0.002	-0.004	0.012**	0.000
92	-0.025**	0.040**	0.011**	-0.018**	-0.007	-0.010**	-0.001	0.006	0.026**	0.020**	0.000	-0.004	-0.013**	0.010*
93	-0.009*	0.012**	0.011**	-0.024**	-0.004	-0.010*	0.000	0.013**	-0.004	0.019**	-0.003	-0.004	-0.014**	0.007
94	0.002	-0.007	-0.001	0.005	-0.001	-0.009*	-0.005	0.024**	-0.004	-0.005	-0.002	-0.004	0.002	-0.019**
95	0.010*	0.020**	0.000	-0.002	0.000	-0.009*	0.004	-0.005	-0.001	0.010*	-0.004	-0.001	0.002	-0.004
96	0.002	-0.011**	-0.008	0.009*	-0.006	0.007	-0.007	0.002	0.002	-0.005	-0.005	-0.002	-0.002	-0.004
97	0.002	-0.002	0.001	0.006	0.004	-0.001	-0.006	0.000	0.007	0.007	-0.006	-0.002	-0.004	0.011**
98	-0.006	0.000	-0.009*	-0.007	0.008*	0.012**	0.000	-0.005	-0.002	0.005	-0.004	-0.002	-0.012**	-0.004
99	-0.006	0.003	-0.006	-0.001	0.002	0.012**	0.015**	0.007	-0.001	-0.004	-0.009*	-0.001	-0.002	0.002
100	-0.004	0.005	-0.002	-0.004	0.009*	-0.003	-0.008	0.002	-0.002	0.001	0.001	-0.002	0.002	0.003
101	-0.001	-0.002	-0.009*	0.004	0.005	0.008	-0.005	0.001	0.003	0.003	-0.009*	-0.003	-0.006	0.003
102	-0.010*	0.006	0.008	0.001	0.018**	0.002	-0.006	-0.006	-0.001	0.010*	0.018**	-0.001	-0.007	-0.005
103	-0.002	0.016**	-0.006	0.015**	-0.001	-0.008*	-0.009*	-0.008	-0.001	-0.003	0.020**	-0.001	-0.003	-0.007
104	0.008*	-0.007	0.001	-0.014**	-0.004	0.001	0.034**	0.004	-0.002	-0.018**	-0.005	-0.003	0.010*	-0.008*
105	-0.006	0.007	0.005	0.009*	0.009*	-0.004	-0.004	-0.005	0.000	-0.005	0.014**	0.000	0.003	-0.003
106	0.014**	-0.003	-0.008*	0.005	-0.003	-0.006	-0.004	-0.005	-0.001	-0.003	0.009*	-0.001	0.004	0.004
107	-0.007	0.001	-0.003	0.008	-0.002	-0.015**	-0.006	-0.015**	0.006	0.003	0.025**	-0.002	-0.002	0.002
108	0.005	-0.003	-0.001	-0.007	-0.003	-0.005	0.026**	-0.003	0.000	-0.015**	0.008*	-0.004	0.008	-0.007

Variables	15	16	17	18	19	20	21	22	23	24	25	26	27	28
109	-0.016	-0.026**	0.032**	-0.039**	-0.011	-0.038**	-0.012	-0.015	0.c	0.045**	0.010	0.006	-0.025**	0.011
110	-0.006	0.007	-0.023**	-0.011*	0.005	-0.011*	0.021**	0.015**	-0.003	-0.011*	0.017**	.	-0.016**	0.017**
111	-0.006	0.006	-0.024**	-0.011*	0.006	-0.009*	0.021**	0.014**	-0.003	-0.011*	0.015**	.	-0.016**	0.015**
112	-0.010*	0.003	-0.006	0.025**	0.002	0.001	0.019**	-0.012**	0.010*	-0.011**	-0.003	0.011**	0.005	0.012**
113	0.016**	0.010*	0.001	-0.004	0.000	0.005	-0.007	0.016**	0.003	0.007	0.002	-0.003	0.004	0.000
114	-0.017**	0.001	0.007	-0.001	0.006	-0.003	-0.002	-0.003	-0.005	0.004	-0.003	-0.005	-0.003	-0.001
115	0.007	-0.013**	-0.002	-0.017**	-0.007	-0.002	-0.008*	-0.003	-0.007	0.000	0.004	-0.003	-0.006	-0.010**
116	-0.032**	-0.081**	-0.016**	-0.022**	-0.029**	-0.030**	0.018**	0.032**	-0.011**	-0.008	0.012**	-0.008	0.019**	0.011**
117	-0.064**	-0.050**	0.016**	0.066**	-0.014**	-0.078**	0.055**	-0.011**	0.013**	-0.024**	0.062**	0.002	0.049**	0.053**
118	0.018**	0.047**	0.028**	-0.024**	0.051**	0.091**	0.005	0.020**	-0.008*	0.027**	0.003	0.007	-0.042**	-0.013**
119	-0.006	-0.001	-0.016**	-0.006	-0.002	0.038**	-0.005	-0.011**	0.005	0.004	-0.010*	0.002	-0.010*	0.000
120	-0.022**	-0.020**	0.004	-0.013**	0.005	-0.026**	0.014**	-0.003	-0.005	0.002	0.026**	-0.004	-0.004	0.004
121	0.081**	-0.004	0.060**	0.116**	-0.028**	-0.043**	-0.032**	0.003	-0.010*	0.033**	-0.054**	-0.005	-0.009*	-0.008*
122	-0.032**	0.042**	0.021**	-0.038**	-0.015**	-0.040**	0.078**	0.020**	-0.004	-0.001	0.018**	-0.008*	-0.020**	0.030**
123	-0.052**	0.012**	0.016**	-0.055**	-0.011**	-0.053**	0.081**	0.014**	-0.003	0.000	0.041**	-0.011**	-0.027**	0.031**
124	-0.021**	0.005	0.016**	-0.038**	0.015**	-0.031**	0.060**	0.007	-0.003	0.003	0.026**	-0.014**	0.004	0.017**
125	-0.086**	0.021**	0.005	-0.055**	-0.062**	-0.069**	0.072**	0.021**	0.000	-0.006	0.048**	0.002	-0.079**	0.042**
126	-0.039**	0.044**	0.022**	-0.040**	0.001	-0.030**	0.076**	0.000	0.001	0.007	0.033**	-0.006	-0.032**	0.028**
127	-0.045**	-0.053**	-0.004	-0.050**	-0.026**	-0.065**	0.041**	0.033**	-0.008	-0.012**	0.033**	-0.014**	-0.002	0.019**
128	-0.016**	0.017**	0.003	0.003	-0.002	-0.002	-0.009*	-0.004	-0.003	0.018**	0.011**	-0.002	-0.015**	-0.008*
129	-0.001	-0.002	-0.004	-0.003	-0.005	0.003	0.005	0.009*	0.000	0.005	-0.006	0.009*	-0.001	0.001
130	0.028**	0.005	0.006	0.053**	0.002	0.018**	-0.037**	0.008	0.006	0.006	-0.015**	0.021**	0.013**	-0.004
131	-0.028**	0.005	-0.004	-0.009*	-0.024**	-0.022**	0.014**	-0.001	0.000	-0.017**	0.017**	0.006	-0.021**	0.001
132	-0.005	0.027**	0.013**	-0.042**	-0.006	-0.027**	-0.030**	0.005	0.001	0.017**	0.006	-0.002	0.006	-0.006
133	0.004	-0.007	0.018**	-0.008	-0.006	-0.027**	0.049**	0.013**	0.009*	-0.011**	0.011**	0.001	0.014**	0.036**
134	0.015**	-0.006	-0.009*	0.049**	0.010*	0.043**	-0.029**	-0.007	0.011**	-0.010*	-0.019**	0.017**	0.031**	-0.003
135	-0.005	0.023**	0.009*	0.001	-0.005	-0.006	0.005	-0.004	-0.001	0.010*	0.004	-0.001	-0.010*	0.002

Variables	15	16	17	18	19	20	21	22	23	24	25	26	27	28
136	0.003	-0.001	0.001	-0.008	-0.007	-0.002	0.017**	-0.004	-0.002	-0.008	-0.001	-0.002	0.005	0.007
137	-0.026**	0.019**	0.005	0.010**	0.008*	0.038**	-0.009*	0.002	0.001	0.004	0.001	-0.005	-0.013**	-0.011**

* P < 0.05; ** P < 0.01

Variables	29	30	31	32	33	34	35	36	37	38	39	40	41	42
1	-0.025**	0.005	0.024**	0.037**	-0.062**	0.021**	0.101**	-0.012**	-0.014**	-0.005	-0.010*	0.002	0.014**	-0.001
2	-0.123**	-0.087**	-0.021**	-0.053**	-0.041**	-0.035**	0.074**	0.022**	0.017**	-0.003	0.005	-0.016**	-0.026**	0.002
3	0.067**	-0.013**	0.022**	-0.073**	-0.109**	-0.078**	0.010*	-0.009*	0.014**	-0.003	0.006	0.006	0.000	0.024**
4	-0.040**	-0.140**	0.024**	-0.102**	-0.058**	-0.082**	0.087**	0.016**	0.008	-0.009*	-0.005	-0.017**	-0.001	0.017**
5	0.166**	0.034**	-0.082**	0.059**	-0.001	0.048**	-0.040**	0.003	0.023**	-0.002	-0.010*	-0.004	0.017**	0.009*
6	0.186**	-0.059**	0.008*	-0.041**	-0.061**	-0.030**	-0.040**	0.009*	0.023**	-0.005	0.026**	0.008*	0.008*	0.023**
7	-0.146**	-0.015**	-0.035**	-0.012**	-0.041**	0.046**	-0.167**	-0.002	0.020**	-0.005	-0.017**	-0.005	-0.010*	0.005
8	-0.004	-0.093**	0.051**	0.037**	0.031**	0.001	0.120**	0.010*	0.002	0.003	0.036**	-0.001	0.021**	0.005
9	0.092**	0.035**	0.067**	-0.049**	0.082**	0.008*	-0.014**	0.012**	0.001	-0.008*	0.013**	0.010**	0.005	-0.002
10	-0.066**	0.066**	-0.198**	-0.071**	0.013**	-0.030**	0.002	-0.001	-0.020**	-0.002	-0.046**	-0.006	-0.010*	-0.013**
11	-0.012**	-0.033**	-0.034**	-0.020**	0.034**	-0.041**	0.075**	-0.018**	-0.009*	0.003	0.007	-0.004	-0.010*	-0.004
12	-0.025**	-0.047**	-0.065**	-0.032**	0.052**	0.103**	-0.088**	0.007	0.003	-0.005	0.012**	0.007	0.003	-0.002
13	-0.093**	-0.026**	-0.053**	0.014**	-0.028**	0.152**	-0.079**	0.002	0.027**	-0.004	0.020**	0.006	0.008	0.022**
14	-0.003	-0.001	-0.002	-0.001	-0.001	-0.002	0.018**	-0.002	-0.003	-0.001	-0.002	-0.001	0.000	-0.002
15	0.042**	-0.096**	0.053**	-0.057**	0.095**	0.042**	-0.041**	0.033**	0.007	-0.012**	0.026**	0.005	0.014**	0.010*
16	-0.041**	-0.016**	0.004	-0.010*	-0.012**	-0.028**	-0.033**	-0.007	0.005	-0.008	0.028**	-0.005	-0.006	0.017**
17	0.078**	-0.018**	0.134**	0.063**	0.003	-0.013**	-0.006	-0.004	0.016**	0.003	0.025**	0.001	-0.004	0.007
18	-0.022**	-0.021**	0.089**	-0.013**	-0.015**	0.069**	-0.044**	-0.010*	-0.014**	-0.002	-0.006	0.002	0.012**	-0.009*
19	-0.045**	-0.017**	-0.030**	-0.011**	-0.013**	-0.031**	-0.037**	-0.003	-0.005	0.000	0.003	0.005	-0.004	-0.001
20	-0.159**	-0.062**	-0.107**	-0.037**	-0.046**	-0.110**	-0.130**	0.003	-0.013**	0.006	-0.035**	-0.010*	-0.010*	-0.019**
21	-0.044**	-0.017**	-0.030**	-0.010**	-0.013**	-0.031**	-0.036**	-0.020**	0.005	0.000	-0.001	-0.003	-0.002	-0.001
22	-0.126**	-0.049**	-0.085**	-0.030**	-0.036**	-0.087**	-0.103**	0.005	-0.017**	0.008	0.029**	0.000	0.009*	0.011**
23	-0.005	-0.002	-0.003	-0.001	-0.001	-0.003	-0.004	-0.003	-0.004	-0.001	-0.003	-0.001	-0.001	-0.003
24	-0.158**	-0.061**	-0.106**	-0.037**	-0.045**	-0.109**	-0.129**	0.023**	0.016**	-0.008	0.044**	-0.003	-0.002	0.026**
25	-0.178**	-0.069**	-0.120**	-0.042**	-0.051**	-0.123**	-0.146**	-0.001	0.004	-0.006	-0.012**	0.003	-0.001	-0.005
26	-0.005	-0.002	-0.003	-0.001	-0.001	-0.003	-0.004	-0.003	-0.004	-0.001	0.004	-0.001	-0.001	-0.002
27	-0.082**	-0.032**	-0.055**	-0.019**	-0.024**	-0.057**	-0.067**	0.003	-0.013**	-0.005	-0.007	0.007	0.004	-0.004

Variables	29	30	31	32	33	34	35	36	37	38	39	40	41	42
28	-0.036**	-0.014**	-0.024**	-0.008*	-0.010*	-0.024**	-0.029**	-0.006	0.004	-0.002	0.010*	0.002	-0.002	0.004
29	1	-0.086**	-0.150**	-0.052**	-0.064**	-0.153**	-0.182**	-0.007	0.009*	-0.011**	-0.024**	0.009*	-0.004	0.010*
30	-0.086**	1	-0.058**	-0.020**	-0.025**	-0.060**	-0.071**	-0.005	0.001	0.003	-0.007	0.009*	-0.010**	-0.006
31	-0.150**	-0.058**	1	-0.035**	-0.043**	-0.103**	-0.122**	0.001	0.008*	-0.006	0.013**	-0.006	0.004	0.011**
32	-0.052**	-0.020**	-0.035**	1	-0.015**	-0.036**	-0.043**	0.001	0.025**	0.007	-0.012**	-0.009*	-0.002	-0.009*
33	-0.064**	-0.025**	-0.043**	-0.015**	1	-0.044**	-0.052**	-0.003	-0.011**	0.002	-0.005	-0.004	-0.004	-0.001
34	-0.153**	-0.060**	-0.103**	-0.036**	-0.044**	1	-0.125**	0.011**	0.013**	-0.004	0.022**	0.007	0.003	0.000
35	-0.182**	-0.071**	-0.122**	-0.043**	-0.052**	-0.125**	1	-0.019**	-0.023**	0.021**	-0.010*	-0.006	0.009*	-0.024**
36	-0.007	-0.005	0.001	0.001	-0.003	0.011**	-0.019**	1	-0.107**	-0.026**	-0.074**	-0.024**	-0.021**	-0.070**
37	0.009*	0.001	0.008*	0.025**	-0.011**	0.013**	-0.023**	-0.107**	1	-0.032**	-0.092**	-0.030**	-0.026**	-0.088**
38	-0.011**	0.003	-0.006	0.007	0.002	-0.004	0.021**	-0.026**	-0.032**	1	-0.022**	-0.007	-0.006	-0.021**
39	-0.024**	-0.007	0.013**	-0.012**	-0.005	0.022**	-0.010*	-0.074**	-0.092**	-0.022**	1	-0.021**	-0.018**	-0.061**
40	0.009*	0.009*	-0.006	-0.009*	-0.004	0.007	-0.006	-0.024**	-0.030**	-0.007	-0.021**	1	-0.006	-0.020**
41	-0.004	-0.010**	0.004	-0.002	-0.004	0.003	0.009*	-0.021**	-0.026**	-0.006	-0.018**	-0.006	1	-0.017**
42	0.010*	-0.006	0.011**	-0.009*	-0.001	0.000	-0.024**	-0.070**	-0.088**	-0.021**	-0.061**	-0.020**	-0.017**	1
43	-0.018**	-0.020**	-0.003	-0.011**	-0.013**	-0.001	0.007	-0.095**	-0.120**	-0.029**	-0.083**	-0.027**	-0.023**	-0.079**
44	0.018**	-0.003	0.021**	-0.003	0.010*	-0.019**	0.001	-0.076**	-0.095**	-0.023**	-0.066**	-0.021**	-0.019**	-0.063**
45	0.005	-0.009*	-0.007	-0.005	-0.001	0.006	-0.005	-0.014**	-0.017**	-0.004	-0.012**	-0.004	-0.003	-0.011**
46	-0.007	-0.004	0.002	0.002	-0.006	0.011**	0.003	-0.013**	-0.016**	-0.004	-0.011**	-0.004	-0.003	-0.010**
47	0.009*	0.008	0.006	-0.006	0.007	0.005	0.000	-0.062**	-0.078**	-0.019**	-0.054**	-0.017**	-0.015**	-0.051**
48	-0.010*	0.009*	0.007	0.004	0.001	0.000	0.000	-0.016**	-0.020**	-0.005	-0.014**	-0.005	-0.004	-0.013**
49	0.001	-0.002	0.016**	-0.006	-0.005	-0.007	0.009*	-0.040**	-0.051**	-0.012**	-0.035**	-0.011**	-0.010*	-0.033**
50	0.024**	0.006	0.001	-0.005	-0.011**	0.006	0.007	-0.044**	-0.055**	-0.013**	-0.038**	-0.012**	-0.011**	-0.036**
51	-0.017**	0.011**	-0.010*	-0.011**	0.031**	0.015**	0.007	-0.028**	-0.035**	-0.009*	-0.024**	-0.008*	-0.007	-0.023**
52	0.012**	0.009*	-0.027**	-0.006	-0.006	-0.004	0.006	-0.058**	-0.073**	-0.018**	-0.050**	-0.016**	-0.014**	-0.048**
53	0.007	-0.006	-0.025**	-0.001	0.016**	-0.017**	0.022**	-0.116**	-0.145**	-0.035**	-0.100**	-0.032**	-0.028**	-0.096**
54	0.002	-0.006	-0.007	-0.002	-0.010*	-0.007	0.003	-0.040**	-0.051**	-0.012**	-0.035**	-0.011**	-0.010*	-0.034**

Variables	29	30	31	32	33	34	35	36	37	38	39	40	41	42
55	-0.017**	0.011**	-0.014**	-0.010*	0.011**	-0.004	0.014**	-0.052**	-0.065**	-0.016**	-0.045**	-0.014**	-0.013**	-0.043**
56	-0.024**	-0.010**	-0.001	-0.008*	0.024**	0.005	-0.007	-0.043**	-0.054**	-0.013**	-0.038**	-0.012**	-0.011**	-0.036**
57	-0.011**	0.021**	0.016**	0.011**	0.006	-0.004	-0.002	-0.058**	-0.072**	-0.018**	-0.050**	-0.016**	-0.014**	-0.048**
58	0.007	0.015**	-0.009*	0.002	-0.016**	-0.008*	0.016**	-0.081**	-0.102**	-0.025**	-0.070**	-0.023**	-0.020**	-0.067**
59	0.012**	0.000	-0.002	0.024**	-0.014**	0.002	0.014**	-0.047**	-0.059**	-0.014**	-0.040**	-0.013**	-0.011**	-0.039**
60	0.002	-0.001	0.012**	0.015**	0.018**	-0.005	-0.019**	-0.050**	-0.063**	-0.015**	-0.044**	-0.014**	-0.012**	-0.042**
61	0.023**	-0.013**	-0.011**	0.036**	-0.021**	0.039**	-0.005	0.007	0.088**	0.004	-0.024**	0.039**	-0.011**	0.017**
62	-0.069**	0.026**	0.090**	0.108**	-0.033**	-0.032**	0.014**	0.025**	0.019**	0.038**	0.048**	-0.020**	-0.013**	0.006
63	-0.043**	-0.019**	0.010*	0.054**	0.073**	0.025**	-0.017**	0.019**	-0.002	-0.021**	-0.032**	-0.011**	-0.015**	0.008
64	0.071**	-0.012**	0.007	-0.025**	-0.030**	-0.025**	0.006	-0.030**	0.072**	0.009*	-0.045**	-0.009*	-0.006	0.047**
65	-0.113**	-0.009*	0.000	0.085**	-0.037**	0.070**	0.029**	-0.054**	0.009*	-0.006	-0.002	-0.013**	-0.011**	-0.003
66	-0.120**	-0.043**	0.000	-0.028**	-0.035**	0.017**	0.042**	0.017**	-0.021**	0.010**	0.042**	-0.006	0.051**	-0.011**
67	0.066**	-0.026**	0.030**	-0.041**	-0.050**	-0.009*	-0.013**	-0.052**	-0.054**	0.007	0.016**	0.004	-0.003	-0.033**
68	-0.010*	0.049**	0.006	-0.023**	-0.029**	-0.020**	0.054**	-0.013**	-0.042**	-0.019**	-0.003	0.009*	0.014**	-0.011**
69	0.135**	-0.038**	0.021**	-0.023**	-0.028**	-0.020**	0.011**	0.007	0.020**	0.001	-0.030**	-0.005	0.017**	0.001
70	-0.081**	0.028**	-0.071**	-0.025**	0.083**	-0.033**	0.031**	-0.021**	-0.053**	0.007	-0.010**	-0.006	-0.006	-0.019**
71	-0.041**	0.042**	0.070**	0.020**	-0.012**	-0.009*	0.003	0.005	-0.028**	-0.008	-0.016**	-0.007	0.002	-0.007
72	-0.010**	0.035**	0.012**	-0.018**	0.038**	0.000	-0.029**	0.022**	0.004	-0.008*	0.001	0.011**	0.000	0.024**
73	0.008	-0.022**	0.040**	-0.019**	-0.023**	0.006	0.006	0.015**	-0.019**	0.008*	-0.023**	-0.014**	-0.003	0.030**
74	0.137**	-0.002	-0.052**	-0.018**	-0.022**	-0.039**	-0.004	0.022**	0.028**	-0.015**	-0.022**	0.011**	-0.012**	0.004
75	0.020**	0.006	0.000	-0.005	-0.007	-0.016**	-0.004	-0.013**	-0.018**	-0.004	-0.007	-0.004	-0.003	-0.012**
76	-0.045**	0.009*	-0.056**	-0.020**	0.024**	0.003	0.021**	-0.009*	-0.013**	-0.016**	0.007	-0.003	0.007	-0.003
77	-0.018**	-0.007	0.072**	-0.026**	-0.031**	0.015**	0.021**	0.049**	0.010*	-0.001	0.005	-0.016**	-0.007	-0.004
78	0.060**	0.046**	-0.034**	-0.012**	-0.014**	-0.015**	0.014**	-0.030**	0.028**	-0.009*	0.049**	-0.001	-0.003	0.024**
79	-0.043**	0.073**	-0.020**	-0.024**	-0.030**	0.008	-0.008*	0.012**	0.025**	0.015**	0.028**	0.034**	0.003	-0.016**
80	0.011**	-0.003	-0.008	-0.017**	0.121**	-0.028**	-0.023**	-0.021**	0.017**	-0.012**	-0.008	-0.010*	-0.011**	-0.001
81	-0.034**	0.012**	-0.008*	-0.011**	0.043**	0.010*	0.010*	0.022**	0.007	0.004	-0.015**	-0.004	-0.007	-0.015**

Variables	29	30	31	32	33	34	35	36	37	38	39	40	41	42
82	-0.065**	0.017**	-0.003	-0.015**	0.075**	0.004	-0.001	-0.007	-0.013**	-0.012**	-0.008*	0.018**	-0.010*	-0.012**
83	-0.016**	0.000	-0.026**	-0.009*	0.013**	-0.007	-0.006	0.001	-0.011**	-0.007	-0.017**	-0.007	-0.006	-0.009*
84	-0.044**	0.020**	0.008*	-0.018**	0.033**	0.071**	0.006	-0.005	-0.031**	0.049**	-0.005	0.024**	0.018**	-0.016**
85	-0.017**	-0.005	0.008*	-0.007	-0.009*	-0.019**	0.010*	-0.020**	-0.025**	-0.006	-0.017**	-0.006	-0.005	-0.016**
86	0.182**	-0.055**	-0.094**	0.033**	-0.040**	-0.025**	-0.115**	0.045**	0.030**	-0.022**	0.023**	0.010*	-0.001	0.027**
87	-0.030**	0.004	-0.005	-0.011**	0.136**	0.004	-0.015**	-0.006	-0.022**	-0.009*	0.013**	-0.008*	0.020**	0.012**
88	0.049**	-0.008	0.011**	-0.012**	-0.015**	0.000	-0.021**	0.015**	-0.024**	0.004	-0.005	-0.009*	-0.008	-0.025**
89	0.014**	0.002	0.004	-0.003	-0.011**	0.009*	0.002	-0.007	-0.027**	-0.014**	-0.067**	0.008*	0.045**	-0.031**
90	-0.003	-0.001	-0.019**	-0.004	-0.003	0.027**	-0.002	-0.003	0.013**	0.016**	0.011**	0.033**	-0.032**	-0.016**
91	-0.002	-0.004	-0.002	-0.013**	0.014**	0.001	-0.007	0.026**	-0.019**	-0.029**	-0.015**	-0.013**	-0.009*	0.074**
92	-0.002	0.003	-0.003	-0.001	-0.002	-0.013**	0.008	-0.005	0.013**	0.015**	0.037**	-0.020**	-0.013**	-0.014**
93	0.000	0.007	0.008*	0.012**	0.000	-0.013**	-0.013**	-0.013**	0.020**	-0.013**	0.036**	0.006	-0.027**	0.037**
94	-0.009*	-0.008	0.013**	0.011**	0.003	-0.016**	0.013**	0.003	0.004	0.029**	0.008*	-0.017**	0.033**	-0.048**
95	-0.007	0.001	-0.005	0.000	-0.001	0.016**	0.003	-0.007	0.000	-0.005	0.049**	-0.002	-0.004	-0.011**
96	-0.003	-0.006	-0.002	0.025**	-0.011**	0.003	0.008*	-0.007	-0.001	0.007	-0.010*	-0.008	0.002	-0.018**
97	-0.016**	0.001	0.011**	-0.003	0.001	0.004	0.008*	0.027**	0.027**	-0.003	0.034**	-0.011**	-0.007	0.002
98	0.000	-0.006	0.000	0.006	-0.006	0.004	0.000	0.007	0.055**	-0.001	-0.012**	-0.008	-0.001	-0.002
99	-0.005	-0.004	0.001	-0.004	-0.003	-0.001	0.003	-0.011**	-0.004	-0.006	0.000	0.019**	0.043**	-0.001
100	-0.003	0.005	-0.006	0.010*	-0.004	-0.005	0.009*	0.038**	0.040**	-0.001	-0.010*	0.013**	0.003	-0.020**
101	-0.013**	-0.004	0.002	0.016**	-0.010*	0.005	0.013**	0.022**	0.042**	0.000	0.011**	-0.002	0.009*	-0.018**
102	0.013**	-0.011**	-0.004	-0.007	-0.006	-0.007	-0.013**	-0.003	0.021**	0.007	-0.003	0.013**	0.003	-0.002
103	0.016**	-0.015**	0.001	-0.007	-0.004	-0.003	-0.003	-0.005	0.018**	0.000	-0.004	0.003	0.008*	0.004
104	0.036**	-0.028**	-0.010**	0.021**	-0.003	0.013**	-0.030**	0.028**	0.084**	-0.012**	0.002	0.002	0.003	0.027**
105	0.005	-0.007	0.006	0.001	-0.003	-0.001	-0.008	0.002	0.015**	-0.004	-0.006	0.004	0.001	-0.006
106	-0.017**	0.001	0.007	-0.002	0.002	0.014**	0.002	-0.012**	-0.007	-0.006	-0.007	-0.002	0.017**	-0.003
107	-0.023**	-0.006	0.020**	-0.001	-0.010**	0.003	0.015**	0.006	0.080**	-0.006	-0.017**	-0.006	0.005	0.016**
108	0.026**	-0.029**	-0.002	0.017**	-0.006	0.012**	-0.024**	0.025**	0.100**	-0.013**	-0.005	0.001	0.007	0.028**

Variables	29	30	31	32	33	34	35	36	37	38	39	40	41	42
109	-0.025**	.	0.011	.	-0.022*	0.027**	-0.009	0.034**	0.006	0.012	0.018	0.026**	-0.005	0.001
110	-0.025**	0.000	0.001	-0.004	-0.012**	0.002	0.025**	0.037**	0.009	0.005	0.018**	0.012**	-0.015**	0.009*
111	-0.024**	0.000	0.003	-0.004	-0.012**	0.001	0.026**	0.036**	0.008	0.006	0.018**	0.011*	-0.015**	0.011*
112	0.009*	-0.001	0.004	-0.008	0.007	-0.001	-0.002	-0.108**	-0.155**	0.027**	0.000	0.002	-0.017**	-0.042**
113	-0.017**	0.001	-0.006	-0.010*	0.009*	0.003	-0.004	0.176**	-0.064**	-0.014**	0.024**	-0.013**	0.024**	-0.015**
114	0.011**	-0.006	0.005	0.007	-0.016**	-0.001	-0.001	-0.015**	-0.058**	-0.009*	0.025**	0.004	0.033**	0.085**
115	-0.001	0.006	-0.001	0.010**	-0.001	-0.001	0.007	-0.066**	0.247**	-0.002	-0.045**	0.008*	-0.037**	-0.022**
116	-0.093**	0.007	0.029**	0.046**	-0.007	0.016**	0.033**	0.057**	-0.016**	-0.005	0.007	-0.022**	-0.005	0.017**
117	-0.199**	0.006	0.100**	0.045**	0.049**	0.069**	0.031**	-0.012**	-0.002	0.024**	-0.008*	0.000	-0.002	-0.003
118	-0.100**	0.054**	-0.013**	0.000	0.019**	-0.006	-0.007	-0.016**	-0.036**	-0.007	0.027**	-0.010*	0.002	-0.013**
119	0.001	-0.007	-0.009*	-0.003	0.009*	-0.008*	0.001	-0.069**	-0.032**	0.024**	0.044**	0.002	0.019**	0.011**
120	-0.026**	0.002	0.011**	0.006	-0.002	-0.005	0.019**	-0.010*	-0.011**	-0.003	-0.006	0.002	0.010*	0.002
121	0.102**	-0.014**	-0.014**	-0.040**	-0.024**	0.023**	-0.021**	-0.009*	0.005	-0.012**	0.004	-0.002	0.017**	0.025**
122	-0.007	-0.044**	0.012**	0.042**	-0.048**	0.024**	-0.008*	0.036**	0.112**	-0.005	0.003	-0.011**	-0.010*	0.005
123	-0.065**	-0.026**	0.040**	0.035**	-0.037**	0.027**	0.015**	0.016**	0.024**	0.002	0.011**	0.007	-0.016**	-0.002
124	-0.057**	-0.002	0.009*	0.019**	-0.008*	0.024**	0.008	0.010**	-0.005	0.008*	0.015**	0.021**	-0.014**	-0.001
125	-0.039**	-0.063**	0.085**	0.047**	-0.078**	0.015**	0.021**	0.017**	0.075**	-0.014**	-0.004	-0.029**	-0.010*	-0.002
126	-0.029**	-0.027**	0.018**	0.014**	-0.030**	0.025**	-0.004	0.004	0.040**	-0.003	0.008	0.017**	-0.013**	-0.010*
127	-0.093**	-0.008*	0.058**	0.053**	-0.028**	0.014**	0.041**	0.028**	-0.019**	0.010*	0.012**	-0.015**	-0.012**	0.015**
128	-0.002	-0.012**	-0.006	0.011**	-0.018**	-0.001	0.009*	0.043**	0.127**	0.005	-0.006	0.000	-0.003	-0.008
129	0.002	-0.005	-0.001	-0.003	-0.002	-0.004	-0.002	-0.024**	-0.055**	0.002	0.001	0.000	0.002	-0.002
130	0.059**	-0.006	-0.014**	-0.020**	-0.008*	-0.020**	-0.034**	0.035**	0.051**	-0.008*	0.003	0.012**	0.007	0.039**
131	0.003	-0.016**	0.017**	0.008*	-0.023**	-0.004	0.026**	0.020**	0.018**	-0.005	-0.008	-0.016**	-0.017**	0.006
132	0.033**	-0.032**	0.016**	0.019**	-0.003	0.001	-0.034**	0.005	0.036**	-0.002	-0.007	-0.005	0.015**	0.017**
133	-0.040**	-0.009*	-0.008*	0.014**	0.031**	0.015**	0.013**	-0.003	0.009*	0.003	0.028**	-0.001	-0.003	-0.011**
134	0.025**	0.009*	-0.023**	-0.026**	0.009*	-0.010*	-0.015**	0.027**	0.041**	0.006	0.017**	0.010*	0.001	0.021**
135	0.013**	-0.010*	-0.002	-0.004	-0.013**	0.005	-0.007	-0.012**	0.029**	-0.004	-0.003	0.008	0.003	0.003

Variables	29	30	31	32	33	34	35	36	37	38	39	40	41	42
136	-0.007	0.008*	0.010*	0.007	0.006	-0.005	0.000	-0.006	0.006	-0.001	0.010*	-0.002	0.000	0.012**
137	0.004	-0.003	-0.011**	-0.011**	-0.013**	0.003	-0.017**	0.006	-0.038**	0.003	0.020**	-0.010*	-0.001	-0.026**

* P < 0.05; ** P < 0.01

Variables	43	44	45	46	47	48	49	50	51	52	53	54	55	56
1	-0.010*	0.013**	-0.002	0.003	0.014**	0.001	-0.003	-0.002	0.002	-0.003	0.014**	-0.014**	-0.005	-0.002
2	0.025**	-0.057**	0.000	-0.003	-0.032**	-0.002	0.004	-0.027**	-0.035**	0.015**	0.027**	0.009*	0.015**	0.008
3	0.034**	-0.047**	-0.002	-0.008*	0.022**	0.001	-0.004	0.008	-0.042**	-0.017**	-0.060**	0.023**	0.022**	0.009*
4	0.019**	-0.010*	0.002	-0.007	0.007	0.003	0.011**	0.002	-0.082**	-0.017**	-0.024**	0.023**	-0.009*	0.003
5	-0.004	0.026**	0.005	-0.007	0.025**	0.003	-0.003	0.036**	-0.053**	-0.018**	-0.038**	-0.006	-0.001	0.007
6	0.025**	-0.006	0.016**	-0.010*	0.036**	-0.005	-0.021**	0.036**	-0.040**	-0.015**	-0.064**	0.005	0.014**	0.007
7	0.023**	-0.027**	-0.001	0.003	-0.018**	-0.014**	0.002	-0.015**	-0.009*	0.007	0.003	0.011**	-0.002	0.009*
8	-0.008*	0.005	-0.001	0.005	0.011**	0.008	-0.008	-0.011**	-0.010*	-0.021**	-0.020**	0.001	-0.008*	0.022**
9	-0.054**	0.014**	0.004	0.000	0.000	0.004	0.001	-0.002	0.037**	0.007	0.034**	0.002	-0.004	-0.030**
10	0.051**	-0.040**	-0.001	-0.001	-0.007	-0.011**	0.018**	-0.023**	-0.009*	-0.007	0.010*	0.026**	0.015**	-0.007
11	0.002	0.003	-0.002	-0.001	-0.003	0.000	-0.012**	0.003	-0.010**	-0.004	0.022**	-0.007	-0.004	0.025**
12	-0.004	0.005	0.010*	0.004	-0.012**	-0.003	-0.011**	0.005	0.003	-0.001	-0.001	-0.008*	0.006	-0.008*
13	-0.023**	-0.013**	-0.006	0.018**	-0.006	-0.011**	0.000	-0.001	-0.001	-0.005	-0.013**	0.013**	-0.006	0.016**
14	0.006	0.008	0.000	0.000	-0.001	0.000	-0.001	-0.001	-0.001	-0.001	-0.003	-0.001	-0.001	-0.001
15	-0.036**	0.010**	0.012**	0.007	-0.002	0.000	-0.008	0.000	0.003	0.000	0.005	-0.004	-0.007	0.008*
16	0.026**	-0.002	0.004	0.001	0.003	0.009*	-0.002	0.000	-0.008*	-0.008*	-0.014**	0.008	0.000	-0.006
17	-0.016**	0.023**	0.005	-0.006	0.003	0.009*	-0.011**	0.002	0.007	-0.001	0.011**	-0.012**	-0.014**	-0.014**
18	-0.016**	-0.005	-0.005	0.002	-0.004	0.002	0.005	0.003	0.036**	0.032**	0.035**	-0.012**	-0.007	-0.009*
19	0.019**	-0.001	0.007	-0.004	-0.001	0.001	-0.007	-0.005	-0.002	-0.006	-0.016**	-0.002	0.016**	0.002
20	0.047**	-0.033**	-0.007	-0.006	-0.009*	-0.007	0.004	-0.020**	-0.015**	0.003	0.016**	0.017**	0.015**	-0.008*
21	-0.002	0.011**	-0.004	-0.004	-0.002	-0.005	0.012**	0.002	-0.009*	-0.007	0.006	0.009*	-0.003	0.004
22	-0.013**	0.005	0.011**	-0.001	0.010*	-0.003	-0.010*	-0.002	0.006	0.008*	0.002	-0.003	-0.004	0.018**
23	-0.003	-0.003	0.000	0.000	-0.002	-0.001	-0.001	-0.002	-0.001	-0.002	0.009*	-0.001	0.016**	-0.002
24	-0.002	-0.010*	0.008*	0.002	-0.007	0.004	-0.014**	-0.017**	-0.002	-0.003	-0.018**	-0.008*	-0.009*	0.025**
25	0.009*	0.003	-0.001	0.002	-0.017**	-0.003	0.003	-0.007	-0.002	-0.004	0.004	0.004	0.014**	-0.005
26	-0.003	-0.003	0.000	0.000	-0.002	-0.001	0.011**	-0.001	-0.001	-0.002	0.001	-0.001	0.008	-0.001
27	-0.005	0.008	-0.002	0.006	-0.001	0.014**	-0.005	-0.003	0.020**	0.012**	-0.002	0.002	0.000	0.015**

Variables	43	44	45	46	47	48	49	50	51	52	53	54	55	56
28	-0.007	0.003	0.001	-0.003	-0.003	0.004	-0.004	0.017**	-0.005	-0.001	-0.005	0.007	-0.006	-0.004
29	-0.018**	0.018**	0.005	-0.007	0.009*	-0.010*	0.001	0.024**	-0.017**	0.012**	0.007	0.002	-0.017**	-0.024**
30	-0.020**	-0.003	-0.009*	-0.004	0.008	0.009*	-0.002	0.006	0.011**	0.009*	-0.006	-0.006	0.011**	-0.010**
31	-0.003	0.021**	-0.007	0.002	0.006	0.007	0.016**	0.001	-0.010*	-0.027**	-0.025**	-0.007	-0.014**	-0.001
32	-0.011**	-0.003	-0.005	0.002	-0.006	0.004	-0.006	-0.005	-0.011**	-0.006	-0.001	-0.002	-0.010*	-0.008*
33	-0.013**	0.010*	-0.001	-0.006	0.007	0.001	-0.005	-0.011**	0.031**	-0.006	0.016**	-0.010*	0.011**	0.024**
34	-0.001	-0.019**	0.006	0.011**	0.005	0.000	-0.007	0.006	0.015**	-0.004	-0.017**	-0.007	-0.004	0.005
35	0.007	0.001	-0.005	0.003	0.000	0.000	0.009*	0.007	0.007	0.006	0.022**	0.003	0.014**	-0.007
36	-0.095**	-0.076**	-0.014**	-0.013**	-0.062**	-0.016**	-0.040**	-0.044**	-0.028**	-0.058**	-0.116**	-0.040**	-0.052**	-0.043**
37	-0.120**	-0.095**	-0.017**	-0.016**	-0.078**	-0.020**	-0.051**	-0.055**	-0.035**	-0.073**	-0.145**	-0.051**	-0.065**	-0.054**
38	-0.029**	-0.023**	-0.004	-0.004	-0.019**	-0.005	-0.012**	-0.013**	-0.009*	-0.018**	-0.035**	-0.012**	-0.016**	-0.013**
39	-0.083**	-0.066**	-0.012**	-0.011**	-0.054**	-0.014**	-0.035**	-0.038**	-0.024**	-0.050**	-0.100**	-0.035**	-0.045**	-0.038**
40	-0.027**	-0.021**	-0.004	-0.004	-0.017**	-0.005	-0.011**	-0.012**	-0.008*	-0.016**	-0.032**	-0.011**	-0.014**	-0.012**
41	-0.023**	-0.019**	-0.003	-0.003	-0.015**	-0.004	-0.010*	-0.011**	-0.007	-0.014**	-0.028**	-0.010*	-0.013**	-0.011**
42	-0.079**	-0.063**	-0.011**	-0.010**	-0.051**	-0.013**	-0.033**	-0.036**	-0.023**	-0.048**	-0.096**	-0.034**	-0.043**	-0.036**
43	1	-0.085**	-0.015**	-0.014**	-0.070**	-0.018**	-0.045**	-0.049**	-0.032**	-0.065**	-0.130**	-0.045**	-0.058**	-0.049**
44	-0.085**	1	-0.012**	-0.011**	-0.055**	-0.014**	-0.036**	-0.039**	-0.025**	-0.052**	-0.103**	-0.036**	-0.046**	-0.039**
45	-0.015**	-0.012**	1	-0.002	-0.010*	-0.003	-0.006	-0.007	-0.005	-0.009*	-0.019**	-0.006	-0.008*	-0.007
46	-0.014**	-0.011**	-0.002	1	-0.009*	-0.002	-0.006	-0.007	-0.004	-0.009*	-0.017**	-0.006	-0.008	-0.006
47	-0.070**	-0.055**	-0.010*	-0.009*	1	-0.012**	-0.030**	-0.032**	-0.021**	-0.042**	-0.085**	-0.030**	-0.038**	-0.032**
48	-0.018**	-0.014**	-0.003	-0.002	-0.012**	1	-0.008	-0.008*	-0.005	-0.011**	-0.022**	-0.008	-0.010*	-0.008*
49	-0.045**	-0.036**	-0.006	-0.006	-0.030**	-0.008	1	-0.021**	-0.013**	-0.028**	-0.055**	-0.019**	-0.025**	-0.021**
50	-0.049**	-0.039**	-0.007	-0.007	-0.032**	-0.008*	-0.021**	1	-0.015**	-0.030**	-0.060**	-0.021**	-0.027**	-0.022**
51	-0.032**	-0.025**	-0.005	-0.004	-0.021**	-0.005	-0.013**	-0.015**	1	-0.019**	-0.038**	-0.013**	-0.017**	-0.014**
52	-0.065**	-0.052**	-0.009*	-0.009*	-0.042**	-0.011**	-0.028**	-0.030**	-0.019**	1	-0.079**	-0.028**	-0.035**	-0.030**
53	-0.130**	-0.103**	-0.019**	-0.017**	-0.085**	-0.022**	-0.055**	-0.060**	-0.038**	-0.079**	1	-0.055**	-0.070**	-0.059**
54	-0.045**	-0.036**	-0.006	-0.006	-0.030**	-0.008	-0.019**	-0.021**	-0.013**	-0.028**	-0.055**	1	-0.025**	-0.021**

Variables	43	44	45	46	47	48	49	50	51	52	53	54	55	56
55	-0.058**	-0.046**	-0.008*	-0.008	-0.038**	-0.010*	-0.025**	-0.027**	-0.017**	-0.035**	-0.070**	-0.025**	1	-0.026**
56	-0.049**	-0.039**	-0.007	-0.006	-0.032**	-0.008*	-0.021**	-0.022**	-0.014**	-0.030**	-0.059**	-0.021**	-0.026**	1
57	-0.065**	-0.051**	-0.009*	-0.009*	-0.042**	-0.011**	-0.027**	-0.030**	-0.019**	-0.039**	-0.079**	-0.027**	-0.035**	-0.029**
58	-0.091**	-0.072**	-0.013**	-0.012**	-0.059**	-0.015**	-0.038**	-0.042**	-0.027**	-0.055**	-0.110**	-0.039**	-0.049**	-0.041**
59	-0.052**	-0.042**	-0.008	-0.007	-0.034**	-0.009*	-0.022**	-0.024**	-0.015**	-0.032**	-0.064**	-0.022**	-0.028**	-0.024**
60	-0.057**	-0.045**	-0.008*	-0.008	-0.037**	-0.010*	-0.024**	-0.026**	-0.017**	-0.034**	-0.069**	-0.024**	-0.031**	-0.026**
61	-0.031**	0.016**	-0.007	-0.007	-0.023**	-0.009*	0.002	-0.016**	-0.015**	-0.006	-0.027**	-0.021**	-0.011**	-0.012**
62	0.011**	0.015**	-0.011**	-0.011**	0.008	0.037**	-0.011**	-0.017**	-0.023**	-0.044**	-0.027**	-0.021**	-0.004	-0.021**
63	-0.028**	0.017**	-0.013**	-0.012**	0.029**	-0.016**	-0.014**	-0.001	-0.027**	0.005	0.009*	-0.010*	-0.033**	0.082**
64	-0.006	-0.021**	-0.002	-0.010*	-0.016**	-0.012**	0.043**	-0.011**	-0.022**	0.000	-0.036**	0.004	-0.026**	-0.001
65	0.006	-0.020**	-0.010*	-0.002	-0.009*	-0.011**	0.010**	0.016**	-0.024**	-0.011**	0.033**	0.032**	-0.010*	-0.001
66	0.015**	-0.016**	0.002	-0.005	-0.029**	0.032**	0.017**	-0.012**	-0.025**	-0.005	-0.023**	0.002	-0.015**	0.035**
67	0.146**	0.028**	0.022**	-0.002	0.021**	0.004	0.002	0.055**	-0.036**	-0.028**	-0.065**	0.006	0.068**	-0.032**
68	-0.062**	0.046**	0.007	0.016**	-0.001	-0.010**	0.007	0.040**	-0.021**	0.026**	0.029**	-0.029**	-0.020**	-0.024**
69	-0.049**	-0.004	-0.006	0.013**	-0.012**	0.019**	0.012**	0.028**	-0.020**	-0.003	0.000	0.009*	-0.025**	0.008*
70	-0.017**	-0.023**	0.012**	-0.010*	0.006	-0.012**	-0.012**	-0.027**	0.081**	0.000	0.028**	0.011**	0.102**	0.034**
71	-0.028**	-0.007	0.004	-0.004	0.009*	0.009*	0.043**	0.003	-0.008*	-0.002	-0.008*	0.052**	0.005	0.006
72	0.025**	-0.017**	-0.007	-0.007	-0.021**	-0.009*	-0.009*	-0.004	-0.015**	-0.013**	0.001	0.000	0.006	-0.020**
73	0.068**	0.037**	-0.008*	0.016**	0.005	-0.010*	-0.002	-0.008*	-0.016**	0.046**	-0.025**	-0.013**	-0.021**	-0.014**
74	-0.032**	-0.016**	-0.004	-0.007	0.000	-0.009*	0.004	-0.003	-0.010*	-0.005	0.047**	0.027**	-0.001	-0.024**
75	-0.008*	-0.003	-0.002	-0.002	0.031**	-0.003	-0.007	-0.007	-0.005	0.017**	0.004	-0.007	0.030**	-0.007
76	0.023**	-0.025**	-0.008*	0.018**	0.019**	-0.006	0.010**	0.007	0.092**	0.038**	-0.016**	-0.017**	0.018**	-0.026**
77	-0.015**	-0.021**	-0.011**	0.015**	0.031**	0.006	-0.026**	-0.023**	-0.007	-0.038**	-0.008*	0.011**	0.007	-0.014**
78	-0.035**	-0.019**	-0.005	-0.005	-0.008	-0.006	-0.014**	0.016**	0.003	-0.003	0.000	-0.012**	-0.019**	0.026**
79	0.030**	-0.038**	0.023**	0.042**	-0.041**	-0.012**	-0.009*	-0.027**	0.031**	-0.003	-0.031**	-0.001	0.001	-0.002
80	0.044**	-0.009*	-0.007	-0.007	-0.019**	-0.008*	-0.003	-0.023**	-0.015**	0.003	0.048**	-0.021**	-0.007	-0.019**
81	-0.032**	0.033**	0.065**	-0.004	-0.017**	-0.006	0.020**	0.008*	-0.006	0.015**	0.009*	-0.001	-0.012**	-0.005

Variables	43	44	45	46	47	48	49	50	51	52	53	54	55	56
82	-0.037**	-0.012**	-0.006	-0.006	0.007	-0.008	0.011**	-0.018**	0.088**	0.031**	0.042**	-0.015**	-0.012**	0.022**
83	-0.019**	0.041**	-0.004	-0.003	-0.017**	-0.004	-0.007	-0.012**	-0.008	0.015**	0.035**	-0.011**	-0.014**	-0.012**
84	-0.046**	-0.001	-0.007	-0.007	-0.001	0.066**	-0.019**	0.002	0.112**	0.020**	0.074**	-0.021**	-0.024**	-0.005
85	0.036**	0.097**	-0.003	-0.003	-0.014**	-0.004	-0.001	-0.010*	-0.007	-0.005	-0.005	-0.009*	-0.012**	-0.010*
86	-0.066**	-0.021**	0.001	-0.012**	0.038**	-0.017**	-0.026**	-0.003	-0.029**	0.011**	-0.029**	0.033**	-0.014**	0.014**
87	0.009*	0.003	-0.005	-0.004	-0.022**	-0.006	0.004	-0.009*	0.015**	0.005	0.050**	-0.012**	0.003	-0.015**
88	-0.012**	0.042**	-0.005	-0.005	-0.013**	-0.006	0.003	0.001	0.010*	0.020**	0.049**	-0.013**	-0.010*	-0.013**
89	0.008*	0.096**	-0.004	0.003	-0.021**	-0.022**	0.023**	-0.029**	-0.039**	0.024**	0.001	0.018**	-0.005	-0.024**
90	0.008	-0.030**	-0.011**	-0.002	-0.004	0.027**	-0.011**	0.085**	0.002	0.010*	0.026**	0.016**	-0.015**	-0.021**
91	0.017**	-0.034**	-0.012**	0.025**	-0.001	-0.014**	-0.040**	-0.032**	0.032**	0.013**	-0.009*	-0.013**	-0.015**	0.020**
92	0.008*	-0.018**	0.014**	-0.009*	0.002	0.008	-0.005	-0.023**	-0.009*	-0.003	-0.005	-0.002	0.035**	-0.001
93	0.002	-0.037**	0.014**	-0.005	0.045**	0.010*	0.030**	-0.024**	-0.040**	-0.022**	-0.020**	-0.013**	-0.005	0.018**
94	-0.047**	0.014**	0.002	-0.013**	-0.017**	-0.007	0.003	0.021**	0.058**	-0.028**	0.005	-0.009*	0.008*	0.011**
95	-0.010*	-0.013**	-0.003	-0.002	-0.004	-0.003	-0.006	-0.007	0.077**	-0.009*	-0.008*	-0.005	-0.008*	0.008*
96	0.003	-0.022**	-0.003	-0.007	0.129**	-0.003	-0.011**	-0.009*	0.002	-0.005	-0.018**	-0.006	-0.013**	0.017**
97	0.020**	-0.034**	0.002	-0.006	-0.002	-0.009*	-0.009*	-0.017**	0.007	-0.025**	-0.043**	-0.007	0.002	0.007
98	0.002	-0.021**	-0.004	-0.005	0.001	0.005	0.001	-0.005	0.013**	-0.021**	-0.035**	-0.003	0.003	0.013**
99	-0.022**	-0.012**	-0.006	0.004	0.046**	0.007	0.005	0.004	-0.009*	0.001	0.000	0.005	-0.009*	-0.009*
100	-0.020**	-0.035**	-0.002	-0.003	0.005	-0.009*	-0.006	-0.006	0.021**	-0.024**	-0.011**	-0.006	0.001	-0.009*
101	-0.002	-0.052**	-0.004	-0.008*	0.079**	-0.007	-0.012**	-0.016**	0.023**	-0.031**	-0.046**	-0.009*	-0.008*	0.011**
102	0.012**	-0.003	0.005	0.010*	0.001	0.000	0.001	-0.001	0.002	-0.012**	-0.019**	-0.002	0.002	0.007
103	0.022**	-0.002	-0.004	0.015**	-0.003	-0.003	0.001	0.006	0.017**	-0.014**	-0.029**	-0.001	0.005	-0.005
104	-0.043**	0.020**	-0.005	-0.001	0.015**	0.002	-0.016**	0.005	0.025**	-0.033**	-0.075**	-0.014**	-0.015**	0.011**
105	0.002	-0.003	-0.002	-0.002	-0.001	0.003	0.003	0.006	0.029**	0.006	-0.012**	-0.006	-0.002	-0.006
106	-0.012**	0.016**	0.002	-0.001	0.002	0.000	-0.008	0.031**	0.034**	-0.012**	-0.007	-0.004	0.006	0.005
107	-0.025**	-0.013**	-0.005	0.002	-0.002	-0.007	-0.004	0.018**	0.012**	-0.022**	-0.036**	-0.009*	-0.013**	0.003
108	-0.042**	0.014**	-0.006	0.002	0.013**	0.000	-0.016**	0.014**	0.032**	-0.039**	-0.082**	-0.016**	-0.016**	0.010**

Variables	43	44	45	46	47	48	49	50	51	52	53	54	55	56
109	0.021*	-0.056**	0.007	-0.008	0.018	0.001	-0.009	-0.013	-0.004	-0.016	-0.042**	-0.006	0.003	0.002
110	0.030**	-0.049**	0.001	-0.002	-0.004	0.000	0.007	-0.023**	-0.021**	-0.013**	-0.021**	-0.001	0.006	0.019**
111	0.030**	-0.050**	-0.001	-0.002	-0.004	-0.003	0.007	-0.024**	-0.021**	-0.013**	-0.021**	-0.001	0.006	0.021**
112	0.043**	0.142**	0.029**	0.007	0.025**	-0.010*	-0.017**	0.067**	-0.020**	0.020**	0.035**	0.011**	0.014**	-0.007
113	-0.021**	-0.048**	0.004	-0.006	-0.022**	0.021**	-0.031**	-0.015**	0.016**	-0.011**	0.004	-0.003	0.014**	0.000
114	0.031**	-0.022**	-0.019**	0.003	0.025**	-0.012**	0.011**	-0.024**	-0.015**	-0.006	-0.019**	0.009*	-0.003	-0.005
115	-0.043**	-0.057**	-0.014**	-0.003	-0.022**	-0.002	0.036**	-0.023**	0.015**	-0.002	-0.018**	-0.015**	-0.024**	0.010*
116	-0.065**	-0.002	-0.021**	0.014**	0.041**	0.005	-0.043**	-0.038**	0.006	-0.010**	0.002	-0.012**	-0.011**	0.021**
117	0.015**	0.046**	-0.002	0.006	-0.016**	0.013**	0.003	-0.013**	-0.033**	0.008	0.009*	-0.048**	-0.017**	-0.005
118	0.106**	-0.006	0.003	-0.006	0.015**	-0.007	-0.010*	-0.023**	0.033**	-0.003	-0.012**	0.012**	0.060**	-0.030**
119	0.040**	-0.050**	-0.004	-0.002	-0.006	0.012**	0.026**	0.011**	-0.009*	-0.209**	0.087**	0.020**	0.023**	0.009*
120	-0.005	0.010**	-0.004	0.003	0.013**	0.003	-0.004	-0.001	0.002	-0.007	-0.003	-0.013**	-0.003	0.003
121	-0.039**	0.033**	0.016**	-0.004	-0.006	-0.009*	-0.005	0.024**	0.014**	0.012**	0.002	-0.013**	-0.018**	0.001
122	0.024**	-0.043**	-0.028**	-0.006	-0.005	-0.007	0.003	-0.010*	-0.036**	-0.047**	-0.093**	0.048**	0.018**	0.021**
123	0.073**	-0.050**	-0.029**	0.006	0.007	0.000	-0.005	-0.031**	-0.056**	-0.039**	-0.058**	0.024**	0.024**	0.004
124	0.057**	-0.054**	-0.025**	0.006	0.003	0.005	-0.012**	-0.038**	-0.021**	-0.037**	-0.035**	0.029**	0.033**	0.010**
125	0.061**	-0.005	-0.016**	0.003	0.010*	-0.011**	0.015**	0.004	-0.096**	-0.015**	-0.071**	-0.003	-0.013**	-0.013**
126	0.093**	-0.059**	-0.022**	0.001	-0.006	0.003	0.007	-0.020**	-0.042**	-0.037**	-0.061**	0.036**	0.027**	-0.004
127	-0.007	-0.003	-0.024**	0.012**	0.026**	-0.006	-0.024**	-0.035**	-0.048**	-0.019**	-0.020**	-0.011**	0.004	0.017**
128	-0.005	-0.050**	-0.003	-0.008*	0.006	-0.004	-0.007	0.006	0.043**	-0.065**	-0.096**	-0.011**	0.000	0.003
129	-0.002	0.030**	0.004	0.000	-0.007	0.001	0.004	-0.007	-0.010*	0.050**	0.054**	-0.003	-0.003	-0.002
130	-0.042**	-0.008*	0.008*	-0.008*	0.011**	-0.007	-0.009*	0.006	0.020**	-0.002	-0.026**	-0.007	-0.016**	-0.006
131	0.034**	-0.039**	0.000	0.002	-0.019**	0.000	0.009*	-0.008*	-0.028**	0.000	0.002	0.006	0.004	0.001
132	-0.009*	0.013**	0.005	-0.008*	0.019**	0.000	0.000	0.027**	-0.051**	-0.017**	-0.050**	-0.002	-0.001	0.014**
133	-0.015**	-0.010*	-0.003	0.012**	0.008*	0.001	0.000	0.011**	0.032**	-0.019**	-0.019**	-0.003	0.010*	0.015**
134	0.002	-0.035**	0.009*	0.006	0.017**	0.006	0.010*	0.007	0.049**	-0.061**	-0.096**	0.010**	0.009*	0.000
135	0.015**	0.009*	-0.004	0.004	0.007	-0.005	0.003	0.008	0.017**	-0.013**	-0.031**	-0.001	0.000	-0.006

Variables	43	44	45	46	47	48	49	50	51	52	53	54	55	56
136	0.000	0.011**	0.000	-0.002	0.005	0.001	0.006	-0.002	-0.007	-0.019**	-0.021**	0.004	-0.002	0.003
137	0.043**	-0.045**	0.017**	-0.005	0.009*	-0.010*	0.009*	-0.001	0.013**	-0.018**	0.022**	0.020**	0.011**	-0.001

* P < 0.05; ** P < 0.01

Variables	57	58	59	60	61	62	63	64	65	66	67	68	69	70
1	0.012**	0.004	0.009*	0.009*	0.029**	0.068**	-0.007	0.027**	0.029**	-0.020**	-0.065**	0.079**	0.027**	0.051**
2	-0.028**	-0.003	-0.002	-0.001	-0.010*	0.014**	-0.020**	0.059**	0.059**	0.000	-0.066**	-0.030**	0.014**	0.002
3	-0.011**	0.030**	0.018**	-0.009*	0.003	0.052**	-0.050**	0.096**	-0.021**	0.032**	0.146**	0.071**	0.013**	0.054**
4	-0.021**	0.013**	0.011**	0.015**	-0.021**	0.075**	0.036**	0.029**	0.114**	0.049**	0.055**	0.031**	0.092**	-0.186**
5	0.001	-0.010*	0.011**	-0.008	-0.033**	-0.010*	0.175**	-0.051**	-0.073**	0.058**	0.220**	-0.041**	0.095**	-0.121**
6	-0.023**	-0.046**	0.020**	-0.001	-0.098**	-0.044**	0.064**	-0.033**	-0.011**	0.016**	0.440**	-0.064**	-0.056**	-0.029**
7	-0.008*	0.002	0.004	0.006	0.056**	-0.130**	-0.004	0.064**	0.095**	-0.017**	-0.079**	-0.098**	-0.068**	-0.090**
8	-0.013**	0.004	-0.014**	0.000	0.039**	0.051**	0.037**	-0.047**	-0.048**	0.172**	-0.013**	-0.060**	0.042**	0.025**
9	0.012**	-0.023**	-0.013**	-0.004	0.027**	-0.065**	-0.137**	-0.093**	0.018**	-0.010*	-0.111**	0.087**	-0.048**	0.042**
10	-0.018**	0.062**	0.008*	0.000	-0.003	-0.117**	-0.064**	-0.017**	-0.004	-0.019**	-0.033**	-0.100**	-0.011**	-0.014**
11	-0.003	0.003	0.007	-0.003	0.006	0.000	0.142**	-0.022**	0.136**	-0.046**	-0.065**	-0.019**	-0.020**	-0.014**
12	-0.006	0.006	-0.012**	0.000	0.129**	-0.044**	-0.081**	-0.040**	-0.039**	-0.015**	0.024**	-0.031**	0.122**	0.041**
13	0.008*	-0.018**	-0.007	-0.009*	0.009*	-0.050**	-0.057**	0.040**	0.151**	-0.053**	-0.074**	0.030**	-0.014**	-0.046**
14	-0.001	0.007	-0.001	-0.001	-0.001	-0.002	-0.002	-0.002	-0.002	-0.002	-0.003	-0.001	-0.001	-0.002
15	0.012**	-0.044**	-0.026**	0.000	-0.057**	0.019**	0.033**	-0.069**	-0.037**	0.101**	-0.121**	0.052**	-0.036**	0.003
16	-0.014**	-0.018**	-0.004	-0.012**	-0.013**	-0.021**	-0.024**	-0.019**	-0.024**	-0.004	0.158**	-0.018**	-0.018**	-0.019**
17	0.003	-0.036**	-0.006	-0.007	0.033**	-0.005	-0.094**	0.034**	-0.049**	-0.036**	0.107**	0.047**	-0.051**	-0.022**
18	-0.006	-0.019**	-0.008	0.035**	-0.017**	-0.027**	-0.032**	0.082**	-0.026**	-0.029**	-0.041**	-0.024**	-0.023**	-0.025**
19	0.000	0.002	0.005	0.002	-0.015**	-0.023**	-0.027**	-0.001	-0.026**	-0.025**	0.066**	-0.020**	-0.019**	0.083**
20	-0.020**	0.046**	-0.005	0.003	-0.018**	-0.015**	-0.047**	-0.026**	-0.057**	-0.013**	-0.018**	-0.040**	-0.071**	0.003
21	-0.006	0.003	-0.003	0.009*	-0.014**	-0.023**	-0.026**	-0.021**	0.345**	-0.024**	-0.035**	-0.020**	-0.020**	-0.021**
22	-0.010*	-0.022**	-0.004	-0.004	-0.036**	0.078**	-0.025**	0.013**	0.013**	0.107**	-0.050**	-0.009*	-0.056**	0.040**
23	-0.002	0.009*	-0.002	-0.002	-0.002	-0.003	-0.003	-0.002	-0.003	-0.003	-0.004	-0.002	-0.002	-0.002
24	0.011**	-0.034**	-0.010*	-0.026**	0.007	-0.017**	-0.003	0.008*	-0.091**	0.041**	0.042**	0.048**	-0.029**	0.005
25	-0.005	0.001	-0.005	0.015**	-0.011**	-0.019**	0.020**	-0.009*	0.041**	0.055**	0.031**	-0.009*	-0.004	0.047**
26	-0.002	-0.003	0.019**	-0.002	-0.002	-0.002	-0.003	-0.002	-0.003	-0.003	-0.004	-0.002	-0.002	-0.002
27	0.014**	-0.014**	-0.012**	0.013**	-0.027**	-0.042**	0.109**	-0.039**	-0.048**	-0.045**	-0.065**	-0.037**	0.035**	0.080**

Variables	57	58	59	60	61	62	63	64	65	66	67	68	69	70
28	0.018**	-0.006	-0.007	-0.003	0.104**	-0.018**	-0.021**	-0.017**	0.193**	-0.019**	-0.028**	-0.016**	-0.016**	-0.017**
29	-0.011**	0.007	0.012**	0.002	0.023**	-0.069**	-0.043**	0.071**	-0.113**	-0.120**	0.066**	-0.010*	0.135**	-0.081**
30	0.021**	0.015**	0.000	-0.001	-0.013**	0.026**	-0.019**	-0.012**	-0.009*	-0.043**	-0.026**	0.049**	-0.038**	0.028**
31	0.016**	-0.009*	-0.002	0.012**	-0.011**	0.090**	0.010*	0.007	0.000	0.000	0.030**	0.006	0.021**	-0.071**
32	0.011**	0.002	0.024**	0.015**	0.036**	0.108**	0.054**	-0.025**	0.085**	-0.028**	-0.041**	-0.023**	-0.023**	-0.025**
33	0.006	-0.016**	-0.014**	0.018**	-0.021**	-0.033**	0.073**	-0.030**	-0.037**	-0.035**	-0.050**	-0.029**	-0.028**	0.083**
34	-0.004	-0.008*	0.002	-0.005	0.039**	-0.032**	0.025**	-0.025**	0.070**	0.017**	-0.009*	-0.020**	-0.020**	-0.033**
35	-0.002	0.016**	0.014**	-0.019**	-0.005	0.014**	-0.017**	0.006	0.029**	0.042**	-0.013**	0.054**	0.011**	0.031**
36	-0.058**	-0.081**	-0.047**	-0.050**	0.007	0.025**	0.019**	-0.030**	-0.054**	0.017**	-0.052**	-0.013**	0.007	-0.021**
37	-0.072**	-0.102**	-0.059**	-0.063**	0.088**	0.019**	-0.002	0.072**	0.009*	-0.021**	-0.054**	-0.042**	0.020**	-0.053**
38	-0.018**	-0.025**	-0.014**	-0.015**	0.004	0.038**	-0.021**	0.009*	-0.006	0.010**	0.007	-0.019**	0.001	0.007
39	-0.050**	-0.070**	-0.040**	-0.044**	-0.024**	0.048**	-0.032**	-0.045**	-0.002	0.042**	0.016**	-0.003	-0.030**	-0.010**
40	-0.016**	-0.023**	-0.013**	-0.014**	0.039**	-0.020**	-0.011**	-0.009*	-0.013**	-0.006	0.004	0.009*	-0.005	-0.006
41	-0.014**	-0.020**	-0.011**	-0.012**	-0.011**	-0.013**	-0.015**	-0.006	-0.011**	0.051**	-0.003	0.014**	0.017**	-0.006
42	-0.048**	-0.067**	-0.039**	-0.042**	0.017**	0.006	0.008	0.047**	-0.003	-0.011**	-0.033**	-0.011**	0.001	-0.019**
43	-0.065**	-0.091**	-0.052**	-0.057**	-0.031**	0.011**	-0.028**	-0.006	0.006	0.015**	0.146**	-0.062**	-0.049**	-0.017**
44	-0.051**	-0.072**	-0.042**	-0.045**	0.016**	0.015**	0.017**	-0.021**	-0.020**	-0.016**	0.028**	0.046**	-0.004	-0.023**
45	-0.009*	-0.013**	-0.008	-0.008*	-0.007	-0.011**	-0.013**	-0.002	-0.010*	0.002	0.022**	0.007	-0.006	0.012**
46	-0.009*	-0.012**	-0.007	-0.008	-0.007	-0.011**	-0.012**	-0.010*	-0.002	-0.005	-0.002	0.016**	0.013**	-0.010*
47	-0.042**	-0.059**	-0.034**	-0.037**	-0.023**	0.008	0.029**	-0.016**	-0.009*	-0.029**	0.021**	-0.001	-0.012**	0.006
48	-0.011**	-0.015**	-0.009*	-0.010*	-0.009*	0.037**	-0.016**	-0.012**	-0.011**	0.032**	0.004	-0.010**	0.019**	-0.012**
49	-0.027**	-0.038**	-0.022**	-0.024**	0.002	-0.011**	-0.014**	0.043**	0.010**	0.017**	0.002	0.007	0.012**	-0.012**
50	-0.030**	-0.042**	-0.024**	-0.026**	-0.016**	-0.017**	-0.001	-0.011**	0.016**	-0.012**	0.055**	0.040**	0.028**	-0.027**
51	-0.019**	-0.027**	-0.015**	-0.017**	-0.015**	-0.023**	-0.027**	-0.022**	-0.024**	-0.025**	-0.036**	-0.021**	-0.020**	0.081**
52	-0.039**	-0.055**	-0.032**	-0.034**	-0.006	-0.044**	0.005	0.000	-0.011**	-0.005	-0.028**	0.026**	-0.003	0.000
53	-0.079**	-0.110**	-0.064**	-0.069**	-0.027**	-0.027**	0.009*	-0.036**	0.033**	-0.023**	-0.065**	0.029**	0.000	0.028**
54	-0.027**	-0.039**	-0.022**	-0.024**	-0.021**	-0.021**	-0.010*	0.004	0.032**	0.002	0.006	-0.029**	0.009*	0.011**

Variables	57	58	59	60	61	62	63	64	65	66	67	68	69	70
55	-0.035**	-0.049**	-0.028**	-0.031**	-0.011**	-0.004	-0.033**	-0.026**	-0.010*	-0.015**	0.068**	-0.020**	-0.025**	0.102**
56	-0.029**	-0.041**	-0.024**	-0.026**	-0.012**	-0.021**	0.082**	-0.001	-0.001	0.035**	-0.032**	-0.024**	0.008*	0.034**
57	1	-0.055**	-0.032**	-0.034**	0.012**	-0.016**	0.028**	0.018**	-0.008*	-0.009*	-0.021**	0.048**	-0.014**	-0.019**
58	-0.055**	1	-0.045**	-0.048**	-0.003	0.004	-0.007	0.005	0.018**	0.030**	-0.030**	0.029**	0.078**	0.009*
59	-0.032**	-0.045**	1	-0.028**	-0.014**	-0.030**	-0.008*	-0.005	0.003	-0.023**	0.052**	0.048**	-0.009*	-0.001
60	-0.034**	-0.048**	-0.028**	1	0.008*	0.010*	-0.005	0.041**	0.029**	-0.002	-0.011**	-0.035**	-0.018**	0.032**
61	0.012**	-0.003	-0.014**	0.008*	1	-0.037**	-0.043**	-0.034**	-0.042**	-0.040**	-0.056**	-0.033**	-0.032**	-0.034**
62	-0.016**	0.004	-0.030**	0.010*	-0.037**	1	-0.068**	-0.054**	-0.066**	-0.063**	-0.089**	-0.052**	-0.051**	-0.054**
63	0.028**	-0.007	-0.008*	-0.005	-0.043**	-0.068**	1	-0.062**	-0.076**	-0.072**	-0.103**	-0.059**	-0.058**	-0.063**
64	0.018**	0.005	-0.005	0.041**	-0.034**	-0.054**	-0.062**	1	-0.061**	-0.058**	-0.082**	-0.047**	-0.046**	-0.050**
65	-0.008*	0.018**	0.003	0.029**	-0.042**	-0.066**	-0.076**	-0.061**	1	-0.070**	-0.100**	-0.058**	-0.057**	-0.061**
66	-0.009*	0.030**	-0.023**	-0.002	-0.040**	-0.063**	-0.072**	-0.058**	-0.070**	1	-0.095**	-0.055**	-0.054**	-0.058**
67	-0.021**	-0.030**	0.052**	-0.011**	-0.056**	-0.089**	-0.103**	-0.082**	-0.100**	-0.095**	1	-0.078**	-0.077**	-0.083**
68	0.048**	0.029**	0.048**	-0.035**	-0.033**	-0.052**	-0.059**	-0.047**	-0.058**	-0.055**	-0.078**	1	-0.044**	-0.048**
69	-0.014**	0.078**	-0.009*	-0.018**	-0.032**	-0.051**	-0.058**	-0.046**	-0.057**	-0.054**	-0.077**	-0.044**	1	-0.047**
70	-0.019**	0.009*	-0.001	0.032**	-0.034**	-0.054**	-0.063**	-0.050**	-0.061**	-0.058**	-0.083**	-0.048**	-0.047**	1
71	0.043**	0.012**	0.012**	-0.015**	-0.013**	-0.021**	-0.024**	-0.019**	-0.024**	-0.022**	-0.032**	-0.018**	-0.018**	-0.020**
72	0.012**	-0.012**	-0.021**	0.003	-0.024**	-0.039**	-0.044**	-0.035**	-0.043**	-0.041**	-0.059**	-0.034**	-0.033**	-0.036**
73	-0.030**	-0.019**	-0.028**	-0.019**	-0.027**	-0.043**	-0.049**	-0.039**	-0.048**	-0.046**	-0.065**	-0.037**	-0.037**	-0.040**
74	-0.007	-0.006	-0.027**	-0.013**	-0.026**	-0.040**	-0.046**	-0.037**	-0.045**	-0.043**	-0.061**	-0.035**	-0.035**	-0.037**
75	0.031**	0.011**	-0.008	-0.008*	-0.007	-0.012**	-0.013**	-0.011**	-0.013**	-0.012**	-0.018**	-0.010*	-0.010*	-0.011**
76	0.038**	-0.030**	-0.020**	-0.024**	-0.027**	-0.043**	-0.049**	-0.040**	-0.048**	-0.046**	-0.065**	-0.038**	-0.037**	-0.040**
77	-0.016**	0.028**	0.028**	-0.021**	-0.035**	-0.056**	-0.064**	-0.051**	-0.063**	-0.059**	-0.085**	-0.049**	-0.048**	-0.052**
78	0.031**	0.001	-0.017**	-0.014**	-0.016**	-0.026**	-0.030**	-0.024**	-0.029**	-0.027**	-0.039**	-0.023**	-0.022**	-0.024**
79	-0.001	0.011**	0.024**	-0.030**	-0.033**	-0.053**	-0.061**	-0.049**	-0.059**	-0.056**	-0.080**	-0.046**	-0.045**	-0.049**
80	0.017**	-0.032**	-0.024**	0.017**	-0.023**	-0.037**	-0.042**	-0.034**	-0.041**	-0.039**	-0.056**	-0.032**	-0.032**	-0.034**
81	-0.005	-0.023**	-0.011**	0.023**	-0.015**	-0.024**	-0.028**	-0.022**	-0.027**	-0.026**	-0.037**	-0.021**	-0.021**	-0.022**

Variables	57	58	59	60	61	62	63	64	65	66	67	68	69	70
82	0.013**	-0.009*	-0.021**	0.004	-0.021**	-0.034**	-0.039**	-0.031**	-0.038**	-0.036**	-0.051**	-0.029**	-0.029**	-0.031**
83	0.038**	-0.012**	-0.013**	0.017**	-0.012**	-0.019**	-0.022**	-0.018**	-0.022**	-0.021**	-0.030**	-0.017**	-0.017**	-0.018**
84	-0.015**	-0.036**	-0.011**	0.022**	-0.024**	-0.039**	-0.045**	-0.036**	-0.043**	-0.041**	-0.059**	-0.034**	-0.033**	-0.036**
85	-0.010*	0.018**	0.000	-0.012**	-0.010**	-0.016**	-0.019**	-0.015**	-0.018**	-0.017**	-0.025**	-0.014**	-0.014**	-0.015**
86	-0.034**	-0.024**	0.036**	0.023**	-0.045**	-0.072**	-0.083**	-0.066**	-0.081**	-0.077**	-0.109**	-0.063**	-0.062**	-0.067**
87	-0.016**	-0.018**	-0.009*	-0.012**	-0.015**	-0.025**	-0.028**	-0.023**	-0.027**	-0.026**	-0.037**	-0.021**	-0.021**	-0.023**
88	-0.006	-0.015**	-0.006	-0.019**	-0.016**	-0.026**	-0.030**	-0.024**	-0.029**	-0.028**	-0.040**	-0.023**	-0.022**	-0.024**
89	0.044**	0.057**	-0.032**	-0.032**	0.029**	-0.007	0.001	0.014**	-0.007	-0.034**	-0.069**	-0.030**	0.024**	-0.032**
90	-0.048**	-0.004	-0.005	-0.042**	0.014**	-0.009*	-0.037**	-0.023**	0.016**	-0.012**	-0.014**	-0.030**	-0.006	-0.003
91	0.053**	-0.029**	-0.007	0.007	0.010**	-0.013**	-0.018**	-0.019**	-0.025**	-0.007	0.013**	-0.024**	0.009*	-0.002
92	0.025**	-0.025**	-0.008	-0.011**	0.006	0.028**	0.005	0.018**	-0.004	0.009*	0.040**	0.023**	-0.018**	0.010*
93	-0.042**	-0.009*	0.026**	0.009*	-0.002	0.008	0.027**	0.012**	0.022**	0.038**	0.025**	0.048**	-0.016**	-0.059**
94	-0.037**	0.003	0.030**	0.077**	-0.063**	-0.004	0.027**	0.000	-0.002	0.013**	0.017**	0.022**	0.001	0.091**
95	0.002	-0.013**	0.028**	0.000	-0.007	0.000	-0.003	-0.006	0.017**	-0.014**	-0.001	0.014**	0.007	-0.011**
96	-0.007	-0.010*	0.007	0.001	0.008*	0.027**	0.019**	0.006	-0.004	-0.022**	-0.012**	-0.020**	-0.006	-0.007
97	-0.015**	-0.002	0.001	0.034**	0.000	0.050**	-0.008*	-0.006	0.007	-0.010*	0.025**	-0.013**	-0.022**	0.033**
98	0.002	0.004	0.014**	-0.005	0.006	0.026**	-0.015**	0.006	0.001	-0.002	0.001	-0.008	-0.001	-0.008*
99	0.010**	0.009*	-0.009*	-0.006	0.002	-0.004	0.002	-0.007	0.016**	0.002	-0.001	-0.007	-0.015**	0.011**
100	0.014**	0.004	0.003	0.015**	0.003	0.018**	-0.015**	0.005	-0.009*	-0.017**	0.030**	-0.022**	-0.011**	0.019**
101	-0.002	-0.003	0.010**	0.020**	0.007	0.051**	-0.004	0.001	0.004	-0.025**	0.017**	-0.027**	-0.021**	0.019**
102	0.001	-0.012**	0.003	-0.003	-0.006	-0.015**	-0.018**	0.021**	-0.016**	-0.016**	0.105**	-0.013**	-0.013**	0.002
103	0.004	-0.011**	0.007	0.000	-0.003	-0.022**	-0.025**	0.047**	-0.025**	-0.024**	0.109**	-0.019**	-0.019**	-0.001
104	0.024**	-0.020**	-0.002	-0.006	0.021**	0.000	-0.012**	-0.049**	0.020**	-0.032**	-0.020**	-0.030**	-0.027**	-0.009*
105	0.001	-0.004	-0.001	0.000	0.004	-0.008*	-0.011**	0.011**	-0.011**	-0.010*	0.032**	-0.008*	-0.008*	0.018**
106	0.016**	-0.005	-0.001	0.010*	-0.002	0.001	0.001	-0.007	0.010*	0.001	-0.007	0.010*	-0.011**	0.007
107	0.023**	-0.008*	-0.012**	0.008*	0.013**	0.002	0.004	0.038**	0.036**	0.004	0.010*	-0.020**	0.008*	-0.007
108	0.030**	-0.023**	-0.005	-0.002	0.022**	-0.003	-0.014**	-0.025**	0.025**	-0.031**	0.007	-0.035**	-0.026**	-0.008*

Variables	57	58	59	60	61	62	63	64	65	66	67	68	69	70
109	0.011	0.011	0.015	-0.020*	0.048**	0.025**	0.000	-0.089**	0.037**	0.079**	0.061**	0.002	-0.004	-0.017
110	-0.016**	-0.002	0.006	-0.007	0.011*	0.034**	-0.027**	-0.031**	0.058**	0.069**	0.001	-0.018**	0.000	0.002
111	-0.017**	-0.001	0.005	-0.006	0.008	0.034**	-0.027**	-0.032**	0.057**	0.071**	-0.001	-0.018**	-0.001	0.004
112	0.084**	-0.034**	-0.002	0.013**	-0.029**	-0.052**	-0.016**	-0.007	0.050**	-0.023**	0.021**	-0.036**	0.018**	-0.043**
113	0.007	-0.010*	0.000	-0.013**	-0.024**	0.006	-0.018**	0.024**	-0.008*	0.038**	-0.016**	-0.001	-0.012**	0.063**
114	-0.035**	0.013**	0.006	0.009*	0.003	0.028**	0.019**	-0.037**	-0.009*	-0.050**	0.038**	0.015**	-0.004	-0.017**
115	-0.050**	0.028**	-0.003	-0.007	0.046**	0.016**	0.015**	0.015**	-0.028**	0.026**	-0.034**	0.020**	0.000	-0.010*
116	0.016**	0.011**	0.020**	0.014**	0.051**	0.179**	0.186**	-0.181**	0.052**	-0.081**	-0.380**	0.275**	-0.049**	0.194**
117	0.025**	-0.008	0.005	-0.012**	0.136**	0.125**	0.282**	0.019**	0.161**	0.012**	-0.051**	0.104**	-0.042**	-0.214**
118	-0.007	-0.063**	-0.007	-0.006	-0.098**	0.118**	-0.188**	-0.249**	0.015**	0.005	0.174**	-0.138**	-0.682**	0.121**
119	0.000	0.001	0.039**	0.033**	0.002	-0.001	-0.002	0.001	-0.003	-0.002	-0.004	0.000	0.000	-0.001
120	0.015**	0.004	0.010*	0.010**	0.027**	0.068**	-0.008	0.027**	0.029**	-0.020**	-0.064**	0.079**	0.027**	0.050**
121	0.024**	-0.022**	-0.019**	0.000	0.056**	-0.055**	-0.008	0.030**	-0.093**	-0.038**	-0.045**	0.004	-0.002	-0.035**
122	-0.057**	0.011**	0.004	0.005	-0.094**	0.018**	0.113**	-0.051**	0.209**	0.030**	0.247**	-0.044**	-0.078**	0.018**
123	-0.035**	0.039**	0.022**	-0.005	-0.105**	0.094**	0.076**	-0.081**	0.232**	0.084**	0.156**	0.064**	-0.035**	0.022**
124	-0.037**	0.046**	0.026**	-0.005	-0.115**	0.037**	0.026**	-0.151**	0.171**	0.024**	0.095**	0.065**	-0.054**	0.184**
125	-0.005	-0.003	-0.003	-0.001	-0.009*	0.161**	0.139**	0.136**	0.211**	0.164**	0.188**	0.019**	0.033**	-0.364**
126	-0.044**	0.032**	0.010*	-0.008*	-0.115**	-0.016**	0.000	-0.061**	0.216**	0.124**	0.293**	-0.102**	-0.040**	-0.034**
127	0.003	0.029**	0.030**	0.004	-0.024**	0.243**	0.174**	-0.069**	0.126**	-0.040**	-0.190**	0.335**	-0.005	0.112**
128	0.025**	0.001	-0.003	0.012**	0.027**	0.059**	-0.029**	0.077**	-0.004	-0.046**	0.119**	-0.062**	-0.025**	0.008
129	-0.017**	-0.009*	-0.002	-0.004	0.000	-0.013**	-0.019**	-0.010*	0.002	0.020**	-0.011**	-0.001	0.004	0.002
130	0.018**	-0.039**	-0.024**	-0.004	0.028**	-0.064**	-0.042**	0.005	-0.103**	-0.031**	-0.049**	-0.019**	0.002	0.010*
131	-0.014**	-0.009*	0.006	0.003	0.009*	0.022**	0.015**	0.078**	0.037**	0.017**	-0.018**	-0.006	0.042**	-0.088**
132	0.005	-0.007	0.010*	-0.002	-0.029**	-0.032**	0.185**	0.005	-0.069**	0.063**	0.177**	-0.034**	0.092**	-0.123**
133	0.011**	-0.015**	0.002	0.011**	0.012**	-0.008*	-0.040**	-0.068**	0.147**	-0.019**	-0.026**	-0.038**	0.026**	0.075**
134	0.028**	0.002	-0.001	0.007	-0.002	-0.064**	-0.173**	-0.028**	-0.084**	-0.056**	-0.088**	-0.049**	0.033**	0.052**
135	-0.007	-0.009*	-0.001	0.003	0.005	-0.015**	-0.014**	-0.004	0.023**	-0.024**	0.094**	-0.019**	0.002	-0.019**

Variables	57	58	59	60	61	62	63	64	65	66	67	68	69	70
136	0.004	0.005	-0.001	-0.001	0.001	0.042**	0.006	-0.013**	0.019**	0.003	-0.018**	0.000	-0.005	-0.006
137	-0.017**	-0.010*	0.003	0.021**	-0.044**	-0.014**	-0.054**	0.014**	-0.011**	-0.065**	0.098**	-0.053**	-0.032**	0.023**

* P < 0.05; ** P < 0.01

Variables	71	72	73	74	75	76	77	78	79	80	81	82	83	84
1	-0.029**	0.008*	0.022**	-0.072**	-0.004	0.033**	0.057**	0.012**	-0.045**	-0.032**	-0.014**	-0.019**	-0.010**	-0.044**
2	0.021**	-0.022**	0.041**	0.004	0.010*	0.026**	0.023**	0.002	0.014**	0.007	-0.002	-0.049**	0.009*	0.006
3	0.019**	0.020**	0.065**	0.065**	0.006	-0.065**	0.022**	0.015**	0.040**	-0.163**	-0.238**	-0.129**	-0.243**	-0.125**
4	0.009*	0.035**	0.040**	-0.096**	0.001	-0.163**	0.032**	-0.097**	-0.201**	0.045**	-0.030**	-0.127**	0.009*	-0.147**
5	-0.009*	0.015**	-0.025**	-0.071**	0.004	-0.104**	-0.031**	-0.062**	-0.128**	0.036**	0.002	-0.081**	-0.015**	-0.094**
6	-0.081**	-0.122**	-0.070**	-0.090**	-0.054**	-0.089**	-0.071**	-0.094**	-0.041**	-0.108**	-0.098**	-0.112**	-0.079**	-0.085**
7	-0.011**	0.012**	0.016**	-0.047**	0.010*	0.046**	0.009*	-0.027**	0.123**	0.055**	0.003	0.023**	0.043**	-0.018**
8	0.048**	-0.019**	-0.009*	-0.097**	-0.026**	-0.071**	0.048**	-0.069**	-0.042**	-0.042**	-0.037**	-0.064**	-0.002	-0.011**
9	0.025**	-0.041**	0.053**	0.111**	-0.023**	0.012**	0.046**	0.029**	-0.034**	0.089**	0.034**	0.072**	0.037**	0.076**
10	0.025**	-0.033**	0.073**	-0.043**	-0.008	0.044**	0.110**	0.026**	0.102**	0.064**	0.042**	0.005	0.031**	-0.059**
11	-0.015**	-0.025**	-0.031**	-0.030**	-0.009*	-0.032**	0.021**	0.021**	-0.039**	0.060**	-0.018**	-0.025**	-0.014**	-0.014**
12	0.022**	-0.007	-0.007	-0.028**	-0.012**	-0.015**	0.043**	0.035**	0.029**	-0.017**	0.034**	0.012**	0.002	0.051**
13	0.011**	-0.032**	-0.035**	0.025**	-0.003	0.015**	0.022**	-0.015**	0.043**	0.013**	-0.006	-0.028**	-0.016**	-0.033**
14	-0.001	-0.001	-0.001	-0.001	0.000	-0.001	-0.002	-0.001	-0.002	-0.001	-0.001	-0.001	-0.001	-0.001
15	-0.026**	0.037**	0.014**	0.103**	0.007	-0.034**	-0.117**	-0.002	0.025**	0.035**	0.034**	0.074**	-0.006	-0.038**
16	-0.008	-0.014**	0.039**	0.060**	-0.004	-0.015**	-0.020**	-0.009*	-0.019**	-0.013**	-0.009*	-0.012**	-0.007	-0.014**
17	-0.014**	0.017**	-0.064**	-0.029**	-0.012**	-0.023**	0.057**	-0.031**	-0.109**	0.054**	0.027**	0.036**	0.007	0.068**
18	-0.010*	-0.018**	0.053**	-0.019**	-0.005	0.041**	-0.026**	-0.012**	-0.025**	-0.017**	-0.011**	0.055**	0.144**	0.265**
19	-0.008*	0.030**	0.006	-0.016**	0.010*	-0.017**	-0.022**	0.039**	0.072**	-0.014**	-0.010*	-0.013**	-0.008	-0.015**
20	0.029**	0.012**	0.045**	0.037**	-0.007	0.003	0.007	0.019**	0.044**	0.029**	0.001	0.008*	0.001	0.008*
21	-0.008*	-0.015**	-0.016**	-0.015**	-0.005	-0.017**	-0.022**	-0.010*	-0.021**	-0.014**	-0.009*	-0.013**	-0.008	-0.015**
22	-0.018**	-0.042**	-0.046**	-0.044**	-0.013**	0.021**	-0.025**	-0.029**	-0.002	-0.025**	0.008*	0.001	-0.005	-0.025**
23	-0.001	-0.002	-0.002	-0.002	0.220**	-0.002	-0.002	-0.001	-0.002	-0.002	-0.001	-0.001	-0.001	-0.002
24	-0.014**	0.023**	-0.041**	0.024**	-0.003	0.011**	0.005	0.003	0.008	-0.021**	-0.002	0.044**	0.036**	-0.039**
25	-0.028**	0.010*	-0.003	-0.062**	-0.004	0.046**	-0.013**	-0.040**	0.013**	0.010*	-0.008	-0.025**	0.008*	-0.036**
26	0.113**	-0.002	-0.002	-0.002	0.000	-0.002	-0.002	-0.001	-0.002	-0.001	-0.001	-0.001	-0.001	-0.002
27	-0.009*	0.000	0.026**	-0.029**	-0.008*	0.006	-0.040**	-0.019**	0.002	0.018**	0.029**	0.049**	0.034**	0.091**

Variables	71	72	73	74	75	76	77	78	79	80	81	82	83	84
28	-0.007	-0.012**	-0.013**	-0.012**	0.077**	-0.013**	-0.017**	-0.008*	-0.016**	-0.011**	-0.008	-0.010**	-0.006	-0.012**
29	-0.041**	-0.010**	0.008	0.137**	0.020**	-0.045**	-0.018**	0.060**	-0.043**	0.011**	-0.034**	-0.065**	-0.016**	-0.044**
30	0.042**	0.035**	-0.022**	-0.002	0.006	0.009*	-0.007	0.046**	0.073**	-0.003	0.012**	0.017**	0.000	0.020**
31	0.070**	0.012**	0.040**	-0.052**	0.000	-0.056**	0.072**	-0.034**	-0.020**	-0.008	-0.008*	-0.003	-0.026**	0.008*
32	0.020**	-0.018**	-0.019**	-0.018**	-0.005	-0.020**	-0.026**	-0.012**	-0.024**	-0.017**	-0.011**	-0.015**	-0.009*	-0.018**
33	-0.012**	0.038**	-0.023**	-0.022**	-0.007	0.024**	-0.031**	-0.014**	-0.030**	0.121**	0.043**	0.075**	0.013**	0.033**
34	-0.009*	0.000	0.006	-0.039**	-0.016**	0.003	0.015**	-0.015**	0.008	-0.028**	0.010*	0.004	-0.007	0.071**
35	0.003	-0.029**	0.006	-0.004	-0.004	0.021**	0.021**	0.014**	-0.008*	-0.023**	0.010*	-0.001	-0.006	0.006
36	0.005	0.022**	0.015**	0.022**	-0.013**	-0.009*	0.049**	-0.030**	0.012**	-0.021**	0.022**	-0.007	0.001	-0.005
37	-0.028**	0.004	-0.019**	0.028**	-0.018**	-0.013**	0.010*	0.028**	0.025**	0.017**	0.007	-0.013**	-0.011**	-0.031**
38	-0.008	-0.008*	0.008*	-0.015**	-0.004	-0.016**	-0.001	-0.009*	0.015**	-0.012**	0.004	-0.012**	-0.007	0.049**
39	-0.016**	0.001	-0.023**	-0.022**	-0.007	0.007	0.005	0.049**	0.028**	-0.008	-0.015**	-0.008*	-0.017**	-0.005
40	-0.007	0.011**	-0.014**	0.011**	-0.004	-0.003	-0.016**	-0.001	0.034**	-0.010*	-0.004	0.018**	-0.007	0.024**
41	0.002	0.000	-0.003	-0.012**	-0.003	0.007	-0.007	-0.003	0.003	-0.011**	-0.007	-0.010*	-0.006	0.018**
42	-0.007	0.024**	0.030**	0.004	-0.012**	-0.003	-0.004	0.024**	-0.016**	-0.001	-0.015**	-0.012**	-0.009*	-0.016**
43	-0.028**	0.025**	0.068**	-0.032**	-0.008*	0.023**	-0.015**	-0.035**	0.030**	0.044**	-0.032**	-0.037**	-0.019**	-0.046**
44	-0.007	-0.017**	0.037**	-0.016**	-0.003	-0.025**	-0.021**	-0.019**	-0.038**	-0.009*	0.033**	-0.012**	0.041**	-0.001
45	0.004	-0.007	-0.008*	-0.004	-0.002	-0.008*	-0.011**	-0.005	0.023**	-0.007	0.065**	-0.006	-0.004	-0.007
46	-0.004	-0.007	0.016**	-0.007	-0.002	0.018**	0.015**	-0.005	0.042**	-0.007	-0.004	-0.006	-0.003	-0.007
47	0.009*	-0.021**	0.005	0.000	0.031**	0.019**	0.031**	-0.008	-0.041**	-0.019**	-0.017**	0.007	-0.017**	-0.001
48	0.009*	-0.009*	-0.010*	-0.009*	-0.003	-0.006	0.006	-0.006	-0.012**	-0.008*	-0.006	-0.008	-0.004	0.066**
49	0.043**	-0.009*	-0.002	0.004	-0.007	0.010**	-0.026**	-0.014**	-0.009*	-0.003	0.020**	0.011**	-0.007	-0.019**
50	0.003	-0.004	-0.008*	-0.003	-0.007	0.007	-0.023**	0.016**	-0.027**	-0.023**	0.008*	-0.018**	-0.012**	0.002
51	-0.008*	-0.015**	-0.016**	-0.010*	-0.005	0.092**	-0.007	0.003	0.031**	-0.015**	-0.006	0.088**	-0.008	0.112**
52	-0.002	-0.013**	0.046**	-0.005	0.017**	0.038**	-0.038**	-0.003	-0.003	0.003	0.015**	0.031**	0.015**	0.020**
53	-0.008*	0.001	-0.025**	0.047**	0.004	-0.016**	-0.008*	0.000	-0.031**	0.048**	0.009*	0.042**	0.035**	0.074**
54	0.052**	0.000	-0.013**	0.027**	-0.007	-0.017**	0.011**	-0.012**	-0.001	-0.021**	-0.001	-0.015**	-0.011**	-0.021**

Variables	71	72	73	74	75	76	77	78	79	80	81	82	83	84
55	0.005	0.006	-0.021**	-0.001	0.030**	0.018**	0.007	-0.019**	0.001	-0.007	-0.012**	-0.012**	-0.014**	-0.024**
56	0.006	-0.020**	-0.014**	-0.024**	-0.007	-0.026**	-0.014**	0.026**	-0.002	-0.019**	-0.005	0.022**	-0.012**	-0.005
57	0.043**	0.012**	-0.030**	-0.007	0.031**	0.038**	-0.016**	0.031**	-0.001	0.017**	-0.005	0.013**	0.038**	-0.015**
58	0.012**	-0.012**	-0.019**	-0.006	0.011**	-0.030**	0.028**	0.001	0.011**	-0.032**	-0.023**	-0.009*	-0.012**	-0.036**
59	0.012**	-0.021**	-0.028**	-0.027**	-0.008	-0.020**	0.028**	-0.017**	0.024**	-0.024**	-0.011**	-0.021**	-0.013**	-0.011**
60	-0.015**	0.003	-0.019**	-0.013**	-0.008*	-0.024**	-0.021**	-0.014**	-0.030**	0.017**	0.023**	0.004	0.017**	0.022**
61	-0.013**	-0.024**	-0.027**	-0.026**	-0.007	-0.027**	-0.035**	-0.016**	-0.033**	-0.023**	-0.015**	-0.021**	-0.012**	-0.024**
62	-0.021**	-0.039**	-0.043**	-0.040**	-0.012**	-0.043**	-0.056**	-0.026**	-0.053**	-0.037**	-0.024**	-0.034**	-0.019**	-0.039**
63	-0.024**	-0.044**	-0.049**	-0.046**	-0.013**	-0.049**	-0.064**	-0.030**	-0.061**	-0.042**	-0.028**	-0.039**	-0.022**	-0.045**
64	-0.019**	-0.035**	-0.039**	-0.037**	-0.011**	-0.040**	-0.051**	-0.024**	-0.049**	-0.034**	-0.022**	-0.031**	-0.018**	-0.036**
65	-0.024**	-0.043**	-0.048**	-0.045**	-0.013**	-0.048**	-0.063**	-0.029**	-0.059**	-0.041**	-0.027**	-0.038**	-0.022**	-0.043**
66	-0.022**	-0.041**	-0.046**	-0.043**	-0.012**	-0.046**	-0.059**	-0.027**	-0.056**	-0.039**	-0.026**	-0.036**	-0.021**	-0.041**
67	-0.032**	-0.059**	-0.065**	-0.061**	-0.018**	-0.065**	-0.085**	-0.039**	-0.080**	-0.056**	-0.037**	-0.051**	-0.030**	-0.059**
68	-0.018**	-0.034**	-0.037**	-0.035**	-0.010*	-0.038**	-0.049**	-0.023**	-0.046**	-0.032**	-0.021**	-0.029**	-0.017**	-0.034**
69	-0.018**	-0.033**	-0.037**	-0.035**	-0.010*	-0.037**	-0.048**	-0.022**	-0.045**	-0.032**	-0.021**	-0.029**	-0.017**	-0.033**
70	-0.020**	-0.036**	-0.040**	-0.037**	-0.011**	-0.040**	-0.052**	-0.024**	-0.049**	-0.034**	-0.022**	-0.031**	-0.018**	-0.036**
71	1	-0.014**	-0.015**	-0.015**	-0.004	-0.015**	-0.020**	-0.009*	-0.019**	-0.013**	-0.009*	-0.012**	-0.007	-0.014**
72	-0.014**	1	-0.028**	-0.026**	-0.008	-0.028**	-0.037**	-0.017**	-0.035**	-0.024**	-0.016**	-0.022**	-0.013**	-0.025**
73	-0.015**	-0.028**	1	-0.029**	-0.009*	-0.031**	-0.041**	-0.019**	-0.038**	-0.027**	-0.018**	-0.024**	-0.014**	-0.028**
74	-0.015**	-0.026**	-0.029**	1	-0.008*	-0.030**	-0.038**	-0.018**	-0.036**	-0.025**	-0.017**	-0.023**	-0.013**	-0.027**
75	-0.004	-0.008	-0.009*	-0.008*	1	-0.009*	-0.011**	-0.005	-0.011**	-0.007	-0.005	-0.007	-0.004	-0.008
76	-0.015**	-0.028**	-0.031**	-0.030**	-0.009*	1	-0.041**	-0.019**	-0.039**	-0.027**	-0.018**	-0.025**	-0.014**	-0.028**
77	-0.020**	-0.037**	-0.041**	-0.038**	-0.011**	-0.041**	1	-0.024**	-0.050**	-0.035**	-0.023**	-0.032**	-0.018**	-0.037**
78	-0.009*	-0.017**	-0.019**	-0.018**	-0.005	-0.019**	-0.024**	1	-0.023**	-0.016**	-0.011**	-0.015**	-0.009*	-0.017**
79	-0.019**	-0.035**	-0.038**	-0.036**	-0.011**	-0.039**	-0.050**	-0.023**	1	-0.033**	-0.022**	-0.030**	-0.017**	-0.035**
80	-0.013**	-0.024**	-0.027**	-0.025**	-0.007	-0.027**	-0.035**	-0.016**	-0.033**	1	-0.015**	-0.021**	-0.012**	-0.024**
81	-0.009*	-0.016**	-0.018**	-0.017**	-0.005	-0.018**	-0.023**	-0.011**	-0.022**	-0.015**	1	-0.014**	-0.008*	-0.016**

Variables	71	72	73	74	75	76	77	78	79	80	81	82	83	84
82	-0.012**	-0.022**	-0.024**	-0.023**	-0.007	-0.025**	-0.032**	-0.015**	-0.030**	-0.021**	-0.014**	1	-0.011**	-0.022**
83	-0.007	-0.013**	-0.014**	-0.013**	-0.004	-0.014**	-0.018**	-0.009*	-0.017**	-0.012**	-0.008*	-0.011**	1	-0.013**
84	-0.014**	-0.025**	-0.028**	-0.027**	-0.008	-0.028**	-0.037**	-0.017**	-0.035**	-0.024**	-0.016**	-0.022**	-0.013**	1
85	-0.006	-0.011**	-0.012**	-0.011**	-0.003	-0.012**	-0.016**	-0.007	-0.015**	-0.010*	-0.007	-0.009*	-0.005	-0.011**
86	-0.026**	-0.047**	-0.052**	-0.049**	-0.014**	-0.053**	-0.068**	-0.031**	-0.065**	-0.045**	-0.030**	-0.041**	-0.024**	-0.047**
87	-0.009*	-0.016**	-0.018**	-0.017**	-0.005	-0.018**	-0.023**	-0.011**	-0.022**	-0.015**	-0.010*	-0.014**	-0.008*	-0.016**
88	-0.009*	-0.017**	-0.019**	-0.018**	-0.005	-0.019**	-0.025**	-0.011**	-0.023**	-0.016**	-0.011**	-0.015**	-0.009*	-0.017**
89	0.134**	0.021**	0.056**	0.060**	-0.025**	0.017**	-0.032**	-0.002	-0.009*	-0.079**	-0.052**	-0.045**	-0.042**	0.039**
90	-0.005	0.019**	0.053**	0.014**	-0.023**	0.018**	-0.012**	-0.010*	-0.012**	-0.072**	-0.047**	0.057**	-0.038**	0.069**
91	-0.039**	0.002	0.072**	-0.002	-0.022**	0.030**	-0.004	0.001	-0.014**	0.049**	-0.045**	0.116**	-0.036**	0.042**
92	-0.036**	0.020**	-0.054**	-0.008	0.116**	0.019**	-0.002	-0.009*	-0.012**	0.038**	-0.041**	-0.019**	-0.033**	-0.033**
93	-0.036**	-0.002	-0.073**	-0.044**	-0.020**	-0.016**	0.025**	0.012**	0.024**	0.040**	0.156**	-0.057**	-0.033**	-0.066**
94	-0.036**	-0.066**	-0.073**	-0.032**	-0.018**	-0.073**	0.031**	0.009*	0.026**	0.039**	0.044**	-0.057**	0.193**	-0.066**
95	-0.005	-0.002	-0.006	0.007	-0.003	0.049**	-0.011**	0.017**	-0.010*	-0.009*	-0.004	-0.004	0.004	0.000
96	-0.006	-0.003	0.007	-0.018**	-0.001	0.018**	-0.013**	0.000	-0.017**	-0.018**	-0.015**	0.003	-0.010*	-0.016**
97	-0.007	-0.007	-0.011**	-0.013**	-0.004	-0.004	-0.014**	0.013**	-0.016**	-0.013**	-0.007	0.005	-0.005	-0.020**
98	-0.001	0.000	-0.009*	-0.005	0.001	0.006	-0.014**	0.011**	0.000	-0.010**	-0.005	0.004	-0.006	-0.014**
99	0.002	0.004	-0.008*	0.000	-0.006	-0.001	-0.001	0.017**	-0.007	0.007	0.005	-0.006	-0.005	-0.008
100	0.004	0.025**	-0.019**	-0.003	-0.008*	0.014**	0.005	0.013**	-0.013**	-0.018**	-0.004	0.005	0.004	-0.014**
101	-0.006	0.005	-0.014**	-0.017**	-0.007	0.020**	-0.017**	0.021**	-0.025**	-0.025**	-0.013**	0.005	-0.008*	-0.030**
102	-0.005	-0.009*	-0.001	-0.011**	-0.003	0.019**	-0.015**	-0.007	-0.014**	-0.010*	-0.006	-0.009*	0.007	-0.010*
103	-0.007	-0.014**	0.046**	-0.014**	-0.004	0.041**	-0.021**	-0.009*	-0.019**	-0.014**	-0.009*	-0.013**	0.022**	-0.015**
104	-0.022**	-0.004	-0.034**	-0.027**	-0.002	-0.003	-0.025**	0.091**	-0.047**	-0.028**	-0.013**	0.051**	0.002	-0.040**
105	0.000	-0.003	0.010*	-0.007	-0.002	0.008*	-0.009*	-0.004	-0.009*	-0.006	-0.004	-0.005	0.037**	-0.006
106	0.002	0.001	-0.010**	0.008	0.004	-0.006	-0.001	0.005	-0.014**	-0.004	-0.004	0.014**	-0.004	0.007
107	-0.002	-0.019**	-0.024**	-0.004	-0.007	0.018**	-0.021**	0.014**	-0.027**	-0.017**	-0.010*	0.003	0.000	-0.016**
108	-0.021**	-0.012**	-0.032**	-0.026**	-0.004	0.009*	-0.032**	0.083**	-0.054**	-0.032**	-0.017**	0.044**	0.006	-0.041**

Variables	71	72	73	74	75	76	77	78	79	80	81	82	83	84
109	-0.017	-0.023*	-0.038**	-0.031**	-0.007	-0.035**	0.005	-0.005	-0.023*	0.054**	0.021*	0.023*	-0.005	-0.046**
110	0.010*	-0.022**	0.012**	-0.014**	0.005	0.003	-0.003	0.015**	-0.008	0.020**	-0.007	-0.028**	-0.005	-0.020**
111	0.011*	-0.023**	0.013**	-0.014**	0.006	0.002	-0.002	0.017**	-0.007	0.021**	-0.007	-0.028**	-0.004	-0.020**
112	0.008	0.009*	0.024**	-0.009*	0.041**	0.009*	-0.021**	-0.006	0.009*	-0.003	0.021**	0.001	0.047**	0.019**
113	0.014**	0.021**	-0.026**	-0.037**	0.018**	0.012**	-0.052**	-0.013**	-0.005	-0.007	0.017**	0.020**	-0.049**	0.016**
114	-0.028**	-0.004	0.007	0.025**	-0.024**	0.000	0.065**	0.000	-0.008*	0.001	-0.032**	-0.003	0.028**	-0.001
115	0.004	-0.026**	-0.001	0.022**	-0.032**	-0.020**	0.014**	0.018**	0.005	0.009*	-0.007	-0.017**	-0.018**	-0.032**
116	-0.098**	0.106**	0.113**	-0.296**	-0.047**	0.059**	0.463**	0.026**	-0.217**	-0.228**	-0.017**	-0.102**	0.133**	-0.094**
117	0.018**	0.056**	0.039**	-0.584**	0.057**	-0.058**	0.039**	-0.272**	0.039**	0.050**	0.096**	0.095**	0.064**	0.176**
118	0.074**	0.119**	0.080**	0.126**	-0.038**	0.165**	0.137**	0.131**	0.122**	0.113**	-0.006	-0.005	-0.065**	-0.030**
119	0.001	0.001	0.000	0.003	0.000	0.001	-0.001	0.006	0.003	0.002	0.001	0.003	0.001	0.001
120	-0.029**	0.008*	0.021**	-0.071**	-0.003	0.034**	0.056**	0.011**	-0.047**	-0.033**	-0.014**	-0.019**	-0.010**	-0.044**
121	0.074**	-0.037**	0.001	0.039**	0.022**	0.030**	-0.072**	0.099**	0.015**	0.000	-0.006	0.024**	0.081**	0.032**
122	-0.074**	-0.092**	-0.004	-0.008	-0.019**	-0.081**	0.031**	-0.164**	-0.201**	-0.139**	-0.059**	-0.075**	-0.038**	-0.040**
123	-0.105**	0.065**	-0.061**	-0.098**	-0.015**	-0.130**	0.209**	-0.205**	-0.149**	-0.040**	-0.336**	-0.085**	-0.056**	-0.050**
124	-0.122**	0.083**	-0.112**	0.007	-0.019**	-0.199**	0.151**	-0.158**	-0.015**	-0.060**	-0.350**	-0.022**	-0.073**	0.056**
125	0.005	-0.022**	0.098**	-0.270**	0.003	0.116**	0.199**	-0.172**	-0.353**	0.033**	-0.074**	-0.172**	0.022**	-0.259**
126	-0.064**	0.064**	-0.111**	0.041**	0.000	-0.138**	0.073**	-0.207**	-0.057**	0.028**	-0.333**	-0.031**	-0.060**	-0.011**
127	-0.120**	0.028**	0.067**	-0.298**	-0.035**	-0.039**	0.339**	-0.082**	-0.233**	-0.143**	-0.144**	-0.136**	-0.015**	-0.093**
128	-0.015**	-0.018**	-0.036**	-0.029**	-0.014**	0.049**	-0.085**	0.031**	-0.061**	-0.037**	-0.027**	0.006	0.014**	-0.055**
129	0.008	0.009*	0.003	0.007	0.000	0.000	-0.004	0.012**	0.006	0.006	0.005	0.006	0.003	0.002
130	0.090**	-0.057**	0.057**	0.028**	0.047**	0.014**	-0.073**	0.046**	0.005	-0.002	0.003	-0.014**	0.075**	0.061**
131	0.035**	-0.005	0.068**	-0.066**	0.008*	0.050**	0.062**	-0.042**	-0.086**	0.027**	0.011**	-0.037**	0.022**	-0.063**
132	-0.007	0.018**	-0.023**	-0.091**	0.004	-0.097**	-0.022**	-0.058**	-0.119**	0.040**	0.004	-0.076**	-0.013**	-0.087**
133	-0.001	-0.043**	-0.105**	-0.048**	0.006	0.015**	0.013**	0.033**	-0.046**	0.118**	0.078**	0.034**	0.062**	-0.021**
134	0.138**	-0.072**	0.122**	0.044**	0.045**	0.094**	-0.078**	0.107**	0.044**	0.051**	0.052**	0.027**	0.076**	0.091**
135	-0.008*	-0.002	-0.006	-0.011**	-0.004	0.004	-0.021**	-0.010*	-0.018**	-0.014**	-0.009*	0.011**	0.004	-0.011**

Variables	71	72	73	74	75	76	77	78	79	80	81	82	83	84
136	-0.012**	0.026**	-0.017**	0.006	-0.003	-0.024**	0.002	-0.003	-0.011**	0.007	0.004	-0.010*	-0.003	-0.006
137	-0.008	-0.023**	0.054**	-0.001	-0.011**	0.005	0.013**	-0.011**	0.025**	-0.013**	0.007	0.005	-0.001	-0.007

* P < 0.05; ** P < 0.01

Variables	85	86	87	88	89	90	91	92	93	94	95	96	97	98
1	-0.019**	-0.067**	-0.010*	-0.010**	-0.009*	-0.006	0.003	-0.004	0.005	0.012**	0.002	0.017**	0.003	0.009*
2	0.002	-0.062**	0.007	0.009*	0.013**	0.016**	-0.008*	-0.005	-0.004	-0.016**	0.020**	0.032**	0.017**	0.031**
3	-0.013**	0.082**	-0.211**	-0.234**	-0.028**	-0.008	0.037**	0.062**	0.009*	-0.068**	0.001	0.023**	0.019**	0.020**
4	-0.053**	0.188**	-0.088**	-0.078**	-0.021**	-0.031**	-0.021**	0.023**	0.032**	0.024**	0.002	0.029**	0.000	0.027**
5	-0.037**	0.077**	-0.055**	-0.049**	-0.055**	-0.040**	-0.006	0.032**	0.044**	0.036**	-0.005	0.004	-0.007	0.005
6	-0.071**	0.340**	-0.102**	-0.097**	-0.077**	-0.027**	0.010*	0.036**	0.044**	0.028**	0.001	0.028**	0.015**	0.015**
7	0.034**	0.098**	0.008*	-0.046**	-0.010**	0.003	0.005	0.014**	-0.003	-0.008	0.004	0.004	-0.012**	0.014**
8	-0.021**	0.052**	-0.014**	-0.001	-0.009*	-0.005	-0.005	-0.007	0.012**	0.017**	0.001	0.006	0.017**	-0.006
9	0.004	-0.010*	0.069**	0.066**	0.028**	0.025**	0.007	-0.024**	-0.031**	-0.013**	-0.001	-0.017**	-0.012**	-0.012**
10	0.045**	0.077**	0.017**	-0.019**	0.009*	0.008*	0.010*	-0.010*	-0.008*	-0.012**	-0.004	-0.002	-0.008	0.017**
11	-0.005	-0.020**	-0.018**	0.043**	-0.013**	0.005	-0.007	0.002	0.011**	0.003	0.002	0.002	0.007	0.002
12	-0.015**	-0.084**	0.035**	-0.014**	0.009*	0.016**	0.010*	-0.011**	-0.019**	-0.008*	-0.008*	-0.006	-0.001	-0.008
13	-0.010*	0.062**	-0.008	0.058**	-0.004	0.004	-0.001	0.016**	0.001	-0.017**	0.018**	0.001	0.010*	0.006
14	0.104**	-0.002	-0.001	-0.001	0.013**	-0.003	-0.003	-0.003	-0.003	-0.003	0.000	-0.001	-0.001	-0.001
15	-0.014**	0.052**	0.027**	0.052**	0.017**	0.015**	-0.004	-0.025**	-0.009*	0.002	0.010*	0.002	0.002	-0.006
16	-0.006	-0.026**	-0.009*	-0.009*	-0.030**	-0.013**	0.003	0.040**	0.012**	-0.007	0.020**	-0.011**	-0.002	0.000
17	-0.005	0.012**	0.029**	0.044**	-0.016**	-0.003	0.001	0.011**	0.011**	-0.001	0.000	-0.008	0.001	-0.009*
18	-0.008	-0.034**	-0.011**	-0.012**	0.003	0.015**	0.015**	-0.018**	-0.024**	0.005	-0.002	0.009*	0.006	-0.007
19	-0.006	-0.028**	-0.010*	-0.010*	-0.008*	0.011**	0.010*	-0.007	-0.004	-0.001	0.000	-0.006	0.004	0.008*
20	0.021**	0.108**	0.009*	-0.003	0.008*	0.012**	0.006	-0.010**	-0.010*	-0.009*	-0.009*	0.007	-0.001	0.012**
21	-0.006	-0.028**	-0.010*	-0.010*	0.009*	0.008*	-0.013**	-0.001	0.000	-0.005	0.004	-0.007	-0.006	0.000
22	-0.018**	0.090**	-0.014**	-0.029**	-0.031**	-0.007	0.000	0.006	0.013**	0.024**	-0.005	0.002	0.000	-0.005
23	-0.001	-0.003	-0.001	-0.001	-0.005	-0.005	-0.005	0.026**	-0.004	-0.004	-0.001	0.002	0.007	-0.002
24	0.005	-0.018**	-0.019**	-0.007	-0.020**	-0.015**	0.005	0.020**	0.019**	-0.005	0.010*	-0.005	0.007	0.005
25	0.007	-0.093**	0.004	0.014**	0.004	0.001	-0.002	0.000	-0.003	-0.002	-0.004	-0.005	-0.006	-0.004
26	-0.001	-0.003	-0.001	-0.001	0.003	0.012**	-0.004	-0.004	-0.004	-0.004	-0.001	-0.002	-0.002	-0.002
27	0.028**	-0.002	0.035**	-0.019**	0.004	0.007	0.012**	-0.013**	-0.014**	0.002	0.002	-0.002	-0.004	-0.012**

Variables	85	86	87	88	89	90	91	92	93	94	95	96	97	98
28	-0.005	-0.022**	-0.008	-0.008*	0.000	0.002	0.000	0.010*	0.007	-0.019**	-0.004	-0.004	0.011**	-0.004
29	-0.017**	0.182**	-0.030**	0.049**	0.014**	-0.003	-0.002	-0.002	0.000	-0.009*	-0.007	-0.003	-0.016**	0.000
30	-0.005	-0.055**	0.004	-0.008	0.002	-0.001	-0.004	0.003	0.007	-0.008	0.001	-0.006	0.001	-0.006
31	0.008*	-0.094**	-0.005	0.011**	0.004	-0.019**	-0.002	-0.003	0.008*	0.013**	-0.005	-0.002	0.011**	0.000
32	-0.007	0.033**	-0.011**	-0.012**	-0.003	-0.004	-0.013**	-0.001	0.012**	0.011**	0.000	0.025**	-0.003	0.006
33	-0.009*	-0.040**	0.136**	-0.015**	-0.011**	-0.003	0.014**	-0.002	0.000	0.003	-0.001	-0.011**	0.001	-0.006
34	-0.019**	-0.025**	0.004	0.000	0.009*	0.027**	0.001	-0.013**	-0.013**	-0.016**	0.016**	0.003	0.004	0.004
35	0.010*	-0.115**	-0.015**	-0.021**	0.002	-0.002	-0.007	0.008	-0.013**	0.013**	0.003	0.008*	0.008*	0.000
36	-0.020**	0.045**	-0.006	0.015**	-0.007	-0.003	0.026**	-0.005	-0.013**	0.003	-0.007	-0.007	0.027**	0.007
37	-0.025**	0.030**	-0.022**	-0.024**	-0.027**	0.013**	-0.019**	0.013**	0.020**	0.004	0.000	-0.001	0.027**	0.055**
38	-0.006	-0.022**	-0.009*	0.004	-0.014**	0.016**	-0.029**	0.015**	-0.013**	0.029**	-0.005	0.007	-0.003	-0.001
39	-0.017**	0.023**	0.013**	-0.005	-0.067**	0.011**	-0.015**	0.037**	0.036**	0.008*	0.049**	-0.010*	0.034**	-0.012**
40	-0.006	0.010*	-0.008*	-0.009*	0.008*	0.033**	-0.013**	-0.020**	0.006	-0.017**	-0.002	-0.008	-0.011**	-0.008
41	-0.005	-0.001	0.020**	-0.008	0.045**	-0.032**	-0.009*	-0.013**	-0.027**	0.033**	-0.004	0.002	-0.007	-0.001
42	-0.016**	0.027**	0.012**	-0.025**	-0.031**	-0.016**	0.074**	-0.014**	0.037**	-0.048**	-0.011**	-0.018**	0.002	-0.002
43	0.036**	-0.066**	0.009*	-0.012**	0.008*	0.008	0.017**	0.008*	0.002	-0.047**	-0.010*	0.003	0.020**	0.002
44	0.097**	-0.021**	0.003	0.042**	0.096**	-0.030**	-0.034**	-0.018**	-0.037**	0.014**	-0.013**	-0.022**	-0.034**	-0.021**
45	-0.003	0.001	-0.005	-0.005	-0.004	-0.011**	-0.012**	0.014**	0.014**	0.002	-0.003	-0.003	0.002	-0.004
46	-0.003	-0.012**	-0.004	-0.005	0.003	-0.002	0.025**	-0.009*	-0.005	-0.013**	-0.002	-0.007	-0.006	-0.005
47	-0.014**	0.038**	-0.022**	-0.013**	-0.021**	-0.004	-0.001	0.002	0.045**	-0.017**	-0.004	0.129**	-0.002	0.001
48	-0.004	-0.017**	-0.006	-0.006	-0.022**	0.027**	-0.014**	0.008	0.010*	-0.007	-0.003	-0.003	-0.009*	0.005
49	-0.001	-0.026**	0.004	0.003	0.023**	-0.011**	-0.040**	-0.005	0.030**	0.003	-0.006	-0.011**	-0.009*	0.001
50	-0.010*	-0.003	-0.009*	0.001	-0.029**	0.085**	-0.032**	-0.023**	-0.024**	0.021**	-0.007	-0.009*	-0.017**	-0.005
51	-0.007	-0.029**	0.015**	0.010*	-0.039**	0.002	0.032**	-0.009*	-0.040**	0.058**	0.077**	0.002	0.007	0.013**
52	-0.005	0.011**	0.005	0.020**	0.024**	0.010*	0.013**	-0.003	-0.022**	-0.028**	-0.009*	-0.005	-0.025**	-0.021**
53	-0.005	-0.029**	0.050**	0.049**	0.001	0.026**	-0.009*	-0.005	-0.020**	0.005	-0.008*	-0.018**	-0.043**	-0.035**
54	-0.009*	0.033**	-0.012**	-0.013**	0.018**	0.016**	-0.013**	-0.002	-0.013**	-0.009*	-0.005	-0.006	-0.007	-0.003

Variables	85	86	87	88	89	90	91	92	93	94	95	96	97	98
55	-0.012**	-0.014**	0.003	-0.010*	-0.005	-0.015**	-0.015**	0.035**	-0.005	0.008*	-0.008*	-0.013**	0.002	0.003
56	-0.010*	0.014**	-0.015**	-0.013**	-0.024**	-0.021**	0.020**	-0.001	0.018**	0.011**	0.008*	0.017**	0.007	0.013**
57	-0.010*	-0.034**	-0.016**	-0.006	0.044**	-0.048**	0.053**	0.025**	-0.042**	-0.037**	0.002	-0.007	-0.015**	0.002
58	0.018**	-0.024**	-0.018**	-0.015**	0.057**	-0.004	-0.029**	-0.025**	-0.009*	0.003	-0.013**	-0.010*	-0.002	0.004
59	0.000	0.036**	-0.009*	-0.006	-0.032**	-0.005	-0.007	-0.008	0.026**	0.030**	0.028**	0.007	0.001	0.014**
60	-0.012**	0.023**	-0.012**	-0.019**	-0.032**	-0.042**	0.007	-0.011**	0.009*	0.077**	0.000	0.001	0.034**	-0.005
61	-0.010**	-0.045**	-0.015**	-0.016**	0.029**	0.014**	0.010**	0.006	-0.002	-0.063**	-0.007	0.008*	0.000	0.006
62	-0.016**	-0.072**	-0.025**	-0.026**	-0.007	-0.009*	-0.013**	0.028**	0.008	-0.004	0.000	0.027**	0.050**	0.026**
63	-0.019**	-0.083**	-0.028**	-0.030**	0.001	-0.037**	-0.018**	0.005	0.027**	0.027**	-0.003	0.019**	-0.008*	-0.015**
64	-0.015**	-0.066**	-0.023**	-0.024**	0.014**	-0.023**	-0.019**	0.018**	0.012**	0.000	-0.006	0.006	-0.006	0.006
65	-0.018**	-0.081**	-0.027**	-0.029**	-0.007	0.016**	-0.025**	-0.004	0.022**	-0.002	0.017**	-0.004	0.007	0.001
66	-0.017**	-0.077**	-0.026**	-0.028**	-0.034**	-0.012**	-0.007	0.009*	0.038**	0.013**	-0.014**	-0.022**	-0.010*	-0.002
67	-0.025**	-0.109**	-0.037**	-0.040**	-0.069**	-0.014**	0.013**	0.040**	0.025**	0.017**	-0.001	-0.012**	0.025**	0.001
68	-0.014**	-0.063**	-0.021**	-0.023**	-0.030**	-0.030**	-0.024**	0.023**	0.048**	0.022**	0.014**	-0.020**	-0.013**	-0.008
69	-0.014**	-0.062**	-0.021**	-0.022**	0.024**	-0.006	0.009*	-0.018**	-0.016**	0.001	0.007	-0.006	-0.022**	-0.001
70	-0.015**	-0.067**	-0.023**	-0.024**	-0.032**	-0.003	-0.002	0.010*	-0.059**	0.091**	-0.011**	-0.007	0.033**	-0.008*
71	-0.006	-0.026**	-0.009*	-0.009*	0.134**	-0.005	-0.039**	-0.036**	-0.036**	-0.036**	-0.005	-0.006	-0.007	-0.001
72	-0.011**	-0.047**	-0.016**	-0.017**	0.021**	0.019**	0.002	0.020**	-0.002	-0.066**	-0.002	-0.003	-0.007	0.000
73	-0.012**	-0.052**	-0.018**	-0.019**	0.056**	0.053**	0.072**	-0.054**	-0.073**	-0.073**	-0.006	0.007	-0.011**	-0.009*
74	-0.011**	-0.049**	-0.017**	-0.018**	0.060**	0.014**	-0.002	-0.008	-0.044**	-0.032**	0.007	-0.018**	-0.013**	-0.005
75	-0.003	-0.014**	-0.005	-0.005	-0.025**	-0.023**	-0.022**	0.116**	-0.020**	-0.018**	-0.003	-0.001	-0.004	0.001
76	-0.012**	-0.053**	-0.018**	-0.019**	0.017**	0.018**	0.030**	0.019**	-0.016**	-0.073**	0.049**	0.018**	-0.004	0.006
77	-0.016**	-0.068**	-0.023**	-0.025**	-0.032**	-0.012**	-0.004	-0.002	0.025**	0.031**	-0.011**	-0.013**	-0.014**	-0.014**
78	-0.007	-0.031**	-0.011**	-0.011**	-0.002	-0.010*	0.001	-0.009*	0.012**	0.009*	0.017**	0.000	0.013**	0.011**
79	-0.015**	-0.065**	-0.022**	-0.023**	-0.009*	-0.012**	-0.014**	-0.012**	0.024**	0.026**	-0.010*	-0.017**	-0.016**	0.000
80	-0.010*	-0.045**	-0.015**	-0.016**	-0.079**	-0.072**	0.049**	0.038**	0.040**	0.039**	-0.009*	-0.018**	-0.013**	-0.010**
81	-0.007	-0.030**	-0.010*	-0.011**	-0.052**	-0.047**	-0.045**	-0.041**	0.156**	0.044**	-0.004	-0.015**	-0.007	-0.005

Variables	85	86	87	88	89	90	91	92	93	94	95	96	97	98
82	-0.009*	-0.041**	-0.014**	-0.015**	-0.045**	0.057**	0.116**	-0.019**	-0.057**	-0.057**	-0.004	0.003	0.005	0.004
83	-0.005	-0.024**	-0.008*	-0.009*	-0.042**	-0.038**	-0.036**	-0.033**	-0.033**	0.193**	0.004	-0.010*	-0.005	-0.006
84	-0.011**	-0.047**	-0.016**	-0.017**	0.039**	0.069**	0.042**	-0.033**	-0.066**	-0.066**	0.000	-0.016**	-0.020**	-0.014**
85	1	-0.020**	-0.007	-0.007	0.130**	-0.032**	-0.031**	-0.028**	-0.028**	-0.028**	0.001	-0.009*	0.001	0.001
86	-0.020**	1	-0.030**	-0.032**	0.005	0.009*	-0.009*	-0.018**	-0.010**	0.022**	-0.005	0.071**	0.012**	0.032**
87	-0.007	-0.030**	1	-0.011**	0.076**	0.079**	-0.046**	-0.041**	-0.042**	-0.042**	-0.006	-0.008	-0.013**	-0.008*
88	-0.007	-0.032**	-0.011**	1	0.092**	0.071**	-0.049**	-0.044**	-0.044**	-0.044**	-0.006	-0.013**	-0.010*	-0.009*
89	0.130**	0.005	0.076**	0.092**	1	-0.244**	-0.235**	-0.213**	-0.213**	-0.215**	-0.025**	-0.003	-0.025**	0.002
90	-0.032**	0.009*	0.079**	0.071**	-0.244**	1	-0.214**	-0.193**	-0.194**	-0.195**	-0.013**	0.016**	-0.011**	-0.007
91	-0.031**	-0.009*	-0.046**	-0.049**	-0.235**	-0.214**	1	-0.186**	-0.187**	-0.188**	0.011**	-0.013**	0.009*	-0.005
92	-0.028**	-0.018**	-0.041**	-0.044**	-0.213**	-0.193**	-0.186**	1	-0.169**	-0.170**	0.019**	0.006	0.019**	0.004
93	-0.028**	-0.010**	-0.042**	-0.044**	-0.213**	-0.194**	-0.187**	-0.169**	1	-0.171**	0.015**	-0.003	0.002	0.004
94	-0.028**	0.022**	-0.042**	-0.044**	-0.215**	-0.195**	-0.188**	-0.170**	-0.171**	1	-0.001	-0.003	0.010**	0.004
95	0.001	-0.005	-0.006	-0.006	-0.025**	-0.013**	0.011**	0.019**	0.015**	-0.001	1	0.018**	0.021**	0.035**
96	-0.009*	0.071**	-0.008	-0.013**	-0.003	0.016**	-0.013**	0.006	-0.003	-0.003	0.018**	1	0.050**	0.106**
97	0.001	0.012**	-0.013**	-0.010*	-0.025**	-0.011**	0.009*	0.019**	0.002	0.010**	0.021**	0.050**	1	0.053**
98	0.001	0.032**	-0.008*	-0.009*	0.002	-0.007	-0.005	0.004	0.004	0.004	0.035**	0.106**	0.053**	1
99	-0.002	0.011**	-0.007	-0.008	0.007	-0.004	0.000	0.000	-0.002	-0.002	0.008	0.032**	0.025**	0.029**
100	-0.010*	0.010*	-0.012**	-0.012**	-0.010*	-0.011**	0.000	-0.006	0.000	0.030**	0.021**	0.051**	0.094**	0.070**
101	-0.008	0.057**	-0.020**	-0.021**	-0.019**	-0.006	-0.002	0.014**	0.002	0.015**	0.165**	0.604**	0.583**	0.402**
102	-0.004	-0.013**	-0.006	-0.007	-0.016**	-0.004	0.002	0.007	0.007	0.006	0.013**	0.031**	0.041**	0.023**
103	-0.006	-0.022**	-0.009*	-0.010*	-0.006	-0.005	0.007	-0.003	-0.003	0.012**	0.006	0.047**	0.034**	0.029**
104	-0.007	0.217**	0.003	-0.025**	-0.009*	-0.004	-0.004	-0.007	-0.004	0.030**	0.025**	0.115**	0.092**	0.146**
105	-0.003	0.000	-0.004	-0.004	-0.004	-0.002	-0.004	-0.005	-0.002	0.018**	0.001	0.018**	0.042**	0.029**
106	-0.002	0.003	0.013**	-0.005	0.009*	0.000	0.003	-0.005	-0.007	-0.001	-0.001	0.032**	0.020**	0.029**
107	-0.002	0.002	-0.007	-0.013**	-0.009*	0.007	-0.010*	0.004	0.001	0.008*	0.030**	0.059**	0.065**	0.077**
108	-0.008	0.186**	0.000	-0.028**	-0.011**	-0.003	-0.006	-0.005	-0.004	0.031**	0.033**	0.130**	0.111**	0.160**

Variables	85	86	87	88	89	90	91	92	93	94	95	96	97	98
109	-0.023*	0.000	-0.026**	-0.018	-0.010	-0.012	0.009	0.011	0.016	-0.012	0.012	0.043**	0.054**	0.040**
110	-0.011*	-0.044**	-0.013**	-0.007	0.014**	-0.002	0.003	0.000	0.006	-0.022**	0.002	0.009*	0.026**	0.013**
111	-0.011*	-0.045**	-0.013**	-0.007	0.013**	-0.002	0.004	-0.001	0.005	-0.022**	0.003	0.008	0.027**	0.013**
112	0.090**	-0.006	0.015**	0.020**	0.021**	0.011**	-0.017**	-0.035**	0.025**	-0.007	-0.006	-0.010*	-0.021**	-0.012**
113	-0.005	0.016**	0.000	0.005	-0.001	-0.018**	-0.003	0.032**	0.013**	-0.022**	0.002	-0.001	0.013**	0.006
114	-0.033**	-0.017**	-0.046**	-0.014**	-0.018**	-0.006	0.029**	0.001	-0.024**	0.021**	0.002	0.002	-0.002	-0.001
115	-0.045**	0.005	0.027**	-0.010*	-0.001	0.014**	-0.007	-0.002	-0.014**	0.010*	0.001	0.007	0.006	0.005
116	-0.096**	0.044**	-0.092**	-0.049**	-0.044**	-0.025**	-0.009*	-0.008*	0.028**	0.067**	0.008	0.021**	0.016**	0.001
117	0.004	-0.324**	0.091**	-0.060**	-0.030**	0.002	0.038**	0.008*	0.064**	-0.080**	-0.007	-0.010*	-0.018**	-0.013**
118	0.059**	0.007	-0.019**	0.017**	0.073**	0.011**	-0.017**	0.038**	-0.030**	-0.085**	0.000	-0.001	0.025**	0.000
119	0.000	-0.001	0.002	0.001	0.000	0.000	0.000	0.001	0.000	-0.001	-0.002	-0.020**	-0.031**	-0.026**
120	-0.018**	-0.066**	-0.010*	-0.010**	-0.009*	-0.006	0.003	-0.004	0.006	0.012**	0.004	0.002	0.006	0.005
121	0.026**	0.097**	-0.012**	0.016**	-0.001	-0.008*	-0.012**	0.005	0.006	0.011**	0.009*	0.009*	-0.008*	0.003
122	-0.025**	0.096**	-0.093**	-0.074**	0.078**	-0.022**	-0.046**	-0.057**	0.000	0.039**	-0.004	0.006	0.021**	0.008
123	-0.048**	-0.072**	0.002	-0.073**	0.049**	0.012**	0.020**	-0.027**	-0.053**	-0.011**	-0.006	-0.007	0.014**	-0.004
124	-0.006	-0.046**	0.074**	-0.007	0.072**	0.031**	0.033**	-0.059**	-0.082**	-0.012**	-0.012**	-0.016**	0.012**	-0.009*
125	-0.109**	-0.082**	-0.164**	-0.174**	-0.038**	-0.040**	-0.024**	0.063**	0.051**	-0.001	0.013**	0.017**	0.008*	0.009*
126	-0.020**	-0.061**	0.027**	-0.052**	0.055**	0.030**	0.021**	-0.017**	-0.073**	-0.029**	-0.007	-0.015**	0.010**	-0.005
127	-0.071**	-0.050**	-0.046**	-0.069**	0.008*	-0.028**	0.006	-0.030**	0.016**	0.030**	0.000	0.010*	0.012**	-0.001
128	-0.017**	0.076**	-0.026**	-0.037**	-0.023**	-0.011**	-0.010*	0.009*	-0.001	0.042**	0.086**	0.240**	0.256**	0.268**
129	-0.002	-0.004	0.002	0.000	-0.004	0.001	0.002	0.007	0.000	-0.005	-0.004	-0.003	-0.008*	-0.010*
130	0.045**	0.165**	-0.021**	0.032**	0.001	-0.004	0.017**	0.000	-0.008*	-0.007	0.000	0.005	-0.006	-0.003
131	-0.027**	-0.029**	-0.040**	-0.042**	0.001	-0.002	-0.004	0.003	0.015**	-0.012**	0.007	-0.003	-0.005	-0.002
132	-0.037**	0.087**	-0.055**	-0.059**	-0.055**	-0.045**	-0.008	0.032**	0.048**	0.041**	-0.002	0.012**	0.000	0.007
133	-0.017**	-0.039**	-0.006	0.008*	-0.065**	-0.030**	-0.002	0.007	0.037**	0.065**	0.004	-0.006	0.012**	0.002
134	0.104**	0.068**	0.008*	0.072**	0.036**	0.014**	0.017**	-0.020**	-0.034**	-0.021**	0.009*	-0.001	0.001	0.008*
135	-0.006	0.009*	-0.009*	-0.010*	-0.032**	-0.007	0.003	0.006	0.014**	0.022**	0.008*	0.002	0.005	0.010**

Variables	85	86	87	88	89	90	91	92	93	94	95	96	97	98
136	-0.004	-0.013**	0.021**	0.025**	0.014**	-0.003	-0.009*	-0.004	-0.001	0.002	-0.006	-0.002	0.003	-0.006
137	-0.016**	0.049**	-0.017**	-0.010*	-0.017**	-0.008*	0.004	0.004	0.006	0.016**	0.001	0.007	0.025**	0.007

* P < 0.05; ** P < 0.01

Variables	99	100	101	102	103	104	105	106	107	108	109	110	111	112
1	0.009*	0.014**	0.021**	-0.002	0.000	0.005	0.003	0.009*	-0.015**	0.000	0.037**	0.010*	0.010*	-0.014**
2	0.006	0.000	0.038**	0.008	-0.015**	-0.104**	-0.014**	0.003	0.030**	-0.083**	.	.	.	-0.012**
3	0.002	0.010*	0.031**	0.019**	0.021**	0.000	0.002	-0.005	0.001	0.004	-0.015	0.009*	0.008	-0.031**
4	0.003	-0.003	0.023**	0.007	-0.004	0.030**	-0.010*	0.002	0.017**	0.031**	0.074**	0.013**	0.013**	-0.012**
5	-0.002	0.004	0.000	0.025**	0.010*	0.010*	0.011**	-0.009*	0.022**	0.018**	0.039**	-0.003	-0.005	0.005
6	0.008	0.010*	0.032**	0.056**	0.045**	0.067**	0.021**	-0.010*	0.026**	0.075**	0.073**	-0.012**	-0.013**	-0.018**
7	0.009*	-0.008*	0.000	-0.010*	-0.003	0.033**	-0.003	-0.002	0.019**	0.033**	-0.023*	-0.015**	-0.014**	0.009*
8	-0.004	0.008*	0.012**	-0.006	-0.010*	0.000	-0.011**	-0.005	-0.001	-0.003	0.044**	0.010*	0.009*	-0.018**
9	-0.008*	-0.014**	-0.026**	-0.009*	-0.016**	-0.013**	0.002	0.011**	-0.024**	-0.020**	-0.025**	-0.005	-0.005	0.010*
10	0.010*	0.001	0.003	0.006	0.000	0.009*	0.002	-0.007	-0.005	0.006	-0.007	0.005	0.006	0.018**
11	0.004	-0.008	0.004	-0.010*	-0.015**	0.004	-0.007	0.005	0.014**	0.005	0.015	0.000	0.000	0.012**
12	0.004	-0.001	-0.006	-0.002	-0.010*	-0.015**	-0.002	-0.001	-0.009*	-0.017**	-0.017	0.002	0.001	-0.002
13	0.003	-0.012**	0.006	-0.011**	-0.012**	0.007	-0.005	0.013**	0.002	0.006	0.018	-0.007	-0.007	-0.004
14	-0.001	-0.001	-0.002	0.000	-0.001	-0.002	0.000	-0.001	-0.002	-0.003	.	-0.002	-0.002	0.008*
15	-0.006	-0.004	-0.001	-0.010*	-0.002	0.008*	-0.006	0.014**	-0.007	0.005	-0.016	-0.006	-0.006	-0.010*
16	0.003	0.005	-0.002	0.006	0.016**	-0.007	0.007	-0.003	0.001	-0.003	-0.026**	0.007	0.006	0.003
17	-0.006	-0.002	-0.009*	0.008	-0.006	0.001	0.005	-0.008*	-0.003	-0.001	0.032**	-0.023**	-0.024**	-0.006
18	-0.001	-0.004	0.004	0.001	0.015**	-0.014**	0.009*	0.005	0.008	-0.007	-0.039**	-0.011*	-0.011*	0.025**
19	0.002	0.009*	0.005	0.018**	-0.001	-0.004	0.009*	-0.003	-0.002	-0.003	-0.011	0.005	0.006	0.002
20	0.012**	-0.003	0.008	0.002	-0.008*	0.001	-0.004	-0.006	-0.015**	-0.005	-0.038**	-0.011*	-0.009*	0.001
21	0.015**	-0.008	-0.005	-0.006	-0.009*	0.034**	-0.004	-0.004	-0.006	0.026**	-0.012	0.021**	0.021**	0.019**
22	0.007	0.002	0.001	-0.006	-0.008	0.004	-0.005	-0.005	-0.015**	-0.003	-0.015	0.015**	0.014**	-0.012**
23	-0.001	-0.002	0.003	-0.001	-0.001	-0.002	0.000	-0.001	0.006	0.000	.	-0.003	-0.003	0.010*
24	-0.004	0.001	0.003	0.010*	-0.003	-0.018**	-0.005	-0.003	0.003	-0.015**	0.045**	-0.011*	-0.011*	-0.011**
25	-0.009*	0.001	-0.009*	0.018**	0.020**	-0.005	0.014**	0.009*	0.025**	0.008*	0.010	0.017**	0.015**	-0.003
26	-0.001	-0.002	-0.003	-0.001	-0.001	-0.003	0.000	-0.001	-0.002	-0.004	0.006	.	.	0.011**
27	-0.002	0.002	-0.006	-0.007	-0.003	0.010*	0.003	0.004	-0.002	0.008	-0.025**	-0.016**	-0.016**	0.005

Variables	99	100	101	102	103	104	105	106	107	108	109	110	111	112
28	0.002	0.003	0.003	-0.005	-0.007	-0.008*	-0.003	0.004	0.002	-0.007	0.011	0.017**	0.015**	0.012**
29	-0.005	-0.003	-0.013**	0.013**	0.016**	0.036**	0.005	-0.017**	-0.023**	0.026**	-0.025**	-0.025**	-0.024**	0.009*
30	-0.004	0.005	-0.004	-0.011**	-0.015**	-0.028**	-0.007	0.001	-0.006	-0.029**	.	0.000	0.000	-0.001
31	0.001	-0.006	0.002	-0.004	0.001	-0.010**	0.006	0.007	0.020**	-0.002	0.011	0.001	0.003	0.004
32	-0.004	0.010*	0.016**	-0.007	-0.007	0.021**	0.001	-0.002	-0.001	0.017**	.	-0.004	-0.004	-0.008
33	-0.003	-0.004	-0.010*	-0.006	-0.004	-0.003	-0.003	0.002	-0.010**	-0.006	-0.022*	-0.012**	-0.012**	0.007
34	-0.001	-0.005	0.005	-0.007	-0.003	0.013**	-0.001	0.014**	0.003	0.012**	0.027**	0.002	0.001	-0.001
35	0.003	0.009*	0.013**	-0.013**	-0.003	-0.030**	-0.008	0.002	0.015**	-0.024**	-0.009	0.025**	0.026**	-0.002
36	-0.011**	0.038**	0.022**	-0.003	-0.005	0.028**	0.002	-0.012**	0.006	0.025**	0.034**	0.037**	0.036**	-0.108**
37	-0.004	0.040**	0.042**	0.021**	0.018**	0.084**	0.015**	-0.007	0.080**	0.100**	0.006	0.009	0.008	-0.155**
38	-0.006	-0.001	0.000	0.007	0.000	-0.012**	-0.004	-0.006	-0.006	-0.013**	0.012	0.005	0.006	0.027**
39	0.000	-0.010*	0.011**	-0.003	-0.004	0.002	-0.006	-0.007	-0.017**	-0.005	0.018	0.018**	0.018**	0.000
40	0.019**	0.013**	-0.002	0.013**	0.003	0.002	0.004	-0.002	-0.006	0.001	0.026**	0.012**	0.011*	0.002
41	0.043**	0.003	0.009*	0.003	0.008*	0.003	0.001	0.017**	0.005	0.007	-0.005	-0.015**	-0.015**	-0.017**
42	-0.001	-0.020**	-0.018**	-0.002	0.004	0.027**	-0.006	-0.003	0.016**	0.028**	0.001	0.009*	0.011*	-0.042**
43	-0.022**	-0.020**	-0.002	0.012**	0.022**	-0.043**	0.002	-0.012**	-0.025**	-0.042**	0.021*	0.030**	0.030**	0.043**
44	-0.012**	-0.035**	-0.052**	-0.003	-0.002	0.020**	-0.003	0.016**	-0.013**	0.014**	-0.056**	-0.049**	-0.050**	0.142**
45	-0.006	-0.002	-0.004	0.005	-0.004	-0.005	-0.002	0.002	-0.005	-0.006	0.007	0.001	-0.001	0.029**
46	0.004	-0.003	-0.008*	0.010*	0.015**	-0.001	-0.002	-0.001	0.002	0.002	-0.008	-0.002	-0.002	0.007
47	0.046**	0.005	0.079**	0.001	-0.003	0.015**	-0.001	0.002	-0.002	0.013**	0.018	-0.004	-0.004	0.025**
48	0.007	-0.009*	-0.007	0.000	-0.003	0.002	0.003	0.000	-0.007	0.000	0.001	0.000	-0.003	-0.010*
49	0.005	-0.006	-0.012**	0.001	0.001	-0.016**	0.003	-0.008	-0.004	-0.016**	-0.009	0.007	0.007	-0.017**
50	0.004	-0.006	-0.016**	-0.001	0.006	0.005	0.006	0.031**	0.018**	0.014**	-0.013	-0.023**	-0.024**	0.067**
51	-0.009*	0.021**	0.023**	0.002	0.017**	0.025**	0.029**	0.034**	0.012**	0.032**	-0.004	-0.021**	-0.021**	-0.020**
52	0.001	-0.024**	-0.031**	-0.012**	-0.014**	-0.033**	0.006	-0.012**	-0.022**	-0.039**	-0.016	-0.013**	-0.013**	0.020**
53	0.000	-0.011**	-0.046**	-0.019**	-0.029**	-0.075**	-0.012**	-0.007	-0.036**	-0.082**	-0.042**	-0.021**	-0.021**	0.035**
54	0.005	-0.006	-0.009*	-0.002	-0.001	-0.014**	-0.006	-0.004	-0.009*	-0.016**	-0.006	-0.001	-0.001	0.011**

Variables	99	100	101	102	103	104	105	106	107	108	109	110	111	112
55	-0.009*	0.001	-0.008*	0.002	0.005	-0.015**	-0.002	0.006	-0.013**	-0.016**	0.003	0.006	0.006	0.014**
56	-0.009*	-0.009*	0.011**	0.007	-0.005	0.011**	-0.006	0.005	0.003	0.010**	0.002	0.019**	0.021**	-0.007
57	0.010**	0.014**	-0.002	0.001	0.004	0.024**	0.001	0.016**	0.023**	0.030**	0.011	-0.016**	-0.017**	0.084**
58	0.009*	0.004	-0.003	-0.012**	-0.011**	-0.020**	-0.004	-0.005	-0.008*	-0.023**	0.011	-0.002	-0.001	-0.034**
59	-0.009*	0.003	0.010**	0.003	0.007	-0.002	-0.001	-0.001	-0.012**	-0.005	0.015	0.006	0.005	-0.002
60	-0.006	0.015**	0.020**	-0.003	0.000	-0.006	0.000	0.010*	0.008*	-0.002	-0.020*	-0.007	-0.006	0.013**
61	0.002	0.003	0.007	-0.006	-0.003	0.021**	0.004	-0.002	0.013**	0.022**	0.048**	0.011*	0.008	-0.029**
62	-0.004	0.018**	0.051**	-0.015**	-0.022**	0.000	-0.008*	0.001	0.002	-0.003	0.025**	0.034**	0.034**	-0.052**
63	0.002	-0.015**	-0.004	-0.018**	-0.025**	-0.012**	-0.011**	0.001	0.004	-0.014**	0.000	-0.027**	-0.027**	-0.016**
64	-0.007	0.005	0.001	0.021**	0.047**	-0.049**	0.011**	-0.007	0.038**	-0.025**	-0.089**	-0.031**	-0.032**	-0.007
65	0.016**	-0.009*	0.004	-0.016**	-0.025**	0.020**	-0.011**	0.010*	0.036**	0.025**	0.037**	0.058**	0.057**	0.050**
66	0.002	-0.017**	-0.025**	-0.016**	-0.024**	-0.032**	-0.010*	0.001	0.004	-0.031**	0.079**	0.069**	0.071**	-0.023**
67	-0.001	0.030**	0.017**	0.105**	0.109**	-0.020**	0.032**	-0.007	0.010*	0.007	0.061**	0.001	-0.001	0.021**
68	-0.007	-0.022**	-0.027**	-0.013**	-0.019**	-0.030**	-0.008*	0.010*	-0.020**	-0.035**	0.002	-0.018**	-0.018**	-0.036**
69	-0.015**	-0.011**	-0.021**	-0.013**	-0.019**	-0.027**	-0.008*	-0.011**	0.008*	-0.026**	-0.004	0.000	-0.001	0.018**
70	0.011**	0.019**	0.019**	0.002	-0.001	-0.009*	0.018**	0.007	-0.007	-0.008*	-0.017	0.002	0.004	-0.043**
71	0.002	0.004	-0.006	-0.005	-0.007	-0.022**	0.000	0.002	-0.002	-0.021**	-0.017	0.010*	0.011*	0.008
72	0.004	0.025**	0.005	-0.009*	-0.014**	-0.004	-0.003	0.001	-0.019**	-0.012**	-0.023*	-0.022**	-0.023**	0.009*
73	-0.008*	-0.019**	-0.014**	-0.001	0.046**	-0.034**	0.010*	-0.010**	-0.024**	-0.032**	-0.038**	0.012**	0.013**	0.024**
74	0.000	-0.003	-0.017**	-0.011**	-0.014**	-0.027**	-0.007	0.008	-0.004	-0.026**	-0.031**	-0.014**	-0.014**	-0.009*
75	-0.006	-0.008*	-0.007	-0.003	-0.004	-0.002	-0.002	0.004	-0.007	-0.004	-0.007	0.005	0.006	0.041**
76	-0.001	0.014**	0.020**	0.019**	0.041**	-0.003	0.008*	-0.006	0.018**	0.009*	-0.035**	0.003	0.002	0.009*
77	-0.001	0.005	-0.017**	-0.015**	-0.021**	-0.025**	-0.009*	-0.001	-0.021**	-0.032**	0.005	-0.003	-0.002	-0.021**
78	0.017**	0.013**	0.021**	-0.007	-0.009*	0.091**	-0.004	0.005	0.014**	0.083**	-0.005	0.015**	0.017**	-0.006
79	-0.007	-0.013**	-0.025**	-0.014**	-0.019**	-0.047**	-0.009*	-0.014**	-0.027**	-0.054**	-0.023*	-0.008	-0.007	0.009*
80	0.007	-0.018**	-0.025**	-0.010*	-0.014**	-0.028**	-0.006	-0.004	-0.017**	-0.032**	0.054**	0.020**	0.021**	-0.003
81	0.005	-0.004	-0.013**	-0.006	-0.009*	-0.013**	-0.004	-0.004	-0.010*	-0.017**	0.021*	-0.007	-0.007	0.021**

Variables	99	100	101	102	103	104	105	106	107	108	109	110	111	112
82	-0.006	0.005	0.005	-0.009*	-0.013**	0.051**	-0.005	0.014**	0.003	0.044**	0.023*	-0.028**	-0.028**	0.001
83	-0.005	0.004	-0.008*	0.007	0.022**	0.002	0.037**	-0.004	0.000	0.006	-0.005	-0.005	-0.004	0.047**
84	-0.008	-0.014**	-0.030**	-0.010*	-0.015**	-0.040**	-0.006	0.007	-0.016**	-0.041**	-0.046**	-0.020**	-0.020**	0.019**
85	-0.002	-0.010*	-0.008	-0.004	-0.006	-0.007	-0.003	-0.002	-0.002	-0.008	-0.023*	-0.011*	-0.011*	0.090**
86	0.011**	0.010*	0.057**	-0.013**	-0.022**	0.217**	0.000	0.003	0.002	0.186**	0.000	-0.044**	-0.045**	-0.006
87	-0.007	-0.012**	-0.020**	-0.006	-0.009*	0.003	-0.004	0.013**	-0.007	0.000	-0.026**	-0.013**	-0.013**	0.015**
88	-0.008	-0.012**	-0.021**	-0.007	-0.010*	-0.025**	-0.004	-0.005	-0.013**	-0.028**	-0.018	-0.007	-0.007	0.020**
89	0.007	-0.010*	-0.019**	-0.016**	-0.006	-0.009*	-0.004	0.009*	-0.009*	-0.011**	-0.010	0.014**	0.013**	0.021**
90	-0.004	-0.011**	-0.006	-0.004	-0.005	-0.004	-0.002	0.000	0.007	-0.003	-0.012	-0.002	-0.002	0.011**
91	0.000	0.000	-0.002	0.002	0.007	-0.004	-0.004	0.003	-0.010*	-0.006	0.009	0.003	0.004	-0.017**
92	0.000	-0.006	0.014**	0.007	-0.003	-0.007	-0.005	-0.005	0.004	-0.005	0.011	0.000	-0.001	-0.035**
93	-0.002	0.000	0.002	0.007	-0.003	-0.004	-0.002	-0.007	0.001	-0.004	0.016	0.006	0.005	0.025**
94	-0.002	0.030**	0.015**	0.006	0.012**	0.030**	0.018**	-0.001	0.008*	0.031**	-0.012	-0.022**	-0.022**	-0.007
95	0.008	0.021**	0.165**	0.013**	0.006	0.025**	0.001	-0.001	0.030**	0.033**	0.012	0.002	0.003	-0.006
96	0.032**	0.051**	0.604**	0.031**	0.047**	0.115**	0.018**	0.032**	0.059**	0.130**	0.043**	0.009*	0.008	-0.010*
97	0.025**	0.094**	0.583**	0.041**	0.034**	0.092**	0.042**	0.020**	0.065**	0.111**	0.054**	0.026**	0.027**	-0.021**
98	0.029**	0.070**	0.402**	0.023**	0.029**	0.146**	0.029**	0.029**	0.077**	0.160**	0.040**	0.013**	0.013**	-0.012**
99	1	0.056**	0.322**	0.018**	0.026**	0.057**	0.030**	0.017**	0.034**	0.067**	0.030**	0.012**	0.013**	-0.012**
100	0.056**	1	0.479**	0.053**	0.064**	0.140**	0.063**	0.022**	0.063**	0.157**	0.073**	0.023**	0.024**	-0.020**
101	0.322**	0.479**	1	0.069**	0.080**	0.217**	0.069**	0.047**	0.120**	0.247**	0.096**	0.033**	0.034**	-0.030**
102	0.018**	0.053**	0.069**	1	0.100**	0.036**	0.061**	-0.004	0.050**	0.133**	0.023*	0.009*	0.005	-0.004
103	0.026**	0.064**	0.080**	0.100**	1	0.055**	0.075**	0.014**	0.049**	0.190**	-0.022*	0.000	0.000	-0.005
104	0.057**	0.140**	0.217**	0.036**	0.055**	1	0.069**	0.080**	0.136**	0.934**	0.021*	0.008	0.008	-0.016**
105	0.030**	0.063**	0.069**	0.061**	0.075**	0.069**	1	0.014**	0.046**	0.135**	0.006	-0.002	-0.002	-0.005
106	0.017**	0.022**	0.047**	-0.004	0.014**	0.080**	0.014**	1	0.052**	0.186**	0.011	-0.001	0.000	0.016**
107	0.034**	0.063**	0.120**	0.050**	0.049**	0.136**	0.046**	0.052**	1	0.433**	0.024*	0.014**	0.013**	-0.019**
108	0.067**	0.157**	0.247**	0.133**	0.190**	0.934**	0.135**	0.186**	0.433**	1	0.028**	0.011*	0.011*	-0.020**

Variables	99	100	101	102	103	104	105	106	107	108	109	110	111	112
109	0.030**	0.073**	0.096**	0.023*	-0.022*	0.021*	0.006	0.011	0.024*	0.028**	1	.	.	-0.010
110	0.012**	0.023**	0.033**	0.009*	0.000	0.008	-0.002	-0.001	0.014**	0.011*	.	1	0.985**	-0.011*
111	0.013**	0.024**	0.034**	0.005	0.000	0.008	-0.002	0.000	0.013**	0.011*	.	0.985**	1	-0.011*
112	-0.012**	-0.020**	-0.030**	-0.004	-0.005	-0.016**	-0.005	0.016**	-0.019**	-0.020**	-0.010	-0.011*	-0.011*	1
113	0.004	0.007	0.012**	0.007	-0.007	0.004	-0.004	0.010*	-0.002	0.004	0.010	0.014**	0.014**	-0.323**
114	0.000	-0.005	-0.001	-0.002	0.003	-0.009*	0.000	-0.009*	0.006	-0.006	0.014	0.009*	0.010*	-0.250**
115	0.006	0.015**	0.016**	-0.002	0.008*	0.017**	0.009*	-0.016**	0.013**	0.019**	-0.013	-0.013**	-0.013**	-0.339**
116	0.009*	0.009*	0.026**	-0.038**	-0.040**	0.034**	0.000	0.004	-0.014**	0.019**	0.008	0.002	0.002	-0.062**
117	-0.006	-0.023**	-0.029**	-0.019**	-0.014**	-0.076**	-0.013**	-0.001	-0.006	-0.072**	0.033**	0.018**	0.018**	0.036**
118	0.014**	0.019**	0.022**	0.019**	0.019**	0.021**	0.006	0.005	-0.020**	0.017**	0.025**	0.023**	0.023**	-0.001
119	-0.007	-0.028**	-0.045**	-0.016**	-0.021**	-0.062**	-0.017**	-0.016**	-0.024**	-0.067**	0.007	-0.006	-0.005	0.004
120	-0.001	0.006	0.008*	-0.009*	-0.001	-0.003	-0.003	0.001	-0.002	-0.003	0.009	0.007	0.007	-0.015**
121	0.000	-0.018**	-0.004	0.001	-0.004	0.020**	-0.001	0.002	0.008	0.020**	-0.027**	-0.030**	-0.030**	0.052**
122	-0.007	-0.002	0.013**	0.027**	0.025**	0.009*	0.009*	-0.009*	0.022**	0.019**	0.029**	0.011*	0.011*	-0.180**
123	-0.001	-0.001	0.001	0.010*	0.008	-0.027**	-0.006	-0.009*	0.005	-0.022**	0.050**	0.030**	0.031**	-0.125**
124	0.000	-0.004	-0.008	0.000	-0.010*	-0.016**	-0.009*	-0.005	-0.007	-0.018**	0.032**	0.010*	0.011*	-0.108**
125	-0.002	0.007	0.019**	0.026**	0.044**	-0.033**	0.005	-0.013**	0.028**	-0.015**	0.054**	0.056**	0.055**	-0.077**
126	-0.001	-0.001	-0.005	0.024**	0.021**	-0.031**	-0.002	-0.011**	0.012**	-0.020**	0.042**	0.024**	0.024**	-0.103**
127	0.000	-0.001	0.011**	-0.023**	-0.021**	-0.005	-0.008*	-0.001	-0.010*	-0.012**	0.037**	0.024**	0.024**	-0.093**
128	0.117**	0.279**	0.473**	0.153**	0.193**	0.446**	0.159**	0.099**	0.303**	0.530**	0.100**	0.045**	0.044**	-0.037**
129	0.006	-0.003	-0.009*	-0.013**	-0.010*	-0.013**	-0.003	-0.004	-0.017**	-0.019**	0.003	0.001	0.001	0.008*
130	-0.002	-0.002	-0.003	-0.007	0.003	0.036**	0.000	-0.008	0.004	0.032**	-0.027**	-0.016**	-0.017**	-0.003
131	-0.003	-0.007	-0.007	-0.006	-0.002	-0.049**	-0.002	-0.011**	-0.002	-0.045**	-0.024**	0.068**	0.066**	-0.013**
132	0.001	0.006	0.010**	0.026**	0.019**	0.026**	0.008*	0.000	0.018**	0.032**	0.032**	-0.015**	-0.015**	0.000
133	0.000	0.010**	0.008*	-0.003	-0.008*	0.015**	0.001	0.003	0.013**	0.016**	0.049**	0.008	0.009*	0.000
134	-0.006	0.005	0.004	-0.003	0.010*	0.019**	0.007	-0.004	0.003	0.019**	-0.012	0.005	0.006	0.013**
135	-0.003	-0.002	0.006	0.006	0.004	-0.004	0.003	-0.004	0.011**	0.001	0.028**	-0.011*	-0.011*	-0.003

Variables	99	100	101	102	103	104	105	106	107	108	109	110	111	112
136	-0.001	-0.005	-0.005	0.000	0.000	0.003	-0.006	-0.004	0.000	0.002	0.006	0.002	0.003	0.002
137	0.001	0.017**	0.025**	0.016**	0.025**	0.000	0.018**	-0.004	-0.002	0.004	-0.032**	-0.017**	-0.017**	0.007

* P < 0.05; ** P < 0.01

Variables	113	114	115	116	117	118	119	120	121	122	123	124	125	126
1	0.003	0.013**	-0.001	0.161**	0.054**	-0.035**	0.002	0.093**	-0.088**	-0.010*	0.039**	0.017**	0.063**	-0.049**
2	0.006	-0.008*	0.011**	0.009*	0.019**	-0.010*	0.035**	0.012**	0.052**	-0.008	0.010**	-0.014**	0.059**	0.002
3	-0.005	0.018**	0.017**	0.012**	-0.156**	0.024**	0.010*	0.017**	0.015**	0.091**	0.122**	0.084**	0.125**	0.106**
4	-0.006	0.013**	0.005	0.087**	0.038**	-0.121**	0.012**	0.017**	-0.056**	0.144**	0.149**	0.034**	0.315**	0.104**
5	-0.020**	0.017**	0.000	-0.035**	0.037**	-0.098**	-0.017**	-0.032**	0.067**	0.128**	0.076**	0.008	0.184**	0.086**
6	-0.005	0.018**	0.005	-0.106**	-0.108**	0.027**	-0.012**	-0.058**	0.300**	0.252**	0.125**	0.074**	0.156**	0.167**
7	0.002	0.001	-0.010*	-0.047**	0.037**	0.030**	0.005	-0.023**	-0.008	-0.030**	-0.047**	-0.050**	-0.006	-0.012**
8	0.004	-0.005	0.016**	0.076**	0.050**	-0.046**	-0.003	0.001	0.030**	0.032**	0.053**	0.028**	0.075**	0.029**
9	-0.008*	-0.004	0.003	0.009*	-0.071**	0.070**	-0.008	-0.011**	0.059**	-0.060**	-0.058**	-0.010*	-0.127**	-0.050**
10	-0.006	0.000	-0.009*	-0.009*	-0.036**	0.065**	0.024**	-0.022**	-0.058**	-0.053**	-0.057**	-0.053**	-0.027**	-0.034**
11	-0.009*	0.002	-0.004	0.057**	0.073**	-0.021**	0.003	0.007	-0.026**	0.024**	0.045**	0.030**	0.049**	0.024**
12	0.001	-0.002	0.003	-0.012**	0.020**	-0.057**	0.003	0.003	-0.020**	-0.054**	-0.041**	-0.021**	-0.059**	-0.034**
13	-0.007	0.010*	0.003	-0.001	-0.022**	-0.007	-0.008	-0.008*	0.031**	0.005	0.003	0.001	0.005	0.003
14	0.001	-0.003	-0.005	-0.010*	0.000	0.006	-0.003	0.003	-0.009*	-0.002	-0.004	0.001	-0.011**	-0.001
15	0.016**	-0.017**	0.007	-0.032**	-0.064**	0.018**	-0.006	-0.022**	0.081**	-0.032**	-0.052**	-0.021**	-0.086**	-0.039**
16	0.010*	0.001	-0.013**	-0.081**	-0.050**	0.047**	-0.001	-0.020**	-0.004	0.042**	0.012**	0.005	0.021**	0.044**
17	0.001	0.007	-0.002	-0.016**	0.016**	0.028**	-0.016**	0.004	0.060**	0.021**	0.016**	0.016**	0.005	0.022**
18	-0.004	-0.001	-0.017**	-0.022**	0.066**	-0.024**	-0.006	-0.013**	0.116**	-0.038**	-0.055**	-0.038**	-0.055**	-0.040**
19	0.000	0.006	-0.007	-0.029**	-0.014**	0.051**	-0.002	0.005	-0.028**	-0.015**	-0.011**	0.015**	-0.062**	0.001
20	0.005	-0.003	-0.002	-0.030**	-0.078**	0.091**	0.038**	-0.026**	-0.043**	-0.040**	-0.053**	-0.031**	-0.069**	-0.030**
21	-0.007	-0.002	-0.008*	0.018**	0.055**	0.005	-0.005	0.014**	-0.032**	0.078**	0.081**	0.060**	0.072**	0.076**
22	0.016**	-0.003	-0.003	0.032**	-0.011**	0.020**	-0.011**	-0.003	0.003	0.020**	0.014**	0.007	0.021**	0.000
23	0.003	-0.005	-0.007	-0.011**	0.013**	-0.008*	0.005	-0.005	-0.010*	-0.004	-0.003	-0.003	0.000	0.001
24	0.007	0.004	0.000	-0.008	-0.024**	0.027**	0.004	0.002	0.033**	-0.001	0.000	0.003	-0.006	0.007
25	0.002	-0.003	0.004	0.012**	0.062**	0.003	-0.010*	0.026**	-0.054**	0.018**	0.041**	0.026**	0.048**	0.033**
26	-0.003	-0.005	-0.003	-0.008	0.002	0.007	0.002	-0.004	-0.005	-0.008*	-0.011**	-0.014**	0.002	-0.006
27	0.004	-0.003	-0.006	0.019**	0.049**	-0.042**	-0.010*	-0.004	-0.009*	-0.020**	-0.027**	0.004	-0.079**	-0.032**

Variables	113	114	115	116	117	118	119	120	121	122	123	124	125	126
28	0.000	-0.001	-0.010**	0.011**	0.053**	-0.013**	0.000	0.004	-0.008*	0.030**	0.031**	0.017**	0.042**	0.028**
29	-0.017**	0.011**	-0.001	-0.093**	-0.199**	-0.100**	0.001	-0.026**	0.102**	-0.007	-0.065**	-0.057**	-0.039**	-0.029**
30	0.001	-0.006	0.006	0.007	0.006	0.054**	-0.007	0.002	-0.014**	-0.044**	-0.026**	-0.002	-0.063**	-0.027**
31	-0.006	0.005	-0.001	0.029**	0.100**	-0.013**	-0.009*	0.011**	-0.014**	0.012**	0.040**	0.009*	0.085**	0.018**
32	-0.010*	0.007	0.010**	0.046**	0.045**	0.000	-0.003	0.006	-0.040**	0.042**	0.035**	0.019**	0.047**	0.014**
33	0.009*	-0.016**	-0.001	-0.007	0.049**	0.019**	0.009*	-0.002	-0.024**	-0.048**	-0.037**	-0.008*	-0.078**	-0.030**
34	0.003	-0.001	-0.001	0.016**	0.069**	-0.006	-0.008*	-0.005	0.023**	0.024**	0.027**	0.024**	0.015**	0.025**
35	-0.004	-0.001	0.007	0.033**	0.031**	-0.007	0.001	0.019**	-0.021**	-0.008*	0.015**	0.008	0.021**	-0.004
36	0.176**	-0.015**	-0.066**	0.057**	-0.012**	-0.016**	-0.069**	-0.010*	-0.009*	0.036**	0.016**	0.010**	0.017**	0.004
37	-0.064**	-0.058**	0.247**	-0.016**	-0.002	-0.036**	-0.032**	-0.011**	0.005	0.112**	0.024**	-0.005	0.075**	0.040**
38	-0.014**	-0.009*	-0.002	-0.005	0.024**	-0.007	0.024**	-0.003	-0.012**	-0.005	0.002	0.008*	-0.014**	-0.003
39	0.024**	0.025**	-0.045**	0.007	-0.008*	0.027**	0.044**	-0.006	0.004	0.003	0.011**	0.015**	-0.004	0.008
40	-0.013**	0.004	0.008*	-0.022**	0.000	-0.010*	0.002	0.002	-0.002	-0.011**	0.007	0.021**	-0.029**	0.017**
41	0.024**	0.033**	-0.037**	-0.005	-0.002	0.002	0.019**	0.010*	0.017**	-0.010*	-0.016**	-0.014**	-0.010*	-0.013**
42	-0.015**	0.085**	-0.022**	0.017**	-0.003	-0.013**	0.011**	0.002	0.025**	0.005	-0.002	-0.001	-0.002	-0.010*
43	-0.021**	0.031**	-0.043**	-0.065**	0.015**	0.106**	0.040**	-0.005	-0.039**	0.024**	0.073**	0.057**	0.061**	0.093**
44	-0.048**	-0.022**	-0.057**	-0.002	0.046**	-0.006	-0.050**	0.010**	0.033**	-0.043**	-0.050**	-0.054**	-0.005	-0.059**
45	0.004	-0.019**	-0.014**	-0.021**	-0.002	0.003	-0.004	-0.004	0.016**	-0.028**	-0.029**	-0.025**	-0.016**	-0.022**
46	-0.006	0.003	-0.003	0.014**	0.006	-0.006	-0.002	0.003	-0.004	-0.006	0.006	0.006	0.003	0.001
47	-0.022**	0.025**	-0.022**	0.041**	-0.016**	0.015**	-0.006	0.013**	-0.006	-0.005	0.007	0.003	0.010*	-0.006
48	0.021**	-0.012**	-0.002	0.005	0.013**	-0.007	0.012**	0.003	-0.009*	-0.007	0.000	0.005	-0.011**	0.003
49	-0.031**	0.011**	0.036**	-0.043**	0.003	-0.010*	0.026**	-0.004	-0.005	0.003	-0.005	-0.012**	0.015**	0.007
50	-0.015**	-0.024**	-0.023**	-0.038**	-0.013**	-0.023**	0.011**	-0.001	0.024**	-0.010*	-0.031**	-0.038**	0.004	-0.020**
51	0.016**	-0.015**	0.015**	0.006	-0.033**	0.033**	-0.009*	0.002	0.014**	-0.036**	-0.056**	-0.021**	-0.096**	-0.042**
52	-0.011**	-0.006	-0.002	-0.010**	0.008	-0.003	-0.209**	-0.007	0.012**	-0.047**	-0.039**	-0.037**	-0.015**	-0.037**
53	0.004	-0.019**	-0.018**	0.002	0.009*	-0.012**	0.087**	-0.003	0.002	-0.093**	-0.058**	-0.035**	-0.071**	-0.061**
54	-0.003	0.009*	-0.015**	-0.012**	-0.048**	0.012**	0.020**	-0.013**	-0.013**	0.048**	0.024**	0.029**	-0.003	0.036**

Variables	113	114	115	116	117	118	119	120	121	122	123	124	125	126
55	0.014**	-0.003	-0.024**	-0.011**	-0.017**	0.060**	0.023**	-0.003	-0.018**	0.018**	0.024**	0.033**	-0.013**	0.027**
56	0.000	-0.005	0.010*	0.021**	-0.005	-0.030**	0.009*	0.003	0.001	0.021**	0.004	0.010**	-0.013**	-0.004
57	0.007	-0.035**	-0.050**	0.016**	0.025**	-0.007	0.000	0.015**	0.024**	-0.057**	-0.035**	-0.037**	-0.005	-0.044**
58	-0.010*	0.013**	0.028**	0.011**	-0.008	-0.063**	0.001	0.004	-0.022**	0.011**	0.039**	0.046**	-0.003	0.032**
59	0.000	0.006	-0.003	0.020**	0.005	-0.007	0.039**	0.010*	-0.019**	0.004	0.022**	0.026**	-0.003	0.010*
60	-0.013**	0.009*	-0.007	0.014**	-0.012**	-0.006	0.033**	0.010**	0.000	0.005	-0.005	-0.005	-0.001	-0.008*
61	-0.024**	0.003	0.046**	0.051**	0.136**	-0.098**	0.002	0.027**	0.056**	-0.094**	-0.105**	-0.115**	-0.009*	-0.115**
62	0.006	0.028**	0.016**	0.179**	0.125**	0.118**	-0.001	0.068**	-0.055**	0.018**	0.094**	0.037**	0.161**	-0.016**
63	-0.018**	0.019**	0.015**	0.186**	0.282**	-0.188**	-0.002	-0.008	-0.008	0.113**	0.076**	0.026**	0.139**	0.000
64	0.024**	-0.037**	0.015**	-0.181**	0.019**	-0.249**	0.001	0.027**	0.030**	-0.051**	-0.081**	-0.151**	0.136**	-0.061**
65	-0.008*	-0.009*	-0.028**	0.052**	0.161**	0.015**	-0.003	0.029**	-0.093**	0.209**	0.232**	0.171**	0.211**	0.216**
66	0.038**	-0.050**	0.026**	-0.081**	0.012**	0.005	-0.002	-0.020**	-0.038**	0.030**	0.084**	0.024**	0.164**	0.124**
67	-0.016**	0.038**	-0.034**	-0.380**	-0.051**	0.174**	-0.004	-0.064**	-0.045**	0.247**	0.156**	0.095**	0.188**	0.293**
68	-0.001	0.015**	0.020**	0.275**	0.104**	-0.138**	0.000	0.079**	0.004	-0.044**	0.064**	0.065**	0.019**	-0.102**
69	-0.012**	-0.004	0.000	-0.049**	-0.042**	-0.682**	0.000	0.027**	-0.002	-0.078**	-0.035**	-0.054**	0.033**	-0.040**
70	0.063**	-0.017**	-0.010*	0.194**	-0.214**	0.121**	-0.001	0.050**	-0.035**	0.018**	0.022**	0.184**	-0.364**	-0.034**
71	0.014**	-0.028**	0.004	-0.098**	0.018**	0.074**	0.001	-0.029**	0.074**	-0.074**	-0.105**	-0.122**	0.005	-0.064**
72	0.021**	-0.004	-0.026**	0.106**	0.056**	0.119**	0.001	0.008*	-0.037**	-0.092**	0.065**	0.083**	-0.022**	0.064**
73	-0.026**	0.007	-0.001	0.113**	0.039**	0.080**	0.000	0.021**	0.001	-0.004	-0.061**	-0.112**	0.098**	-0.111**
74	-0.037**	0.025**	0.022**	-0.296**	-0.584**	0.126**	0.003	-0.071**	0.039**	-0.008	-0.098**	0.007	-0.270**	0.041**
75	0.018**	-0.024**	-0.032**	-0.047**	0.057**	-0.038**	0.000	-0.003	0.022**	-0.019**	-0.015**	-0.019**	0.003	0.000
76	0.012**	0.000	-0.020**	0.059**	-0.058**	0.165**	0.001	0.034**	0.030**	-0.081**	-0.130**	-0.199**	0.116**	-0.138**
77	-0.052**	0.065**	0.014**	0.463**	0.039**	0.137**	-0.001	0.056**	-0.072**	0.031**	0.209**	0.151**	0.199**	0.073**
78	-0.013**	0.000	0.018**	0.026**	-0.272**	0.131**	0.006	0.011**	0.099**	-0.164**	-0.205**	-0.158**	-0.172**	-0.207**
79	-0.005	-0.008*	0.005	-0.217**	0.039**	0.122**	0.003	-0.047**	0.015**	-0.201**	-0.149**	-0.015**	-0.353**	-0.057**
80	-0.007	0.001	0.009*	-0.228**	0.050**	0.113**	0.002	-0.033**	0.000	-0.139**	-0.040**	-0.060**	0.033**	0.028**
81	0.017**	-0.032**	-0.007	-0.017**	0.096**	-0.006	0.001	-0.014**	-0.006	-0.059**	-0.336**	-0.350**	-0.074**	-0.333**

Variables	113	114	115	116	117	118	119	120	121	122	123	124	125	126
82	0.020**	-0.003	-0.017**	-0.102**	0.095**	-0.005	0.003	-0.019**	0.024**	-0.075**	-0.085**	-0.022**	-0.172**	-0.031**
83	-0.049**	0.028**	-0.018**	0.133**	0.064**	-0.065**	0.001	-0.010**	0.081**	-0.038**	-0.056**	-0.073**	0.022**	-0.060**
84	0.016**	-0.001	-0.032**	-0.094**	0.176**	-0.030**	0.001	-0.044**	0.032**	-0.040**	-0.050**	0.056**	-0.259**	-0.011**
85	-0.005	-0.033**	-0.045**	-0.096**	0.004	0.059**	0.000	-0.018**	0.026**	-0.025**	-0.048**	-0.006	-0.109**	-0.020**
86	0.016**	-0.017**	0.005	0.044**	-0.324**	0.007	-0.001	-0.066**	0.097**	0.096**	-0.072**	-0.046**	-0.082**	-0.061**
87	0.000	-0.046**	0.027**	-0.092**	0.091**	-0.019**	0.002	-0.010*	-0.012**	-0.093**	0.002	0.074**	-0.164**	0.027**
88	0.005	-0.014**	-0.010*	-0.049**	-0.060**	0.017**	0.001	-0.010**	0.016**	-0.074**	-0.073**	-0.007	-0.174**	-0.052**
89	-0.001	-0.018**	-0.001	-0.044**	-0.030**	0.073**	0.000	-0.009*	-0.001	0.078**	0.049**	0.072**	-0.038**	0.055**
90	-0.018**	-0.006	0.014**	-0.025**	0.002	0.011**	0.000	-0.006	-0.008*	-0.022**	0.012**	0.031**	-0.040**	0.030**
91	-0.003	0.029**	-0.007	-0.009*	0.038**	-0.017**	0.000	0.003	-0.012**	-0.046**	0.020**	0.033**	-0.024**	0.021**
92	0.032**	0.001	-0.002	-0.008*	0.008*	0.038**	0.001	-0.004	0.005	-0.057**	-0.027**	-0.059**	0.063**	-0.017**
93	0.013**	-0.024**	-0.014**	0.028**	0.064**	-0.030**	0.000	0.006	0.006	0.000	-0.053**	-0.082**	0.051**	-0.073**
94	-0.022**	0.021**	0.010*	0.067**	-0.080**	-0.085**	-0.001	0.012**	0.011**	0.039**	-0.011**	-0.012**	-0.001	-0.029**
95	0.002	0.002	0.001	0.008	-0.007	0.000	-0.002	0.004	0.009*	-0.004	-0.006	-0.012**	0.013**	-0.007
96	-0.001	0.002	0.007	0.021**	-0.010*	-0.001	-0.020**	0.002	0.009*	0.006	-0.007	-0.016**	0.017**	-0.015**
97	0.013**	-0.002	0.006	0.016**	-0.018**	0.025**	-0.031**	0.006	-0.008*	0.021**	0.014**	0.012**	0.008*	0.010**
98	0.006	-0.001	0.005	0.001	-0.013**	0.000	-0.026**	0.005	0.003	0.008	-0.004	-0.009*	0.009*	-0.005
99	0.004	0.000	0.006	0.009*	-0.006	0.014**	-0.007	-0.001	0.000	-0.007	-0.001	0.000	-0.002	-0.001
100	0.007	-0.005	0.015**	0.009*	-0.023**	0.019**	-0.028**	0.006	-0.018**	-0.002	-0.001	-0.004	0.007	-0.001
101	0.012**	-0.001	0.016**	0.026**	-0.029**	0.022**	-0.045**	0.008*	-0.004	0.013**	0.001	-0.008	0.019**	-0.005
102	0.007	-0.002	-0.002	-0.038**	-0.019**	0.019**	-0.016**	-0.009*	0.001	0.027**	0.010*	0.000	0.026**	0.024**
103	-0.007	0.003	0.008*	-0.040**	-0.014**	0.019**	-0.021**	-0.001	-0.004	0.025**	0.008	-0.010*	0.044**	0.021**
104	0.004	-0.009*	0.017**	0.034**	-0.076**	0.021**	-0.062**	-0.003	0.020**	0.009*	-0.027**	-0.016**	-0.033**	-0.031**
105	-0.004	0.000	0.009*	0.000	-0.013**	0.006	-0.017**	-0.003	-0.001	0.009*	-0.006	-0.009*	0.005	-0.002
106	0.010*	-0.009*	-0.016**	0.004	-0.001	0.005	-0.016**	0.001	0.002	-0.009*	-0.009*	-0.005	-0.013**	-0.011**
107	-0.002	0.006	0.013**	-0.014**	-0.006	-0.020**	-0.024**	-0.002	0.008	0.022**	0.005	-0.007	0.028**	0.012**
108	0.004	-0.006	0.019**	0.019**	-0.072**	0.017**	-0.067**	-0.003	0.020**	0.019**	-0.022**	-0.018**	-0.015**	-0.020**

Variables	113	114	115	116	117	118	119	120	121	122	123	124	125	126
109	0.010	0.014	-0.013	0.008	0.033**	0.025**	0.007	0.009	-0.027**	0.029**	0.050**	0.032**	0.054**	0.042**
110	0.014**	0.009*	-0.013**	0.002	0.018**	0.023**	-0.006	0.007	-0.030**	0.011*	0.030**	0.010*	0.056**	0.024**
111	0.014**	0.010*	-0.013**	0.002	0.018**	0.023**	-0.005	0.007	-0.030**	0.011*	0.031**	0.011*	0.055**	0.024**
112	-0.323**	-0.250**	-0.339**	-0.062**	0.036**	-0.001	0.004	-0.015**	0.052**	-0.180**	-0.125**	-0.108**	-0.077**	-0.103**
113	1	-0.315**	-0.429**	0.005	-0.020**	0.019**	-0.001	0.004	-0.011**	0.033**	-0.038**	-0.040**	-0.007	-0.038**
114	-0.315**	1	-0.331**	0.057**	0.007	-0.002	-0.002	0.012**	-0.018**	0.107**	0.101**	0.105**	0.021**	0.081**
115	-0.429**	-0.331**	1	0.001	-0.018**	-0.016**	-0.001	-0.001	-0.019**	0.032**	0.059**	0.043**	0.056**	0.058**
116	0.005	0.057**	0.001	1	0.177**	-0.033**	-0.002	0.160**	-0.055**	0.060**	0.190**	0.124**	0.210**	-0.157**
117	-0.020**	0.007	-0.018**	0.177**	1	-0.249**	-0.002	0.053**	-0.083**	-0.026**	0.143**	0.032**	0.298**	0.032**
118	0.019**	-0.002	-0.016**	-0.033**	-0.249**	1	0.000	-0.035**	-0.019**	0.037**	0.021**	0.074**	-0.114**	0.073**
119	-0.001	-0.002	-0.001	-0.002	-0.002	0.000	1	0.012**	0.011**	-0.016**	-0.016**	-0.015**	-0.009*	-0.015**
120	0.004	0.012**	-0.001	0.160**	0.053**	-0.035**	0.012**	1	-0.033**	-0.006	0.043**	0.021**	0.064**	-0.045**
121	-0.011**	-0.018**	-0.019**	-0.055**	-0.083**	-0.019**	0.011**	-0.033**	1	-0.220**	-0.356**	-0.331**	-0.170**	-0.325**
122	0.033**	0.107**	0.032**	0.060**	-0.026**	0.037**	-0.016**	-0.006	-0.220**	1	0.659**	0.581**	0.384**	0.639**
123	-0.038**	0.101**	0.059**	0.190**	0.143**	0.021**	-0.016**	0.043**	-0.356**	0.659**	1	0.924**	0.486**	0.901**
124	-0.040**	0.105**	0.043**	0.124**	0.032**	0.074**	-0.015**	0.021**	-0.331**	0.581**	0.924**	1	0.115**	0.866**
125	-0.007	0.021**	0.056**	0.210**	0.298**	-0.114**	-0.009*	0.064**	-0.170**	0.384**	0.486**	0.115**	1	0.363**
126	-0.038**	0.081**	0.058**	-0.157**	0.032**	0.073**	-0.015**	-0.045**	-0.325**	0.639**	0.901**	0.866**	0.363**	1
127	-0.015**	0.079**	0.028**	0.722**	0.264**	-0.087**	-0.009*	0.181**	-0.205**	0.309**	0.596**	0.489**	0.430**	0.189**
128	0.000	-0.009*	0.039**	-0.039**	-0.066**	0.008*	-0.089**	-0.002	0.022**	0.042**	-0.011**	-0.035**	0.051**	0.004
129	0.002	-0.002	-0.007	-0.009*	-0.008*	0.006	-0.009*	-0.001	0.006	-0.039**	-0.026**	-0.021**	-0.018**	-0.021**
130	-0.003	-0.006	0.011**	-0.045**	-0.101**	-0.011**	0.036**	-0.106**	0.125**	-0.029**	-0.133**	-0.104**	-0.107**	-0.104**
131	0.002	0.003	0.007	0.058**	0.074**	-0.054**	0.038**	0.055**	-0.011**	0.034**	0.047**	-0.040**	0.214**	0.014**
132	-0.016**	0.011**	0.006	-0.018**	0.063**	-0.123**	-0.004	-0.074**	0.000	0.114**	0.069**	-0.007	0.195**	0.069**
133	0.004	0.010*	-0.012**	0.022**	0.030**	-0.008*	0.007	0.074**	-0.029**	0.015**	0.013**	0.012**	0.005	0.011**
134	-0.001	-0.012**	0.000	-0.092**	-0.128**	0.049**	0.168**	0.003	0.050**	-0.074**	-0.148**	-0.093**	-0.172**	-0.103**
135	-0.017**	0.004	0.016**	-0.041**	-0.003	0.004	-0.002	-0.015**	0.018**	0.049**	0.016**	0.006	0.027**	0.034**

Variables	113	114	115	116	117	118	119	120	121	122	123	124	125	126
136	-0.005	-0.003	0.005	0.011**	0.021**	0.003	0.006	0.004	-0.020**	0.005	0.024**	0.027**	0.002	0.018**
137	0.001	0.018**	-0.022**	-0.034**	-0.058**	0.057**	0.000	0.016**	0.005	0.010*	-0.018**	-0.012**	-0.020**	0.002

* P < 0.05; ** P < 0.01

Variables	127	128	129	130	131	132	133	134	135	136	137
1	0.180**	-0.008	0.003	-0.038**	0.022**	-0.022**	0.012**	-0.028**	-0.016**	0.006	-0.007
2	0.020**	0.064**	0.006	-0.006	0.046**	-0.034**	-0.002	0.026**	0.014**	-0.004	0.048**
3	0.080**	0.050**	-0.007	-0.002	0.020**	0.054**	-0.098**	-0.054**	0.014**	-0.011**	0.032**
4	0.145**	0.040**	-0.011**	-0.018**	0.076**	0.125**	-0.004	-0.082**	0.011**	0.012**	0.006
5	0.015**	0.036**	-0.010*	0.012**	0.008	0.220**	-0.005	-0.072**	0.028**	0.001	-0.008
6	-0.026**	0.112**	-0.013**	0.085**	-0.014**	0.197**	-0.055**	-0.074**	0.067**	-0.015**	0.054**
7	-0.083**	0.013**	-0.003	0.018**	0.011**	-0.008	0.003	0.021**	0.009*	-0.009*	0.022**
8	0.067**	0.006	-0.001	0.007	0.001	0.065**	-0.004	-0.026**	-0.003	-0.002	-0.017**
9	-0.038**	-0.053**	0.001	0.026**	-0.019**	-0.094**	0.034**	0.064**	-0.018**	0.001	-0.019**
10	-0.067**	-0.003	0.003	0.013**	0.016**	-0.029**	-0.007	0.053**	-0.002	-0.009*	0.035**
11	0.058**	-0.007	0.003	-0.031**	-0.004	0.015**	0.039**	-0.044**	-0.010*	0.009*	-0.008
12	-0.031**	-0.015**	0.007	0.000	-0.008*	-0.028**	0.020**	0.028**	0.002	-0.010*	0.002
13	0.001	0.006	0.003	-0.002	0.007	-0.032**	0.030**	0.013**	0.005	0.002	0.001
14	-0.007	-0.002	0.001	0.001	-0.003	-0.004	-0.004	0.013**	-0.001	-0.001	-0.004
15	-0.045**	-0.016**	-0.001	0.028**	-0.028**	-0.005	0.004	0.015**	-0.005	0.003	-0.026**
16	-0.053**	0.017**	-0.002	0.005	0.005	0.027**	-0.007	-0.006	0.023**	-0.001	0.019**
17	-0.004	0.003	-0.004	0.006	-0.004	0.013**	0.018**	-0.009*	0.009*	0.001	0.005
18	-0.050**	0.003	-0.003	0.053**	-0.009*	-0.042**	-0.008	0.049**	0.001	-0.008	0.010**
19	-0.026**	-0.002	-0.005	0.002	-0.024**	-0.006	-0.006	0.010*	-0.005	-0.007	0.008*
20	-0.065**	-0.002	0.003	0.018**	-0.022**	-0.027**	-0.027**	0.043**	-0.006	-0.002	0.038**
21	0.041**	-0.009*	0.005	-0.037**	0.014**	-0.030**	0.049**	-0.029**	0.005	0.017**	-0.009*
22	0.033**	-0.004	0.009*	0.008	-0.001	0.005	0.013**	-0.007	-0.004	-0.004	0.002
23	-0.008	-0.003	0.000	0.006	0.000	0.001	0.009*	0.011**	-0.001	-0.002	0.001
24	-0.012**	0.018**	0.005	0.006	-0.017**	0.017**	-0.011**	-0.010*	0.010*	-0.008	0.004
25	0.033**	0.011**	-0.006	-0.015**	0.017**	0.006	0.011**	-0.019**	0.004	-0.001	0.001
26	-0.014**	-0.002	0.009*	0.021**	0.006	-0.002	0.001	0.017**	-0.001	-0.002	-0.005
27	-0.002	-0.015**	-0.001	0.013**	-0.021**	0.006	0.014**	0.031**	-0.010*	0.005	-0.013**

Variables	127	128	129	130	131	132	133	134	135	136	137
28	0.019**	-0.008*	0.001	-0.004	0.001	-0.006	0.036**	-0.003	0.002	0.007	-0.011**
29	-0.093**	-0.002	0.002	0.059**	0.003	0.033**	-0.040**	0.025**	0.013**	-0.007	0.004
30	-0.008*	-0.012**	-0.005	-0.006	-0.016**	-0.032**	-0.009*	0.009*	-0.010*	0.008*	-0.003
31	0.058**	-0.006	-0.001	-0.014**	0.017**	0.016**	-0.008*	-0.023**	-0.002	0.010*	-0.011**
32	0.053**	0.011**	-0.003	-0.020**	0.008*	0.019**	0.014**	-0.026**	-0.004	0.007	-0.011**
33	-0.028**	-0.018**	-0.002	-0.008*	-0.023**	-0.003	0.031**	0.009*	-0.013**	0.006	-0.013**
34	0.014**	-0.001	-0.004	-0.020**	-0.004	0.001	0.015**	-0.010*	0.005	-0.005	0.003
35	0.041**	0.009*	-0.002	-0.034**	0.026**	-0.034**	0.013**	-0.015**	-0.007	0.000	-0.017**
36	0.028**	0.043**	-0.024**	0.035**	0.020**	0.005	-0.003	0.027**	-0.012**	-0.006	0.006
37	-0.019**	0.127**	-0.055**	0.051**	0.018**	0.036**	0.009*	0.041**	0.029**	0.006	-0.038**
38	0.010*	0.005	0.002	-0.008*	-0.005	-0.002	0.003	0.006	-0.004	-0.001	0.003
39	0.012**	-0.006	0.001	0.003	-0.008	-0.007	0.028**	0.017**	-0.003	0.010*	0.020**
40	-0.015**	0.000	0.000	0.012**	-0.016**	-0.005	-0.001	0.010*	0.008	-0.002	-0.010*
41	-0.012**	-0.003	0.002	0.007	-0.017**	0.015**	-0.003	0.001	0.003	0.000	-0.001
42	0.015**	-0.008	-0.002	0.039**	0.006	0.017**	-0.011**	0.021**	0.003	0.012**	-0.026**
43	-0.007	-0.005	-0.002	-0.042**	0.034**	-0.009*	-0.015**	0.002	0.015**	0.000	0.043**
44	-0.003	-0.050**	0.030**	-0.008*	-0.039**	0.013**	-0.010*	-0.035**	0.009*	0.011**	-0.045**
45	-0.024**	-0.003	0.004	0.008*	0.000	0.005	-0.003	0.009*	-0.004	0.000	0.017**
46	0.012**	-0.008*	0.000	-0.008*	0.002	-0.008*	0.012**	0.006	0.004	-0.002	-0.005
47	0.026**	0.006	-0.007	0.011**	-0.019**	0.019**	0.008*	0.017**	0.007	0.005	0.009*
48	-0.006	-0.004	0.001	-0.007	0.000	0.000	0.001	0.006	-0.005	0.001	-0.010*
49	-0.024**	-0.007	0.004	-0.009*	0.009*	0.000	0.000	0.010*	0.003	0.006	0.009*
50	-0.035**	0.006	-0.007	0.006	-0.008*	0.027**	0.011**	0.007	0.008	-0.002	-0.001
51	-0.048**	0.043**	-0.010*	0.020**	-0.028**	-0.051**	0.032**	0.049**	0.017**	-0.007	0.013**
52	-0.019**	-0.065**	0.050**	-0.002	0.000	-0.017**	-0.019**	-0.061**	-0.013**	-0.019**	-0.018**
53	-0.020**	-0.096**	0.054**	-0.026**	0.002	-0.050**	-0.019**	-0.096**	-0.031**	-0.021**	0.022**
54	-0.011**	-0.011**	-0.003	-0.007	0.006	-0.002	-0.003	0.010**	-0.001	0.004	0.020**

Variables	127	128	129	130	131	132	133	134	135	136	137
55	0.004	0.000	-0.003	-0.016**	0.004	-0.001	0.010*	0.009*	0.000	-0.002	0.011**
56	0.017**	0.003	-0.002	-0.006	0.001	0.014**	0.015**	0.000	-0.006	0.003	-0.001
57	0.003	0.025**	-0.017**	0.018**	-0.014**	0.005	0.011**	0.028**	-0.007	0.004	-0.017**
58	0.029**	0.001	-0.009*	-0.039**	-0.009*	-0.007	-0.015**	0.002	-0.009*	0.005	-0.010*
59	0.030**	-0.003	-0.002	-0.024**	0.006	0.010*	0.002	-0.001	-0.001	-0.001	0.003
60	0.004	0.012**	-0.004	-0.004	0.003	-0.002	0.011**	0.007	0.003	-0.001	0.021**
61	-0.024**	0.027**	0.000	0.028**	0.009*	-0.029**	0.012**	-0.002	0.005	0.001	-0.044**
62	0.243**	0.059**	-0.013**	-0.064**	0.022**	-0.032**	-0.008*	-0.064**	-0.015**	0.042**	-0.014**
63	0.174**	-0.029**	-0.019**	-0.042**	0.015**	0.185**	-0.040**	-0.173**	-0.014**	0.006	-0.054**
64	-0.069**	0.077**	-0.010*	0.005	0.078**	0.005	-0.068**	-0.028**	-0.004	-0.013**	0.014**
65	0.126**	-0.004	0.002	-0.103**	0.037**	-0.069**	0.147**	-0.084**	0.023**	0.019**	-0.011**
66	-0.040**	-0.046**	0.020**	-0.031**	0.017**	0.063**	-0.019**	-0.056**	-0.024**	0.003	-0.065**
67	-0.190**	0.119**	-0.011**	-0.049**	-0.018**	0.177**	-0.026**	-0.088**	0.094**	-0.018**	0.098**
68	0.335**	-0.062**	-0.001	-0.019**	-0.006	-0.034**	-0.038**	-0.049**	-0.019**	0.000	-0.053**
69	-0.005	-0.025**	0.004	0.002	0.042**	0.092**	0.026**	0.033**	0.002	-0.005	-0.032**
70	0.112**	0.008	0.002	0.010*	-0.088**	-0.123**	0.075**	0.052**	-0.019**	-0.006	0.023**
71	-0.120**	-0.015**	0.008	0.090**	0.035**	-0.007	-0.001	0.138**	-0.008*	-0.012**	-0.008
72	0.028**	-0.018**	0.009*	-0.057**	-0.005	0.018**	-0.043**	-0.072**	-0.002	0.026**	-0.023**
73	0.067**	-0.036**	0.003	0.057**	0.068**	-0.023**	-0.105**	0.122**	-0.006	-0.017**	0.054**
74	-0.298**	-0.029**	0.007	0.028**	-0.066**	-0.091**	-0.048**	0.044**	-0.011**	0.006	-0.001
75	-0.035**	-0.014**	0.000	0.047**	0.008*	0.004	0.006	0.045**	-0.004	-0.003	-0.011**
76	-0.039**	0.049**	0.000	0.014**	0.050**	-0.097**	0.015**	0.094**	0.004	-0.024**	0.005
77	0.339**	-0.085**	-0.004	-0.073**	0.062**	-0.022**	0.013**	-0.078**	-0.021**	0.002	0.013**
78	-0.082**	0.031**	0.012**	0.046**	-0.042**	-0.058**	0.033**	0.107**	-0.010*	-0.003	-0.011**
79	-0.233**	-0.061**	0.006	0.005	-0.086**	-0.119**	-0.046**	0.044**	-0.018**	-0.011**	0.025**
80	-0.143**	-0.037**	0.006	-0.002	0.027**	0.040**	0.118**	0.051**	-0.014**	0.007	-0.013**
81	-0.144**	-0.027**	0.005	0.003	0.011**	0.004	0.078**	0.052**	-0.009*	0.004	0.007

Variables	127	128	129	130	131	132	133	134	135	136	137
82	-0.136**	0.006	0.006	-0.014**	-0.037**	-0.076**	0.034**	0.027**	0.011**	-0.010*	0.005
83	-0.015**	0.014**	0.003	0.075**	0.022**	-0.013**	0.062**	0.076**	0.004	-0.003	-0.001
84	-0.093**	-0.055**	0.002	0.061**	-0.063**	-0.087**	-0.021**	0.091**	-0.011**	-0.006	-0.007
85	-0.071**	-0.017**	-0.002	0.045**	-0.027**	-0.037**	-0.017**	0.104**	-0.006	-0.004	-0.016**
86	-0.050**	0.076**	-0.004	0.165**	-0.029**	0.087**	-0.039**	0.068**	0.009*	-0.013**	0.049**
87	-0.046**	-0.026**	0.002	-0.021**	-0.040**	-0.055**	-0.006	0.008*	-0.009*	0.021**	-0.017**
88	-0.069**	-0.037**	0.000	0.032**	-0.042**	-0.059**	0.008*	0.072**	-0.010*	0.025**	-0.010*
89	0.008*	-0.023**	-0.004	0.001	0.001	-0.055**	-0.065**	0.036**	-0.032**	0.014**	-0.017**
90	-0.028**	-0.011**	0.001	-0.004	-0.002	-0.045**	-0.030**	0.014**	-0.007	-0.003	-0.008*
91	0.006	-0.010*	0.002	0.017**	-0.004	-0.008	-0.002	0.017**	0.003	-0.009*	0.004
92	-0.030**	0.009*	0.007	0.000	0.003	0.032**	0.007	-0.020**	0.006	-0.004	0.004
93	0.016**	-0.001	0.000	-0.008*	0.015**	0.048**	0.037**	-0.034**	0.014**	-0.001	0.006
94	0.030**	0.042**	-0.005	-0.007	-0.012**	0.041**	0.065**	-0.021**	0.022**	0.002	0.016**
95	0.000	0.086**	-0.004	0.000	0.007	-0.002	0.004	0.009*	0.008*	-0.006	0.001
96	0.010*	0.240**	-0.003	0.005	-0.003	0.012**	-0.006	-0.001	0.002	-0.002	0.007
97	0.012**	0.256**	-0.008*	-0.006	-0.005	0.000	0.012**	0.001	0.005	0.003	0.025**
98	-0.001	0.268**	-0.010*	-0.003	-0.002	0.007	0.002	0.008*	0.010**	-0.006	0.007
99	0.000	0.117**	0.006	-0.002	-0.003	0.001	0.000	-0.006	-0.003	-0.001	0.001
100	-0.001	0.279**	-0.003	-0.002	-0.007	0.006	0.010**	0.005	-0.002	-0.005	0.017**
101	0.011**	0.473**	-0.009*	-0.003	-0.007	0.010**	0.008*	0.004	0.006	-0.005	0.025**
102	-0.023**	0.153**	-0.013**	-0.007	-0.006	0.026**	-0.003	-0.003	0.006	0.000	0.016**
103	-0.021**	0.193**	-0.010*	0.003	-0.002	0.019**	-0.008*	0.010*	0.004	0.000	0.025**
104	-0.005	0.446**	-0.013**	0.036**	-0.049**	0.026**	0.015**	0.019**	-0.004	0.003	0.000
105	-0.008*	0.159**	-0.003	0.000	-0.002	0.008*	0.001	0.007	0.003	-0.006	0.018**
106	-0.001	0.099**	-0.004	-0.008	-0.011**	0.000	0.003	-0.004	-0.004	-0.004	-0.004
107	-0.010*	0.303**	-0.017**	0.004	-0.002	0.018**	0.013**	0.003	0.011**	0.000	-0.002
108	-0.012**	0.530**	-0.019**	0.032**	-0.045**	0.032**	0.016**	0.019**	0.001	0.002	0.004

Variables	127	128	129	130	131	132	133	134	135	136	137
109	0.037**	0.100**	0.003	-0.027**	-0.024**	0.032**	0.049**	-0.012	0.028**	0.006	-0.032**
110	0.024**	0.045**	0.001	-0.016**	0.068**	-0.015**	0.008	0.005	-0.011*	0.002	-0.017**
111	0.024**	0.044**	0.001	-0.017**	0.066**	-0.015**	0.009*	0.006	-0.011*	0.003	-0.017**
112	-0.093**	-0.037**	0.008*	-0.003	-0.013**	0.000	0.000	0.013**	-0.003	0.002	0.007
113	-0.015**	0.000	0.002	-0.003	0.002	-0.016**	0.004	-0.001	-0.017**	-0.005	0.001
114	0.079**	-0.009*	-0.002	-0.006	0.003	0.011**	0.010*	-0.012**	0.004	-0.003	0.018**
115	0.028**	0.039**	-0.007	0.011**	0.007	0.006	-0.012**	0.000	0.016**	0.005	-0.022**
116	0.722**	-0.039**	-0.009*	-0.045**	0.058**	-0.018**	0.022**	-0.092**	-0.041**	0.011**	-0.034**
117	0.264**	-0.066**	-0.008*	-0.101**	0.074**	0.063**	0.030**	-0.128**	-0.003	0.021**	-0.058**
118	-0.087**	0.008*	0.006	-0.011**	-0.054**	-0.123**	-0.008*	0.049**	0.004	0.003	0.057**
119	-0.009*	-0.089**	-0.009*	0.036**	0.038**	-0.004	0.007	0.168**	-0.002	0.006	0.000
120	0.181**	-0.002	-0.001	-0.106**	0.055**	-0.074**	0.074**	0.003	-0.015**	0.004	0.016**
121	-0.205**	0.022**	0.006	0.125**	-0.011**	0.000	-0.029**	0.050**	0.018**	-0.020**	0.005
122	0.309**	0.042**	-0.039**	-0.029**	0.034**	0.114**	0.015**	-0.074**	0.049**	0.005	0.010*
123	0.596**	-0.011**	-0.026**	-0.133**	0.047**	0.069**	0.013**	-0.148**	0.016**	0.024**	-0.018**
124	0.489**	-0.035**	-0.021**	-0.104**	-0.040**	-0.007	0.012**	-0.093**	0.006	0.027**	-0.012**
125	0.430**	0.051**	-0.018**	-0.107**	0.214**	0.195**	0.005	-0.172**	0.027**	0.002	-0.020**
126	0.189**	0.004	-0.021**	-0.104**	0.014**	0.069**	0.011**	-0.103**	0.034**	0.018**	0.002
127	1	-0.033**	-0.018**	-0.108**	0.080**	0.028**	0.009*	-0.145**	-0.027**	0.022**	-0.045**
128	-0.033**	1	-0.030**	-0.003	-0.023**	0.041**	0.018**	0.007	0.015**	-0.008	0.040**
129	-0.018**	-0.030**	1	-0.015**	0.000	-0.007	-0.018**	-0.065**	-0.013**	-0.008*	-0.007
130	-0.108**	-0.003	-0.015**	1	0.005	0.214**	-0.174**	0.466**	0.028**	-0.010*	0.021**
131	0.080**	-0.023**	0.000	0.005	1	-0.140**	-0.130**	0.018**	-0.026**	0.024**	-0.124**
132	0.028**	0.041**	-0.007	0.214**	-0.140**	1	0.030**	0.033**	0.038**	-0.005	0.022**
133	0.009*	0.018**	-0.018**	-0.174**	-0.130**	0.030**	1	0.085**	0.005	0.001	0.037**
134	-0.145**	0.007	-0.065**	0.466**	0.018**	0.033**	0.085**	1	0.003	0.003	0.069**
135	-0.027**	0.015**	-0.013**	0.028**	-0.026**	0.038**	0.005	0.003	1	-0.012**	0.012**

Variables	127	128	129	130	131	132	133	134	135	136	137
136	0.022**	-0.008	-0.008*	-0.010*	0.024**	-0.005	0.001	0.003	-0.012**	1	-0.043**
137	-0.045**	0.040**	-0.007	0.021**	-0.124**	0.022**	0.037**	0.069**	0.012**	-0.043**	1

* P < 0.05; ** P < 0.01

Appendix G: Logistic Regression

	Dependent variable: board member monitoring									
	Model 1		Model 2		Model 3		Model 4		Model 5	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			-0.032	0.606					-0.037	0.549
			(0.061)						(0.061)	
Political decision-making					-0.025	0.210			-0.024	0.225
style					(0.020)				(0.020)	
Procedural rational							0.073**	0.011	0.073**	0.011
decision-making style							(0.029)		(0.029)	
Agrariers/Bedrijven	-0.008	0.969	-0.017	0.937	-0.006	0.979	-0.006	0.979	-0.013	0.951
(Agriculture/Companies)	(0.215)		(0.216)		(0.215)		(0.215)		(0.216)	
AWP	-0.019	0.877	-0.017	0.893	-0.021	0.866	-0.019	0.876	-0.019	0.882
	(0.125)		(0.125)		(0.125)		(0.125)		(0.125)	
Bedrijven (Companies)	-0.240*	0.061	-0.243*	0.058	-0.239*	0.062	-0.237*	0.064	-0.240*	0.062
	(0.128)		(0.128)		(0.128)		(0.128)		(0.128)	
CDA	-0.034	0.752	-0.032	0.772	-0.031	0.776	-0.031	0.779	-0.024	0.823
	(0.109)		(0.109)		(0.109)		(0.109)		(0.109)	
CU	-0.240	0.178	-0.245	0.169	-0.238	0.181	-0.240	0.179	-0.244	0.172
	(0.178)		(0.178)		(0.178)		(0.178)		(0.178)	
CU/SGP	-0.057	0.813	-0.068	0.779	-0.062	0.796	-0.064	0.791	-0.082	0.735
	(0.240)		(0.241)		(0.240)		(0.240)		(0.241)	
Local	-0.060	0.583	-0.060	0.588	-0.059	0.592	-0.061	0.583	-0.058	0.597
	(0.110)		(0.110)		(0.110)		(0.110)		(0.110)	
Natuur (Nature)	-0.082	0.562	-0.079	0.576	-0.086	0.542	-0.085	0.551	-0.086	0.545
	(0.142)		(0.142)		(0.142)		(0.142)		(0.142)	
PvdA	-0.124	0.307	-0.124	0.308	-0.121	0.320	-0.126	0.301	-0.122	0.314
	(0.122)		(0.122)		(0.122)		(0.122)		(0.122)	

PvdD	-0.503**	0.022	-0.506**	0.021	-0.502**	0.022	-0.511**	0.020	-0.514**	0.019
	(0.219)		(0.219)		(0.219)		(0.219)		(0.219)	
SGP	-0.278	0.185	-0.283	0.178	-0.278	0.185	-0.276	0.189	-0.281	0.181
	(0.210)		(0.210)		(0.210)		(0.210)		(0.210)	
VVD	-0.132	0.252	-0.127	0.270	-0.130	0.260	-0.133	0.248	-0.126	0.276
	(0.115)		(0.115)		(0.115)		(0.115)		(0.115)	
WN	0.078	0.468	0.081	0.451	0.078	0.468	0.076	0.478	0.080	0.459
	(0.108)		(0.108)		(0.108)		(0.108)		(0.108)	
Functional background: business expert	-0.031	0.645	-0.034	0.613	-0.029	0.658	-0.029	0.667	-0.031	0.642
	(0.066)		(0.067)		(0.066)		(0.066)		(0.067)	
Functional background: support specialist	0.068	0.285	0.067	0.291	0.067	0.290	0.066	0.293	0.065	0.305
	(0.063)		(0.063)		(0.063)		(0.063)		(0.063)	
Functional background: community influential	0.067	0.295	0.063	0.326	0.065	0.304	0.068	0.284	0.063	0.328
	(0.064)		(0.064)		(0.064)		(0.064)		(0.064)	
Industry background: agriculture, forestry, fishing	-0.049	0.527	-0.051	0.510	-0.048	0.534	-0.049	0.521	-0.051	0.508
	(0.077)		(0.077)		(0.077)		(0.077)		(0.077)	
Industry background: construction	-0.120	0.396	-0.121	0.393	-0.116	0.411	-0.118	0.405	-0.115	0.415
	(0.141)		(0.141)		(0.141)		(0.141)		(0.141)	
Industry background: finance, insurance, real estate	-0.020	0.823	-0.017	0.854	-0.021	0.821	-0.021	0.821	-0.017	0.856
	(0.091)		(0.091)		(0.091)		(0.091)		(0.091)	
Industry background: manufacturing	0.125	0.372	0.121	0.388	0.123	0.378	0.123	0.379	0.117	0.404
	(0.140)		(0.140)		(0.140)		(0.140)		(0.140)	
Industry background: public administration	-0.143**	0.038	-0.141**	0.041	-0.142**	0.040	-0.144**	0.036	-0.141**	0.041
	(0.069)		(0.069)		(0.069)		(0.069)		(0.069)	
Industry background: retail trade	0.350	0.142	0.350	0.142	0.348	0.144	0.351	0.140	0.349	0.142
	(0.238)		(0.238)		(0.238)		(0.238)		(0.238)	

Industry background: service	-0.146**	0.035	-0.147**	0.034	-0.147**	0.034	-0.146**	0.034	-0.148**	0.033
	(0.069)		(0.069)		(0.069)		(0.069)		(0.069)	
Industry background: transportation, public utilities	0.015	0.959	0.023	0.939	0.019	0.949	0.008	0.978	0.023	0.940
	(0.301)		(0.301)		(0.301)		(0.301)		(0.301)	
Industry background: wholesale trade	0.308	0.142	0.317	0.132	0.304	0.147	0.304	0.148	0.309	0.142
	(0.210)		(0.210)		(0.210)		(0.210)		(0.210)	
Board tenure	-0.004	0.856	-0.003	0.880	-0.004	0.863	-0.005	0.831	-0.004	0.865
	(0.021)		(0.021)		(0.021)		(0.021)		(0.021)	
Coalition	-0.029	0.637	-0.030	0.631	-0.029	0.639	-0.029	0.641	-0.029	0.634
	(0.061)		(0.061)		(0.061)		(0.061)		(0.061)	
Leader (fraction/political leader)	-0.028	0.640	-0.027	0.645	-0.029	0.622	-0.027	0.644	-0.028	0.632
	(0.059)		(0.059)		(0.059)		(0.059)		(0.059)	
Total utterances	0.000	0.423	0.000	0.459	0.000	0.433	0.000	0.386	0.000	0.437
	(0.000)		(0.000)		(0.000)		(0.000)		(0.000)	
Agenda item: Budget	-0.373***	0.000	-0.373***	0.000	-0.368***	0.000	-0.370***	0.000	-0.365***	0.000
	(0.092)		(0.092)		(0.093)		(0.093)		(0.093)	
Agenda item: Clean water	-0.245	0.270	-0.246	0.268	-0.247	0.266	-0.241	0.278	-0.244	0.272
	(0.222)		(0.222)		(0.222)		(0.222)		(0.222)	
Agenda item: Collaborations	-0.271***	0.009	-0.271***	0.009	-0.271***	0.009	-0.275***	0.008	-0.275***	0.008
	(0.103)		(0.103)		(0.103)		(0.103)		(0.103)	
Agenda item: Communication	0.161	0.451	0.162	0.449	0.162	0.449	0.161	0.451	0.162	0.447
	(0.214)		(0.214)		(0.214)		(0.214)		(0.214)	
Agenda item: Elections	-2.760***	0.000	-2.759***	0.000	-2.756***	0.000	-2.779***	0.000	-2.772***	0.000
	(0.716)		(0.716)		(0.716)		(0.716)		(0.716)	
Agenda item: Finance	-0.219**	0.041	-0.219**	0.042	-0.215**	0.046	-0.218**	0.042	-0.214**	0.047
	(0.107)		(0.107)		(0.107)		(0.107)		(0.108)	
	-0.280***	0.002	-0.280***	0.002	-0.280***	0.002	-0.279***	0.002	-0.280***	0.002

Agenda item: Funding approval	(0.092)		(0.092)		(0.092)		(0.092)		(0.092)	
Agenda item: Governance	-2.159***	0.000	-2.159***	0.000	-2.152***	0.000	-2.154***	0.000	-2.146***	0.000
	(0.190)		(0.190)		(0.190)		(0.190)		(0.190)	
Agenda item: Information management	-0.499	0.287	-0.499	0.288	-0.500	0.287	-0.500	0.287	-0.500	0.287
	(0.469)		(0.469)		(0.469)		(0.469)		(0.469)	
Agenda item: Internationalization	-0.792	0.127	-0.793	0.126	-0.782	0.132	-0.784	0.130	-0.776	0.134
	(0.519)		(0.519)		(0.519)		(0.518)		(0.518)	
Agenda item: Investigation/Evaluation	-0.590***	0.000	-0.589***	0.000	-0.589***	0.000	-0.610***	0.000	-0.608***	0.000
	(0.127)		(0.127)		(0.127)		(0.127)		(0.127)	
Agenda item: Knowledge and Innovation	-0.877**	0.040	-0.875**	0.041	-0.873**	0.041	-0.874**	0.041	-0.867**	0.043
	(0.428)		(0.428)		(0.428)		(0.428)		(0.428)	
Agenda item: Legal issues	-0.342**	0.034	-0.342**	0.034	-0.341**	0.034	-0.341**	0.034	-0.341**	0.034
	(0.161)		(0.161)		(0.161)		(0.161)		(0.161)	
Agenda item: Macro environment	-1.645***	0.000	-1.645***	0.000	-1.643***	0.000	-1.640***	0.000	-1.637***	0.000
	(0.244)		(0.244)		(0.244)		(0.244)		(0.244)	
Agenda item: Merger	-2.376***	0.000	-2.375***	0.000	-2.372***	0.000	-2.408***	0.000	-2.403***	0.000
	(0.592)		(0.592)		(0.592)		(0.595)		(0.594)	
Agenda item: Minutes	-0.832***	0.000	-0.832***	0.000	-0.833***	0.000	-0.831***	0.000	-0.833***	0.000
	(0.152)		(0.152)		(0.152)		(0.152)		(0.153)	
Agenda item: Miscellaneous items	-0.784***	0.000	-0.784***	0.000	-0.786***	0.000	-0.783***	0.000	-0.785***	0.000
	(0.099)		(0.099)		(0.099)		(0.099)		(0.099)	
Agenda item: Operations of the organisation	-0.574***	0.001	-0.574***	0.001	-0.574***	0.001	-0.571***	0.001	-0.573***	0.001
	(0.176)		(0.176)		(0.176)		(0.176)		(0.176)	
Agenda item: Project approval	-0.457***	0.001	-0.458***	0.001	-0.457***	0.001	-0.454***	0.001	-0.454***	0.001
	(0.139)		(0.139)		(0.139)		(0.139)		(0.139)	
Agenda item: Sewage treatment	0.125	0.357	0.125	0.359	0.128	0.347	0.126	0.354	0.128	0.347
	(0.136)		(0.136)		(0.136)		(0.136)		(0.136)	

Agenda item: Strategy	-1.074***	0.000	-1.073***	0.000	-1.070***	0.000	-1.069***	0.000	-1.064***	0.000
	(0.150)		(0.150)		(0.150)		(0.150)		(0.150)	
Agenda item: Sufficient water	-0.617***	0.000	-0.618***	0.000	-0.619***	0.000	-0.617***	0.000	-0.620***	0.000
	(0.108)		(0.108)		(0.108)		(0.108)		(0.108)	
Agenda item: Sustainability	-0.257*	0.078	-0.258*	0.077	-0.258*	0.077	-0.257*	0.077	-0.260*	0.075
	(0.146)		(0.146)		(0.146)		(0.146)		(0.146)	
Agenda item: Water safety	-0.655***	0.000	-0.655***	0.000	-0.655***	0.000	-0.660***	0.000	-0.660***	0.000
	(0.153)		(0.153)		(0.153)		(0.153)		(0.153)	
Water authority: HD	0.184	0.296	0.181	0.306	0.180	0.307	0.178	0.312	0.170	0.336
	(0.176)		(0.177)		(0.176)		(0.176)		(0.177)	
Water authority: HDSR	-0.603***	0.001	-0.607***	0.001	-0.604***	0.001	-0.611***	0.001	-0.616***	0.001
	(0.184)		(0.184)		(0.184)		(0.183)		(0.184)	
Water authority: HHN	-1.538***	0.000	-1.539***	0.000	-1.548***	0.000	-1.532***	0.000	-1.542***	0.000
	(0.245)		(0.245)		(0.245)		(0.245)		(0.245)	
Water authority: HR	0.559***	0.001	0.562***	0.001	0.565***	0.001	0.554***	0.001	0.562***	0.001
	(0.167)		(0.167)		(0.167)		(0.167)		(0.167)	
Water authority: WAM	0.703***	0.000	0.699***	0.000	0.703***	0.000	0.701***	0.000	0.696***	0.000
	(0.172)		(0.172)		(0.172)		(0.171)		(0.172)	
Water authority: WBD	-0.152	0.446	-0.152	0.445	-0.154	0.440	-0.153	0.442	-0.155	0.436
	(0.199)		(0.199)		(0.199)		(0.199)		(0.199)	
Water authority: WDD	-0.295	0.142	-0.297	0.139	-0.295	0.141	-0.301	0.134	-0.304	0.130
	(0.201)		(0.201)		(0.201)		(0.201)		(0.201)	
Water authority: WF	-0.019	0.940	-0.023	0.930	-0.015	0.953	-0.026	0.920	-0.026	0.922
	(0.260)		(0.260)		(0.260)		(0.260)		(0.260)	
Water authority: WGS	0.486**	0.029	0.481**	0.031	0.487**	0.029	0.478**	0.032	0.473**	0.034
	(0.223)		(0.223)		(0.223)		(0.223)		(0.224)	
Water authority: WHA	0.098	0.725	0.094	0.736	0.096	0.731	0.096	0.729	0.090	0.748
	(0.279)		(0.279)		(0.279)		(0.279)		(0.279)	

Water authority: WHD	-1.068***	0.000	-1.072***	0.000	-1.071***	0.000	-1.075***	0.000	-1.082***	0.000
	(0.262)		(0.262)		(0.262)		(0.262)		(0.262)	
Water authority: WN	-0.110	0.575	-0.113	0.566	-0.111	0.571	-0.113	0.564	-0.117	0.549
	(0.196)		(0.196)		(0.196)		(0.196)		(0.196)	
Water authority: WPM	0.263	0.525	0.261	0.529	0.270	0.515	0.262	0.527	0.267	0.519
	(0.414)		(0.414)		(0.414)		(0.414)		(0.414)	
Water authority: WR	0.714*	0.082	0.708*	0.085	0.715*	0.082	0.721*	0.079	0.715*	0.082
	(0.411)		(0.411)		(0.411)		(0.411)		(0.411)	
Water authority: WRD	-0.358*	0.084	-0.356*	0.086	-0.356*	0.086	-0.358*	0.084	-0.354*	0.088
	(0.207)		(0.207)		(0.207)		(0.207)		(0.207)	
Water authority: WRI	-0.147	0.486	-0.150	0.477	-0.145	0.492	-0.154	0.466	-0.156	0.460
	(0.211)		(0.211)		(0.211)		(0.211)		(0.211)	
Water authority: WRO	0.935***	0.002	0.932***	0.002	0.967***	0.002	0.927***	0.003	0.955***	0.002
	(0.307)		(0.307)		(0.308)		(0.307)		(0.308)	
Water authority: WRW	0.031	0.887	0.028	0.896	0.027	0.903	0.028	0.897	0.021	0.923
	(0.218)		(0.218)		(0.218)		(0.218)		(0.218)	
Water authority: WS	0.361*	0.100	0.361*	0.100	0.359	0.102	0.361*	0.100	0.359	0.102
	(0.219)		(0.219)		(0.219)		(0.219)		(0.219)	
Water authority: WVaVe	-0.337	0.300	-0.340	0.296	-0.335	0.303	-0.344	0.290	-0.345	0.289
	(0.325)		(0.325)		(0.325)		(0.325)		(0.325)	
Water authority: WVE	-1.524***	0.000	-1.527***	0.000	-1.512***	0.000	-1.532***	0.000	-1.523***	0.000
	(0.378)		(0.378)		(0.378)		(0.378)		(0.378)	
Water authority:	0.177	0.639	0.174	0.645	0.177	0.638	0.182	0.629	0.179	0.634
WVechtstromen	(0.377)		(0.377)		(0.377)		(0.377)		(0.377)	
Water authority:	-0.423	0.125	-0.428	0.121	-0.427	0.122	-0.425	0.124	-0.436	0.115
WVeluwe	(0.276)		(0.276)		(0.276)		(0.276)		(0.276)	
Water authority: WVeVe	-0.795	0.202	-0.795	0.202	-0.795	0.202	-0.808	0.195	-0.809	0.194
	(0.623)		(0.623)		(0.623)		(0.623)		(0.623)	

Water authority: WZ	-0.983***	0.000	-0.984***	0.000	-0.958***	0.000	-0.997***	0.000	-0.973***	0.000
	(0.232)		(0.232)		(0.233)		(0.232)		(0.233)	
Water authority: WZE	-0.489	0.214	-0.491	0.212	-0.484	0.219	-0.490	0.213	-0.487	0.216
	(0.394)		(0.394)		(0.394)		(0.394)		(0.394)	
Water authority: WZV	-0.024	0.948	-0.026	0.944	-0.026	0.944	-0.028	0.939	-0.032	0.933
	(0.374)		(0.374)		(0.374)		(0.374)		(0.374)	
Year: 2010	-0.258***	0.000	-0.258***	0.000	-0.257***	0.000	-0.259***	0.000	-0.258***	0.000
	(0.072)		(0.072)		(0.072)		(0.072)		(0.072)	
Year: 2011	-0.229***	0.002	-0.229***	0.002	-0.229***	0.002	-0.231***	0.002	-0.230***	0.002
	(0.073)		(0.073)		(0.073)		(0.073)		(0.073)	
Year: 2012	-0.368***	0.000	-0.368***	0.000	-0.366***	0.000	-0.371***	0.000	-0.369***	0.000
	(0.078)		(0.078)		(0.078)		(0.078)		(0.078)	
Year: 2013	-0.368***	0.000	-0.368***	0.000	-0.367***	0.000	-0.370***	0.000	-0.368***	0.000
	(0.077)		(0.077)		(0.077)		(0.077)		(0.077)	
Year: 2014	-0.563***	0.000	-0.563***	0.000	-0.560***	0.000	-0.565***	0.000	-0.562***	0.000
	(0.087)		(0.087)		(0.087)		(0.087)		(0.087)	
Quarter: 2	-0.039	0.554	-0.039	0.557	-0.037	0.575	-0.042	0.524	-0.040	0.546
	(0.066)		(0.066)		(0.066)		(0.066)		(0.066)	
Quarter: 3	0.025	0.722	0.026	0.717	0.026	0.709	0.025	0.723	0.027	0.704
	(0.071)		(0.071)		(0.071)		(0.071)		(0.071)	
Quarter: 4	-0.272***	0.000	-0.272***	0.000	-0.271***	0.000	-0.272***	0.000	-0.271***	0.000
	(0.069)		(0.069)		(0.069)		(0.069)		(0.069)	
Gender diversity	-1.267*	0.054	-1.258*	0.056	-1.271*	0.053	-1.283*	0.051	-1.276*	0.052
	(0.657)		(0.657)		(0.657)		(0.657)		(0.657)	
Political diversity	1.659	0.177	1.660	0.177	1.694	0.168	1.641	0.183	1.677	0.173
	(1.230)		(1.230)		(1.229)		(1.232)		(1.232)	
Stakeholder diversity	0.686	0.261	0.687	0.261	0.699	0.252	0.667	0.275	0.682	0.265
	(0.611)		(0.611)		(0.611)		(0.611)		(0.611)	

Speaker position in meeting	-0.073	0.370	-0.072	0.373	-0.074	0.361	-0.072	0.373	-0.073	0.368
	(0.081)		(0.081)		(0.081)		(0.081)		(0.081)	
Previous speaker female	-0.033	0.572	-0.032	0.580	-0.033	0.571	-0.033	0.566	-0.033	0.574
	(0.058)		(0.058)		(0.058)		(0.058)		(0.058)	
Relative individual meeting statements	-1.985***	0.001	-1.993***	0.001	-1.985***	0.001	-1.982***	0.001	-1.990***	0.001
	(0.590)		(0.590)		(0.590)		(0.590)		(0.590)	
Total meeting utterances	-0.002**	0.022	-0.002**	0.021	-0.002**	0.020	-0.002**	0.022	-0.002**	0.021
	(0.001)		(0.001)		(0.001)		(0.001)		(0.001)	
Board size in meeting	0.176***	0.000	0.177***	0.000	0.176***	0.000	0.177***	0.000	0.178***	0.000
	(0.033)		(0.033)		(0.033)		(0.033)		(0.033)	
Total board members	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000	-0.141***	0.000
	(0.031)		(0.031)		(0.031)		(0.031)		(0.031)	
Number of men in meeting	-0.064**	0.014	-0.065**	0.013	-0.064**	0.013	-0.065**	0.012	-0.067***	0.010
	(0.026)		(0.026)		(0.026)		(0.026)		(0.026)	
Statement length in words	0.003***	0.000	0.003***	0.000	0.003***	0.000	0.003***	0.000	0.003***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)		(0.000)	
Relative position of agenda point	0.050	0.501	0.050	0.498	0.049	0.505	0.049	0.510	0.049	0.511
	(0.074)		(0.074)		(0.074)		(0.074)		(0.074)	
Relative statement of previous speaker	-2.334**	0.022	-2.335**	0.022	-2.307**	0.023	-2.349**	0.021	-2.322**	0.022
	(1.017)		(1.017)		(1.017)		(1.017)		(1.017)	
Previous speaker TMT	0.551***	0.000	0.551***	0.000	0.549***	0.000	0.549***	0.000	0.547***	0.000
	(0.057)		(0.057)		(0.057)		(0.057)		(0.057)	
Previous speaker leader	-0.030	0.610	-0.030	0.609	-0.030	0.616	-0.029	0.626	-0.028	0.632
	(0.059)		(0.059)		(0.059)		(0.059)		(0.059)	
Previous speaker newcomer	0.025	0.614	0.025	0.613	0.023	0.631	0.025	0.612	0.024	0.627
	(0.049)		(0.049)		(0.049)		(0.049)		(0.049)	
Previous speaker influence	2.445**	0.031	2.439**	0.032	2.423**	0.033	2.478**	0.029	2.447**	0.031
	(1.136)		(1.136)		(1.135)		(1.136)		(1.136)	

Previous statement	-0.444	0.195	-0.445	0.194	-0.447	0.192	-0.441	0.198	-0.446	0.194
interrupt	(0.343)		(0.343)		(0.343)		(0.343)		(0.343)	
Previous statement	-0.026	0.847	-0.026	0.848	-0.025	0.854	-0.026	0.851	-0.024	0.859
consensus	(0.136)		(0.136)		(0.136)		(0.136)		(0.136)	
Previous statement	-0.092	0.103	-0.092	0.104	-0.092	0.101	-0.094*	0.097	-0.094*	0.097
question	(0.056)		(0.056)		(0.056)		(0.056)		(0.056)	
Constant	-3.402***	0.007	-3.395***	0.008	-3.436***	0.007	-3.372***	0.008	-3.398***	0.008
	(1.271)		(1.271)		(1.270)		(1.273)		(1.273)	
LR chi2	1591.34		1591.61		1592.96		1597.51		1599.39	
Prob > chi2	0.000		0.000		0.000		0.000		0.000	
Pseudo R2	0.084		0.084		0.085		0.085		0.085	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix H: OLS Regression

	Dependent variable: politics (model 1 and 2) and procedural rationality (model 3 and 4)							
	Model 1		Model 2		Model 3		Model 4	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			0.022*	0.053			0.035***	0.000
			(0.012)				(0.008)	
Agrariers/Bedrijven	0.372***	0.000	0.374***	0.000	-0.021	0.519	-0.016	0.616
(Agriculture/Companies)	(0.049)		(0.049)		(0.032)		(0.032)	
AWP	-0.006	0.802	-0.010	0.664	-0.007	0.634	-0.014	0.360
	(0.023)		(0.024)		(0.015)		(0.015)	
AWP/VVD	0.271	0.479	0.258	0.500	0.342	0.168	0.323	0.193
	(0.382)		(0.383)		(0.248)		(0.248)	
Bedrijven (Companies)	-0.009	0.669	-0.008	0.697	-0.018	0.187	-0.016	0.219
	(0.021)		(0.021)		(0.013)		(0.013)	
CDA	0.132***	0.000	0.128***	0.000	-0.023*	0.063	-0.030**	0.016
	(0.019)		(0.019)		(0.012)		(0.012)	
CDA/CU	0.032	0.936	0.033	0.935	-0.229	0.385	-0.228	0.387
	(0.405)		(0.405)		(0.263)		(0.263)	
CU	0.162***	0.000	0.163***	0.000	-0.001	0.966	0.000	0.986
	(0.029)		(0.029)		(0.019)		(0.019)	
CU/SGP	-0.087	0.142	-0.084	0.156	0.094**	0.014	0.098**	0.010
	(0.059)		(0.059)		(0.038)		(0.038)	
Local	0.108***	0.000	0.105***	0.000	-0.005	0.677	-0.010	0.427
	(0.019)		(0.019)		(0.012)		(0.012)	
Natuur (Nature)	-0.068**	0.011	-0.071***	0.008	0.009	0.594	0.004	0.803
	(0.027)		(0.027)		(0.017)		(0.017)	
PvdA	0.141***	0.000	0.137***	0.000	0.009	0.520	0.004	0.757
	(0.022)		(0.022)		(0.014)		(0.014)	

PvdD	0.077*	0.064	0.072*	0.084	0.048*	0.075	0.040	0.135
	(0.041)		(0.041)		(0.027)		(0.027)	
SGP	0.093***	0.007	0.094***	0.006	-0.020	0.361	-0.019	0.388
	(0.034)		(0.034)		(0.022)		(0.022)	
VVD	0.117***	0.000	0.113***	0.000	0.008	0.564	0.002	0.861
	(0.020)		(0.020)		(0.013)		(0.013)	
WN	0.058***	0.003	0.053***	0.006	0.013	0.291	0.006	0.631
	(0.019)		(0.019)		(0.012)		(0.013)	
Functional background: business expert	0.025**	0.031	0.027**	0.024	-0.020**	0.010	-0.018**	0.022
	(0.012)		(0.012)		(0.008)		(0.008)	
Functional background: support specialist	-0.024**	0.043	-0.023**	0.049	0.001	0.942	0.002	0.830
	(0.012)		(0.012)		(0.008)		(0.008)	
Functional background: community influential	-0.024**	0.038	-0.023**	0.048	-0.015**	0.042	-0.014*	0.069
	(0.012)		(0.012)		(0.008)		(0.008)	
Industry background: agriculture, forestry, fishing	-0.013	0.347	-0.011	0.399	0.013	0.151	0.015*	0.096
	(0.014)		(0.014)		(0.009)		(0.009)	
Industry background: construction	0.121***	0.000	0.122***	0.000	0.012	0.489	0.013	0.458
	(0.027)		(0.027)		(0.018)		(0.018)	
Industry background: finance, insurance, real estate	-0.012	0.463	-0.012	0.447	0.014	0.183	0.014	0.204
	(0.016)		(0.016)		(0.011)		(0.011)	
Industry background: manufacturing	-0.056**	0.016	-0.055**	0.018	0.025	0.106	0.026*	0.090
	(0.023)		(0.023)		(0.015)		(0.015)	
Industry background: mining	-0.186	0.745	-0.182	0.750	-0.183	0.622	-0.177	0.633
	(0.572)		(0.572)		(0.371)		(0.371)	
Industry background: public administration	-0.027**	0.025	-0.027**	0.025	0.017**	0.029	0.017**	0.029
	(0.012)		(0.012)		(0.008)		(0.008)	

Industry background: retail trade	-0.001	0.978	-0.002	0.969	-0.004	0.909	-0.005	0.888
	(0.050)		(0.050)		(0.033)		(0.033)	
Industry background: service	-0.023*	0.065	-0.022*	0.079	0.008	0.295	0.010	0.211
	(0.012)		(0.012)		(0.008)		(0.008)	
Industry background: transportation, public utilities	0.012	0.770	0.011	0.783	0.079***	0.002	0.078***	0.002
	(0.039)		(0.039)		(0.026)		(0.026)	
Industry background: wholesale trade	0.053	0.243	0.046	0.312	0.060**	0.041	0.049*	0.094
	(0.045)		(0.045)		(0.029)		(0.029)	
Board tenure	-0.011***	0.003	-0.011***	0.002	0.006**	0.010	0.006**	0.019
	(0.004)		(0.004)		(0.002)		(0.002)	
Coalition	-0.033***	0.003	-0.034***	0.002	0.003	0.642	0.002	0.783
	(0.011)		(0.011)		(0.007)		(0.007)	
Leader (fraction/political leader)	-0.006	0.634	-0.005	0.675	-0.015**	0.046	-0.014*	0.062
	(0.012)		(0.012)		(0.008)		(0.008)	
Total utterances	-0.000	0.214	-0.000	0.300	-0.000***	0.000	-0.000***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)	
Agenda item: Budget	0.127***	0.000	0.126***	0.000	-0.027**	0.033	-0.027**	0.032
	(0.019)		(0.019)		(0.013)		(0.013)	
Agenda item: Clean water	-0.079	0.103	-0.079	0.106	-0.016	0.616	-0.015	0.639
	(0.049)		(0.049)		(0.032)		(0.032)	
Agenda item: Collaborations	-0.015	0.511	-0.015	0.513	0.039***	0.007	0.039***	0.007
	(0.022)		(0.022)		(0.014)		(0.014)	
Agenda item: Communication	-0.002	0.968	-0.003	0.955	-0.001	0.974	-0.002	0.943
	(0.051)		(0.051)		(0.033)		(0.033)	
Agenda item: Elections	0.146**	0.013	0.145**	0.014	0.135***	0.000	0.133***	0.000
	(0.059)		(0.059)		(0.038)		(0.038)	
Agenda item: Finance	0.159***	0.000	0.159***	0.000	-0.026*	0.074	-0.027*	0.071

	(0.023)		(0.023)		(0.015)		(0.015)	
Agenda item: Funding approval	-0.055***	0.007	-0.055***	0.007	0.020	0.129	0.020	0.130
	(0.020)		(0.020)		(0.013)		(0.013)	
Agenda item: Governance	0.212***	0.000	0.212***	0.000	-0.056***	0.000	-0.057***	0.000
	(0.022)		(0.022)		(0.015)		(0.015)	
Agenda item: Information management	-0.059	0.499	-0.060	0.494	-0.037	0.509	-0.039	0.497
	(0.087)		(0.087)		(0.057)		(0.057)	
Agenda item: Internationalization	0.260***	0.005	0.260***	0.005	-0.068	0.258	-0.068	0.258
	(0.092)		(0.092)		(0.060)		(0.060)	
Agenda item: Investigation/Evaluation	0.037	0.134	0.036	0.141	0.279***	0.000	0.278***	0.000
	(0.025)		(0.025)		(0.016)		(0.016)	
Agenda item: Knowledge and Innovation	0.127*	0.084	0.126*	0.086	-0.047	0.325	-0.048	0.315
	(0.074)		(0.074)		(0.048)		(0.048)	
Agenda item: Legal issues	-0.035	0.296	-0.035	0.297	-0.011	0.626	-0.010	0.632
	(0.033)		(0.033)		(0.022)		(0.022)	
Agenda item: Macro environment	0.108***	0.001	0.108***	0.001	-0.062***	0.002	-0.062***	0.002
	(0.031)		(0.031)		(0.020)		(0.020)	
Agenda item: Merger	0.178***	0.000	0.177***	0.000	0.042	0.159	0.041	0.168
	(0.046)		(0.046)		(0.030)		(0.030)	
Agenda item: Minutes	-0.043*	0.100	-0.043*	0.099	0.012	0.466	0.012	0.471
	(0.026)		(0.026)		(0.017)		(0.017)	
Agenda item: Miscellaneous items	-0.085***	0.000	-0.085***	0.000	0.010	0.408	0.010	0.438
	(0.019)		(0.019)		(0.012)		(0.012)	
Agenda item: Operations of the organisation	-0.099***	0.003	-0.098***	0.003	-0.008	0.695	-0.008	0.711
	(0.033)		(0.033)		(0.022)		(0.022)	
Agenda item: Project approval	-0.059**	0.035	-0.059**	0.037	-0.026	0.158	-0.025	0.167
	(0.028)		(0.028)		(0.018)		(0.018)	
	0.044	0.155	0.044	0.157	0.054***	0.008	0.054***	0.008

Agenda item: Sewage treatment	(0.031)		(0.031)		(0.020)		(0.020)	
Agenda item: Strategy	0.136***	0.000	0.136***	0.000	-0.037**	0.028	-0.037**	0.025
	(0.026)		(0.026)		(0.017)		(0.017)	
Agenda item: Sufficient water	-0.088***	0.000	-0.088***	0.000	0.005	0.746	0.005	0.739
	(0.021)		(0.021)		(0.014)		(0.014)	
Agenda item: Sustainability	-0.039	0.185	-0.039	0.185	0.063***	0.001	0.063***	0.001
	(0.030)		(0.030)		(0.019)		(0.019)	
Agenda item: Water safety	-0.056**	0.047	-0.056**	0.046	0.075***	0.000	0.075***	0.000
	(0.028)		(0.028)		(0.018)		(0.018)	
Water authority: HD	-0.164***	0.000	-0.162***	0.000	0.071***	0.002	0.074***	0.001
	(0.036)		(0.036)		(0.023)		(0.023)	
Water authority: HDSR	-0.037	0.269	-0.035	0.294	0.052**	0.017	0.055**	0.011
	(0.034)		(0.034)		(0.022)		(0.022)	
Water authority: HHN	-0.309***	0.000	-0.309***	0.000	-0.069***	0.004	-0.069***	0.004
	(0.038)		(0.038)		(0.024)		(0.024)	
Water authority: HR	0.132***	0.000	0.131***	0.000	0.032	0.161	0.031	0.170
	(0.035)		(0.035)		(0.022)		(0.022)	
Water authority: WAM	0.030	0.390	0.031	0.372	0.034	0.135	0.036	0.116
	(0.035)		(0.035)		(0.023)		(0.023)	
Water authority: WBD	-0.130***	0.001	-0.130***	0.001	-0.013	0.592	-0.014	0.581
	(0.038)		(0.038)		(0.025)		(0.025)	
Water authority: WDD	-0.000	0.990	0.001	0.972	0.040*	0.094	0.043*	0.074
	(0.037)		(0.037)		(0.024)		(0.024)	
Water authority: WF	0.019	0.690	0.019	0.677	0.053*	0.077	0.055*	0.071
	(0.046)		(0.046)		(0.030)		(0.030)	
Water authority: WGS	-0.076*	0.077	-0.073*	0.089	0.112***	0.000	0.116***	0.000
	(0.043)		(0.043)		(0.028)		(0.028)	

Water authority: WHA	-0.154***	0.008	-0.152***	0.009	0.029	0.442	0.033	0.381
	(0.058)		(0.058)		(0.038)		(0.038)	
Water authority: WHD	-0.074*	0.068	-0.073*	0.075	0.080***	0.003	0.083***	0.002
	(0.041)		(0.041)		(0.027)		(0.027)	
Water authority: WN	-0.045	0.237	-0.044	0.252	0.018	0.481	0.020	0.430
	(0.039)		(0.039)		(0.025)		(0.025)	
Water authority: WPM	0.039	0.561	0.040	0.550	0.134***	0.002	0.135***	0.002
	(0.067)		(0.067)		(0.044)		(0.044)	
Water authority: WR	0.015	0.869	0.018	0.849	-0.066	0.280	-0.062	0.307
	(0.094)		(0.094)		(0.061)		(0.061)	
Water authority: WRD	-0.083**	0.037	-0.084**	0.037	0.001	0.956	0.001	0.968
	(0.040)		(0.040)		(0.026)		(0.026)	
Water authority: WRI	0.112***	0.005	0.113***	0.005	0.068***	0.009	0.069***	0.007
	(0.040)		(0.040)		(0.026)		(0.026)	
Water authority: WRO	0.745***	0.000	0.747***	0.000	0.145***	0.000	0.147***	0.000
	(0.059)		(0.059)		(0.038)		(0.038)	
Water authority: WRW	-0.252***	0.000	-0.251***	0.000	0.083***	0.002	0.084***	0.002
	(0.041)		(0.041)		(0.027)		(0.027)	
Water authority: WS	-0.164***	0.000	-0.165***	0.000	0.011	0.702	0.011	0.714
	(0.046)		(0.046)		(0.030)		(0.030)	
Water authority: WVaVe	-0.083	0.139	-0.080	0.149	0.045	0.217	0.048	0.186
	(0.056)		(0.056)		(0.036)		(0.036)	
Water authority: WVE	0.257***	0.000	0.257***	0.000	0.045	0.124	0.045	0.124
	(0.045)		(0.045)		(0.029)		(0.029)	
Water authority:	-0.066	0.296	-0.065	0.304	-0.092**	0.025	-0.090**	0.027
WVechtstromen	(0.063)		(0.063)		(0.041)		(0.041)	
Water authority:	-0.271***	0.000	-0.269***	0.000	0.017	0.554	0.020	0.475
WVeluwe	(0.043)		(0.043)		(0.028)		(0.028)	

Water authority: WVeVe	-0.161**	0.031	-0.160**	0.032	0.127***	0.008	0.129***	0.008
	(0.074)		(0.074)		(0.048)		(0.048)	
Water authority: WZ	0.689***	0.000	0.690***	0.000	0.141***	0.000	0.141***	0.000
	(0.038)		(0.038)		(0.025)		(0.025)	
Water authority: WZE	-0.035	0.543	-0.035	0.537	0.034	0.351	0.034	0.363
	(0.057)		(0.057)		(0.037)		(0.037)	
Water authority: WZV	-0.203***	0.001	-0.202***	0.001	0.077*	0.051	0.079**	0.046
	(0.061)		(0.061)		(0.040)		(0.040)	
Year: 2010	-0.000	0.996	-0.000	0.991	0.007	0.397	0.007	0.407
	(0.013)		(0.013)		(0.009)		(0.009)	
Year: 2011	-0.022	0.112	-0.022	0.109	0.015	0.102	0.014	0.111
	(0.014)		(0.014)		(0.009)		(0.009)	
Year: 2012	-0.003	0.851	-0.003	0.840	0.024**	0.011	0.024**	0.012
	(0.015)		(0.015)		(0.010)		(0.010)	
Year: 2013	0.013	0.374	0.013	0.382	0.008	0.429	0.007	0.451
	(0.015)		(0.015)		(0.010)		(0.010)	
Year: 2014	0.045***	0.004	0.044***	0.004	0.008	0.449	0.007	0.471
	(0.015)		(0.015)		(0.010)		(0.010)	
Quarter: 2	0.036***	0.004	0.036***	0.004	0.024***	0.003	0.023***	0.003
	(0.012)		(0.012)		(0.008)		(0.008)	
Quarter: 3	0.023*	0.084	0.023*	0.087	0.006	0.503	0.005	0.532
	(0.013)		(0.013)		(0.009)		(0.009)	
Quarter: 4	0.006	0.636	0.006	0.645	0.011	0.153	0.011	0.162
	(0.012)		(0.012)		(0.008)		(0.008)	
Gender diversity	-0.200*	0.090	-0.205*	0.083	0.159**	0.039	0.152**	0.048
	(0.118)		(0.118)		(0.077)		(0.077)	
Political diversity	0.993***	0.000	0.992***	0.000	0.460***	0.000	0.458***	0.000
	(0.178)		(0.178)		(0.116)		(0.116)	

Stakeholder diversity	0.325***	0.003	0.325***	0.003	0.115	0.102	0.115	0.103
	(0.109)		(0.109)		(0.071)		(0.071)	
Speaker position in meeting	-0.054***	0.000	-0.055***	0.000	-0.010	0.289	-0.010	0.280
	(0.015)		(0.015)		(0.010)		(0.010)	
Previous speaker female	0.018	0.114	0.017	0.134	0.009	0.235	0.007	0.320
	(0.011)		(0.011)		(0.007)		(0.007)	
Relative individual meeting statements	-0.234***	0.009	-0.229**	0.011	-0.071	0.222	-0.063	0.279
	(0.090)		(0.090)		(0.058)		(0.058)	
Total meeting utterances	-0.001***	0.000	-0.001***	0.000	-0.000	0.294	-0.000	0.285
	(0.000)		(0.000)		(0.000)		(0.000)	
Board size in meeting	0.006***	0.003	0.006***	0.002	0.000	0.829	0.001	0.664
	(0.002)		(0.002)		(0.001)		(0.001)	
Total top managers	-0.031***	0.000	-0.031***	0.000	0.011***	0.002	0.011***	0.002
	(0.005)		(0.005)		(0.004)		(0.004)	
Number of women in meeting	0.004	0.374	0.003	0.465	-0.006**	0.039	-0.007**	0.015
	(0.005)		(0.005)		(0.003)		(0.003)	
Statement length in words	0.011***	0.000	0.011***	0.000	0.006***	0.000	0.006***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)	
Relative position of agenda point	-0.009	0.496	-0.009	0.492	0.015*	0.099	0.015	0.102
	(0.014)		(0.014)		(0.009)		(0.009)	
Relative statement of previous speaker	0.493***	0.003	0.491***	0.004	0.101	0.357	0.098	0.372
	(0.168)		(0.168)		(0.109)		(0.109)	
Previous speaker TMT	-0.078***	0.000	-0.078***	0.000	0.016*	0.058	0.016*	0.054
	(0.013)		(0.013)		(0.008)		(0.008)	
Previous speaker leader	0.005	0.627	0.005	0.630	-0.000	0.951	-0.001	0.944
	(0.011)		(0.011)		(0.007)		(0.007)	
Previous speaker newcomer	-0.014	0.126	-0.014	0.126	-0.005	0.366	-0.005	0.363
	(0.009)		(0.009)		(0.006)		(0.006)	

Previous speaker	-0.066	0.704	-0.064	0.713	-0.025	0.822	-0.022	0.843
influence	(0.173)		(0.173)		(0.113)		(0.113)	
Previous statement	-0.110**	0.013	-0.109**	0.013	0.013	0.642	0.014	0.629
interrupt	(0.044)		(0.044)		(0.029)		(0.029)	
Previous statement	0.040	0.134	0.040	0.136	-0.012	0.490	-0.012	0.481
consensus	(0.027)		(0.027)		(0.018)		(0.018)	
Previous statement	-0.038***	0.000	-0.039***	0.000	0.011*	0.083	0.011*	0.087
question	(0.010)		(0.010)		(0.006)		(0.006)	
Constant	-0.766***	0.000	-0.769***	0.000	-0.544***	0.000	-0.548***	0.000
	(0.192)		(0.192)		(0.125)		(0.125)	
R squared	0.336		0.336		0.239		0.240	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix I: Ordered Logistic Regression

	Dependent variable: board member monitoring									
	Model 1		Model 2		Model 3		Model 4		Model 5	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			-0.031	0.609					-0.036	0.551
			(0.061)						(0.061)	
Political decision-making					-0.025	0.202			-0.025	0.217
style					(0.020)				(0.020)	
Procedural rational							0.072**	0.012	0.072**	0.012
decision-making style							(0.029)		(0.029)	
Agrariers/Bedrijven	-0.006	0.979	-0.014	0.947	-0.003	0.989	-0.003	0.989	-0.011	0.961
(Agriculture/Companies)	(0.215)		(0.216)		(0.215)		(0.215)		(0.216)	
AWP	-0.013	0.917	-0.011	0.933	-0.015	0.905	-0.013	0.916	-0.012	0.922
	(0.125)		(0.125)		(0.125)		(0.125)		(0.125)	
AWP/VVD	-13.158	0.986	-13.142	0.986	-13.153	0.986	-13.188	0.986	-13.164	0.986
	(775.170)		(774.873)		(776.282)		(776.386)		(777.239)	
Bedrijven (Companies)	-0.239*	0.062	-0.242*	0.060	-0.238*	0.063	-0.236*	0.065	-0.239*	0.063
	(0.128)		(0.128)		(0.128)		(0.128)		(0.128)	
CDA	-0.032	0.768	-0.029	0.787	-0.029	0.792	-0.028	0.794	-0.022	0.839
	(0.109)		(0.109)		(0.109)		(0.109)		(0.109)	
CU	-0.240	0.178	-0.245	0.169	-0.238	0.181	-0.239	0.179	-0.244	0.172
	(0.178)		(0.178)		(0.178)		(0.178)		(0.178)	
CU/SGP	-0.048	0.841	-0.059	0.807	-0.054	0.824	-0.056	0.817	-0.074	0.761
	(0.240)		(0.241)		(0.240)		(0.240)		(0.241)	
Local	-0.061	0.578	-0.060	0.583	-0.060	0.587	-0.061	0.577	-0.059	0.591
	(0.110)		(0.110)		(0.110)		(0.110)		(0.110)	
Natuur (Nature)	-0.081	0.570	-0.078	0.583	-0.085	0.549	-0.083	0.558	-0.084	0.552

	(0.142)		(0.142)		(0.142)		(0.142)		(0.142)	
PvdA	-0.124	0.306	-0.124	0.307	-0.121	0.319	-0.126	0.300	-0.123	0.313
	(0.122)		(0.122)		(0.122)		(0.122)		(0.122)	
PvdD	-0.504**	0.021	-0.508**	0.021	-0.503**	0.022	-0.512**	0.019	-0.515**	0.019
	(0.219)		(0.219)		(0.219)		(0.219)		(0.219)	
SGP	-0.277	0.187	-0.282	0.180	-0.277	0.187	-0.275	0.190	-0.280	0.182
	(0.210)		(0.210)		(0.210)		(0.210)		(0.210)	
VVD	-0.129	0.261	-0.125	0.279	-0.127	0.269	-0.131	0.257	-0.124	0.285
	(0.115)		(0.115)		(0.115)		(0.115)		(0.115)	
WN	0.079	0.465	0.082	0.448	0.079	0.465	0.077	0.476	0.080	0.457
	(0.108)		(0.108)		(0.108)		(0.108)		(0.108)	
Functional background:	-0.032	0.627	-0.035	0.597	-0.031	0.640	-0.030	0.649	-0.033	0.625
business expert	(0.066)		(0.067)		(0.066)		(0.066)		(0.067)	
Functional background:	0.068	0.281	0.067	0.287	0.067	0.286	0.067	0.290	0.065	0.302
support specialist	(0.063)		(0.063)		(0.063)		(0.063)		(0.063)	
Functional background:	0.065	0.303	0.062	0.335	0.064	0.313	0.067	0.292	0.061	0.337
community influential	(0.064)		(0.064)		(0.064)		(0.064)		(0.064)	
Industry background:	-0.049	0.525	-0.051	0.507	-0.048	0.532	-0.050	0.518	-0.051	0.505
agriculture, forestry, fishing	(0.077)		(0.077)		(0.077)		(0.077)		(0.077)	
Industry background:	-0.123	0.383	-0.124	0.380	-0.120	0.398	-0.121	0.393	-0.118	0.402
construction	(0.141)		(0.141)		(0.141)		(0.141)		(0.141)	
Industry background:	-0.021	0.819	-0.017	0.850	-0.021	0.817	-0.021	0.818	-0.017	0.852
finance, insurance, real estate	(0.091)		(0.091)		(0.091)		(0.091)		(0.091)	
Industry background:	0.122	0.381	0.118	0.397	0.121	0.388	0.120	0.388	0.114	0.413
manufacturing	(0.140)		(0.140)		(0.140)		(0.140)		(0.140)	
	-11.607	0.992	-11.613	0.992	-11.610	0.992	-11.586	0.992	-11.596	0.992

Industry background: mining	(1,160.014)		(1,160.050)		(1,160.848)		(1,160.606)		(1,161.478)	
Industry background: public administration	-0.142**	0.039	-0.140**	0.042	-0.141**	0.040	-0.144**	0.037	-0.141**	0.041
	(0.069)		(0.069)		(0.069)		(0.069)		(0.069)	
Industry background: retail trade	0.351	0.141	0.351	0.141	0.349	0.143	0.353	0.139	0.351	0.141
	(0.238)		(0.238)		(0.238)		(0.238)		(0.238)	
Industry background: service	-0.146**	0.035	-0.146**	0.034	-0.146**	0.035	-0.146**	0.035	-0.147**	0.033
	(0.069)		(0.069)		(0.069)		(0.069)		(0.069)	
Industry background: transportation, public utilities	0.016	0.958	0.024	0.937	0.020	0.947	0.009	0.976	0.023	0.939
	(0.301)		(0.301)		(0.301)		(0.301)		(0.301)	
Industry background: wholesale trade	0.307	0.143	0.315	0.134	0.303	0.149	0.302	0.149	0.308	0.143
	(0.210)		(0.210)		(0.210)		(0.210)		(0.210)	
Board tenure	-0.003	0.871	-0.003	0.895	-0.003	0.878	-0.004	0.844	-0.003	0.879
	(0.021)		(0.021)		(0.021)		(0.021)		(0.021)	
Coalition	-0.027	0.658	-0.028	0.652	-0.027	0.660	-0.027	0.662	-0.027	0.655
	(0.061)		(0.061)		(0.061)		(0.061)		(0.061)	
Leader (fraction/political leader)	-0.025	0.673	-0.025	0.678	-0.027	0.654	-0.025	0.675	-0.026	0.663
	(0.059)		(0.059)		(0.059)		(0.059)		(0.060)	
Total utterances	0.000	0.429	0.000	0.465	0.000	0.440	0.000	0.391	0.000	0.442
	(0.000)		(0.000)		(0.000)		(0.000)		(0.000)	
Agenda item: Budget	-0.374***	0.000	-0.374***	0.000	-0.368***	0.000	-0.371***	0.000	-0.366***	0.000
	(0.092)		(0.092)		(0.093)		(0.092)		(0.093)	
Agenda item: Clean water	-0.249	0.263	-0.249	0.262	-0.251	0.259	-0.245	0.271	-0.248	0.265
	(0.222)		(0.222)		(0.222)		(0.222)		(0.222)	
Agenda item: Collaborations	-0.270***	0.009	-0.270***	0.009	-0.270***	0.009	-0.274***	0.008	-0.274***	0.008
	(0.103)		(0.103)		(0.103)		(0.103)		(0.103)	
	0.170	0.426	0.171	0.424	0.171	0.424	0.169	0.429	0.170	0.425

Agenda item: Communication	(0.214)		(0.214)		(0.214)		(0.214)		(0.214)	
Agenda item: Elections	-2.763***	0.000	-2.762***	0.000	-2.758***	0.000	-2.782***	0.000	-2.775***	0.000
	(0.716)		(0.716)		(0.716)		(0.716)		(0.716)	
Agenda item: Finance	-0.223**	0.038	-0.222**	0.038	-0.218**	0.042	-0.222**	0.038	-0.217**	0.043
	(0.107)		(0.107)		(0.107)		(0.107)		(0.107)	
Agenda item: Funding approval	-0.281***	0.002	-0.281***	0.002	-0.281***	0.002	-0.281***	0.002	-0.281***	0.002
	(0.092)		(0.092)		(0.092)		(0.092)		(0.092)	
Agenda item: Governance	-2.161***	0.000	-2.161***	0.000	-2.154***	0.000	-2.156***	0.000	-2.148***	0.000
	(0.190)		(0.190)		(0.190)		(0.190)		(0.190)	
Agenda item: Information management	-0.485	0.301	-0.485	0.302	-0.485	0.301	-0.486	0.300	-0.486	0.301
	(0.469)		(0.469)		(0.469)		(0.469)		(0.469)	
Agenda item: Internationalization	-0.794	0.126	-0.795	0.125	-0.784	0.131	-0.787	0.129	-0.778	0.133
	(0.518)		(0.518)		(0.519)		(0.518)		(0.518)	
Agenda item: Investigation/Evaluation	-0.592***	0.000	-0.591***	0.000	-0.591***	0.000	-0.612***	0.000	-0.609***	0.000
	(0.127)		(0.127)		(0.127)		(0.127)		(0.127)	
Agenda item: Knowledge and Innovation	-0.848**	0.047	-0.846**	0.048	-0.844**	0.048	-0.845**	0.048	-0.839**	0.050
	(0.427)		(0.427)		(0.428)		(0.427)		(0.428)	
Agenda item: Legal issues	-0.344**	0.032	-0.344**	0.032	-0.343**	0.033	-0.344**	0.033	-0.344**	0.033
	(0.161)		(0.161)		(0.161)		(0.161)		(0.161)	
Agenda item: Macro environment	-1.646***	0.000	-1.646***	0.000	-1.644***	0.000	-1.641***	0.000	-1.639***	0.000
	(0.244)		(0.244)		(0.244)		(0.244)		(0.244)	
Agenda item: Merger	-2.377***	0.000	-2.376***	0.000	-2.373***	0.000	-2.409***	0.000	-2.404***	0.000
	(0.592)		(0.592)		(0.592)		(0.595)		(0.594)	
Agenda item: Minutes	-0.836***	0.000	-0.836***	0.000	-0.837***	0.000	-0.836***	0.000	-0.837***	0.000
	(0.152)		(0.152)		(0.152)		(0.152)		(0.152)	
Agenda item: Miscellaneous items	-0.786***	0.000	-0.786***	0.000	-0.788***	0.000	-0.785***	0.000	-0.787***	0.000
	(0.099)		(0.099)		(0.099)		(0.099)		(0.099)	

Agenda item: Operations of the organisation	-0.575*** (0.176)	0.001	-0.576*** (0.176)	0.001	-0.575*** (0.176)	0.001	-0.573*** (0.176)	0.001	-0.574*** (0.176)	0.001
Agenda item: Project approval	-0.458*** (0.139)	0.001	-0.458*** (0.139)	0.001	-0.458*** (0.139)	0.001	-0.455*** (0.139)	0.001	-0.455*** (0.139)	0.001
Agenda item: Sewage treatment	0.120 (0.136)	0.379	0.119 (0.136)	0.382	0.122 (0.136)	0.369	0.120 (0.136)	0.378	0.122 (0.136)	0.370
Agenda item: Strategy	-1.074*** (0.150)	0.000	-1.074*** (0.150)	0.000	-1.070*** (0.150)	0.000	-1.070*** (0.150)	0.000	-1.065*** (0.150)	0.000
Agenda item: Sufficient water	-0.618*** (0.107)	0.000	-0.619*** (0.108)	0.000	-0.620*** (0.108)	0.000	-0.619*** (0.108)	0.000	-0.621*** (0.108)	0.000
Agenda item: Sustainability	-0.256* (0.146)	0.078	-0.258* (0.146)	0.077	-0.258* (0.146)	0.077	-0.258* (0.146)	0.077	-0.260* (0.146)	0.075
Agenda item: Water safety	-0.658*** (0.153)	0.000	-0.658*** (0.153)	0.000	-0.658*** (0.153)	0.000	-0.664*** (0.153)	0.000	-0.664*** (0.153)	0.000
Water authority: HD	0.172 (0.176)	0.329	0.168 (0.177)	0.340	0.168 (0.176)	0.342	0.167 (0.176)	0.345	0.158 (0.177)	0.371
Water authority: HDSR	-0.612*** (0.184)	0.001	-0.616*** (0.184)	0.001	-0.613*** (0.184)	0.001	-0.620*** (0.183)	0.001	-0.624*** (0.184)	0.001
Water authority: HHN	-1.547*** (0.245)	0.000	-1.548*** (0.245)	0.000	-1.558*** (0.245)	0.000	-1.540*** (0.245)	0.000	-1.551*** (0.245)	0.000
Water authority: HR	0.550*** (0.167)	0.001	0.553*** (0.167)	0.001	0.556*** (0.167)	0.001	0.546*** (0.166)	0.001	0.554*** (0.167)	0.001
Water authority: WAM	0.689*** (0.171)	0.000	0.684*** (0.172)	0.000	0.689*** (0.172)	0.000	0.687*** (0.171)	0.000	0.683*** (0.172)	0.000
Water authority: WBD	-0.162 (0.199)	0.413	-0.163 (0.199)	0.413	-0.164 (0.199)	0.408	-0.163 (0.199)	0.411	-0.166 (0.199)	0.405
Water authority: WDD	-0.304 (0.201)	0.130	-0.306 (0.201)	0.127	-0.304 (0.201)	0.129	-0.309 (0.201)	0.123	-0.313 (0.201)	0.119

Water authority: WF	-0.023	0.929	-0.026	0.919	-0.019	0.941	-0.030	0.909	-0.029	0.911
	(0.260)		(0.260)		(0.260)		(0.260)		(0.260)	
Water authority: WGS	0.476**	0.033	0.471**	0.035	0.478**	0.032	0.469**	0.036	0.464**	0.038
	(0.223)		(0.223)		(0.223)		(0.223)		(0.223)	
Water authority: WHA	0.079	0.776	0.075	0.787	0.077	0.782	0.078	0.779	0.071	0.798
	(0.279)		(0.279)		(0.279)		(0.279)		(0.279)	
Water authority: WHD	-1.082***	0.000	-1.086***	0.000	-1.085***	0.000	-1.088***	0.000	-1.095***	0.000
	(0.262)		(0.262)		(0.262)		(0.262)		(0.262)	
Water authority: WN	-0.124	0.526	-0.127	0.518	-0.125	0.522	-0.127	0.518	-0.131	0.504
	(0.196)		(0.196)		(0.196)		(0.196)		(0.196)	
Water authority: WPM	0.251	0.545	0.248	0.548	0.258	0.534	0.250	0.547	0.254	0.539
	(0.414)		(0.414)		(0.414)		(0.414)		(0.414)	
Water authority: WR	0.703*	0.087	0.697*	0.090	0.705*	0.086	0.711*	0.084	0.705*	0.087
	(0.411)		(0.411)		(0.411)		(0.411)		(0.411)	
Water authority: WRD	-0.369*	0.075	-0.367*	0.077	-0.367*	0.077	-0.368*	0.075	-0.365*	0.078
	(0.207)		(0.207)		(0.207)		(0.207)		(0.207)	
Water authority: WRI	-0.160	0.447	-0.163	0.439	-0.158	0.452	-0.166	0.430	-0.168	0.425
	(0.211)		(0.211)		(0.211)		(0.211)		(0.211)	
Water authority: WRO	0.918***	0.003	0.915***	0.003	0.950***	0.002	0.910***	0.003	0.939***	0.002
	(0.307)		(0.307)		(0.308)		(0.307)		(0.308)	
Water authority: WRW	0.020	0.926	0.017	0.936	0.016	0.943	0.017	0.936	0.010	0.963
	(0.218)		(0.218)		(0.218)		(0.218)		(0.218)	
Water authority: WS	0.346	0.114	0.346	0.115	0.344	0.117	0.346	0.114	0.344	0.117
	(0.219)		(0.219)		(0.219)		(0.219)		(0.219)	
Water authority: WVaVe	-0.348	0.284	-0.351	0.281	-0.346	0.288	-0.354	0.276	-0.355	0.274
	(0.325)		(0.325)		(0.325)		(0.325)		(0.325)	
Water authority: WVE	-1.531***	0.000	-1.535***	0.000	-1.520***	0.000	-1.538***	0.000	-1.530***	0.000
	(0.378)		(0.378)		(0.378)		(0.378)		(0.378)	

Water authority:	0.167	0.657	0.165	0.662	0.168	0.656	0.174	0.645	0.171	0.650
WVechtstromen	(0.377)		(0.377)		(0.377)		(0.377)		(0.377)	
Water authority:	-0.430	0.119	-0.436	0.115	-0.435	0.115	-0.432	0.117	-0.443	0.109
WVeluwe	(0.276)		(0.276)		(0.276)		(0.276)		(0.276)	
Water authority: WVeVe	-0.805	0.196	-0.805	0.196	-0.806	0.196	-0.818	0.189	-0.819	0.189
	(0.623)		(0.623)		(0.623)		(0.623)		(0.623)	
Water authority: WZ	-0.995***	0.000	-0.995***	0.000	-0.970***	0.000	-1.008***	0.000	-0.984***	0.000
	(0.232)		(0.232)		(0.233)		(0.232)		(0.233)	
Water authority: WZE	-0.494	0.209	-0.496	0.208	-0.490	0.214	-0.495	0.208	-0.492	0.211
	(0.394)		(0.394)		(0.394)		(0.394)		(0.394)	
Water authority: WZV	-0.033	0.929	-0.035	0.926	-0.035	0.925	-0.037	0.921	-0.040	0.914
	(0.374)		(0.374)		(0.374)		(0.374)		(0.374)	
Year: 2010	-0.262***	0.000	-0.261***	0.000	-0.260***	0.000	-0.262***	0.000	-0.261***	0.000
	(0.072)		(0.072)		(0.072)		(0.072)		(0.072)	
Year: 2011	-0.231***	0.002	-0.231***	0.002	-0.231***	0.002	-0.233***	0.002	-0.232***	0.002
	(0.073)		(0.073)		(0.073)		(0.073)		(0.073)	
Year: 2012	-0.370***	0.000	-0.370***	0.000	-0.368***	0.000	-0.373***	0.000	-0.371***	0.000
	(0.078)		(0.078)		(0.078)		(0.078)		(0.078)	
Year: 2013	-0.369***	0.000	-0.369***	0.000	-0.367***	0.000	-0.371***	0.000	-0.369***	0.000
	(0.077)		(0.077)		(0.077)		(0.077)		(0.077)	
Year: 2014	-0.564***	0.000	-0.564***	0.000	-0.561***	0.000	-0.567***	0.000	-0.564***	0.000
	(0.087)		(0.087)		(0.087)		(0.087)		(0.087)	
Quarter: 2	-0.037	0.577	-0.037	0.579	-0.035	0.598	-0.040	0.545	-0.038	0.567
	(0.066)		(0.066)		(0.066)		(0.066)		(0.066)	
Quarter: 3	0.027	0.700	0.028	0.695	0.029	0.686	0.027	0.701	0.029	0.682
	(0.071)		(0.071)		(0.071)		(0.071)		(0.071)	
Quarter: 4	-0.271***	0.000	-0.270***	0.000	-0.270***	0.000	-0.271***	0.000	-0.270***	0.000
	(0.069)		(0.069)		(0.069)		(0.068)		(0.069)	

Gender diversity	-1.260*	0.055	-1.251*	0.057	-1.264*	0.054	-1.278*	0.052	-1.272*	0.053
	(0.657)		(0.657)		(0.657)		(0.657)		(0.657)	
Political diversity	1.644	0.181	1.645	0.181	1.678	0.172	1.623	0.188	1.660	0.178
	(1.230)		(1.230)		(1.229)		(1.232)		(1.232)	
Stakeholder diversity	0.713	0.243	0.714	0.243	0.726	0.235	0.693	0.257	0.708	0.247
	(0.611)		(0.611)		(0.611)		(0.611)		(0.611)	
Speaker position in meeting	-0.074	0.360	-0.074	0.363	-0.076	0.351	-0.074	0.362	-0.075	0.357
	(0.081)		(0.081)		(0.081)		(0.081)		(0.081)	
Previous speaker female	-0.032	0.576	-0.032	0.583	-0.033	0.574	-0.033	0.570	-0.032	0.577
	(0.058)		(0.058)		(0.058)		(0.058)		(0.058)	
Relative individual meeting statements	-1.976***	0.001	-1.984***	0.001	-1.976***	0.001	-1.973***	0.001	-1.981***	0.001
	(0.589)		(0.589)		(0.590)		(0.589)		(0.590)	
Total meeting utterances	-0.002**	0.020	-0.002**	0.020	-0.002**	0.019	-0.002**	0.021	-0.002**	0.019
	(0.001)		(0.001)		(0.001)		(0.001)		(0.001)	
Board size in meeting	0.176***	0.000	0.177***	0.000	0.176***	0.000	0.177***	0.000	0.178***	0.000
	(0.033)		(0.033)		(0.033)		(0.033)		(0.033)	
Total board members	-0.143***	0.000	-0.143***	0.000	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000
	(0.031)		(0.031)		(0.031)		(0.031)		(0.031)	
Number of men in meeting	-0.063**	0.015	-0.064**	0.014	-0.063**	0.014	-0.064**	0.013	-0.066**	0.011
	(0.026)		(0.026)		(0.026)		(0.026)		(0.026)	
Statement length in words	0.003***	0.000	0.003***	0.000	0.003***	0.000	0.003***	0.000	0.003***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)		(0.000)	
Relative position of agenda point	0.049	0.505	0.049	0.503	0.049	0.510	0.048	0.514	0.048	0.515
	(0.074)		(0.074)		(0.074)		(0.074)		(0.074)	
Relative statement of previous speaker	-2.320**	0.022	-2.321**	0.022	-2.294**	0.024	-2.336**	0.022	-2.309**	0.023
	(1.017)		(1.017)		(1.017)		(1.017)		(1.017)	
Previous speaker TMT	0.555***	0.000	0.554***	0.000	0.552***	0.000	0.553***	0.000	0.550***	0.000
	(0.057)		(0.057)		(0.057)		(0.057)		(0.057)	

Previous speaker leader	-0.030	0.606	-0.030	0.605	-0.030	0.612	-0.029	0.620	-0.029	0.626
	(0.059)		(0.059)		(0.059)		(0.059)		(0.059)	
Previous speaker newcomer	0.024	0.626	0.024	0.624	0.023	0.642	0.024	0.625	0.023	0.640
	(0.049)		(0.049)		(0.049)		(0.049)		(0.049)	
Previous speaker influence	2.439**	0.032	2.433**	0.032	2.415**	0.033	2.473**	0.030	2.440**	0.032
	(1.136)		(1.135)		(1.135)		(1.136)		(1.135)	
Previous statement interrupt	-0.447	0.192	-0.448	0.191	-0.450	0.189	-0.444	0.195	-0.449	0.191
	(0.343)		(0.343)		(0.343)		(0.343)		(0.343)	
Previous statement consensus	-0.031	0.820	-0.031	0.822	-0.030	0.827	-0.030	0.824	-0.029	0.833
	(0.136)		(0.136)		(0.136)		(0.136)		(0.136)	
Previous statement question	-0.091	0.105	-0.091	0.106	-0.092	0.104	-0.093*	0.099	-0.093*	0.099
	(0.056)		(0.056)		(0.056)		(0.056)		(0.056)	
LR chi2	1594.72		1594.98		1596.39		1600.79		1602.72	
Prob > chi2	0.000		0.000		0.000		0.000		0.000	
Pseudo R2	0.082		0.082		0.082		0.082		0.082	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix J: Generalized Structural Equation Modelling – Logistic Regression (procedural rationality as mediator)

Dependent variable →	Mediator: procedural rational decision-making style			
	Board monitoring performance		Procedural rational decision-making style	
	Coef.	*p* Value	Coef.	*p* Value
Female	-0.037	0.549	0.172***	0.000
	(0.061)		(0.034)	
Procedural rational decision-making style	0.073**	0.010		
	(0.029)			
Agrariers/Bedrijven (Agriculture/Companies)	-0.016	0.941	-0.116	0.438
	(0.216)		(0.149)	
AWP	-0.017	0.893	-0.044	0.533
	(0.125)		(0.070)	
AWP/VVD	-11.555	0.973	2.009**	0.016
	(345.244)		(0.835)	
Bedrijven (Companies)	-0.241*	0.061	-0.052	0.398
	(0.128)		(0.061)	
CDA	-0.028	0.800	-0.097*	0.088
	(0.109)		(0.057)	
CU	-0.246	0.169	0.024	0.783
	(0.178)		(0.088)	
CU/SGP	-0.077	0.750	0.402**	0.018
	(0.241)		(0.171)	
Local	-0.060	0.588	-0.060	0.287
	(0.110)		(0.056)	
Natuur (Nature)	-0.081	0.566	-0.000	0.998
	(0.142)		(0.081)	
PvdA	-0.125	0.302	-0.023	0.718
	(0.122)		(0.064)	

PvdD	-0.515**	0.019	-0.157	0.208
	(0.219)		(0.125)	
SGP	-0.281	0.181	-0.194*	0.078
	(0.210)		(0.110)	
VVD	-0.128	0.268	-0.025	0.678
	(0.115)		(0.060)	
WN	0.080	0.460	0.027	0.637
	(0.108)		(0.057)	
Functional background:	-0.032	0.632	-0.048	0.178
business expert	(0.067)		(0.036)	
Functional background:	0.066	0.301	0.039	0.279
support specialist	(0.063)		(0.036)	
Functional background:	0.064	0.318	-0.061*	0.085
community influential	(0.064)		(0.035)	
Industry background:	-0.052	0.499	0.083**	0.042
agriculture, forestry,	(0.077)		(0.041)	
fishing				
Industry background:	-0.119	0.401	0.094	0.240
construction	(0.141)		(0.080)	
Industry background:	-0.016	0.856	0.049	0.330
finance, insurance, real	(0.091)		(0.050)	
estate				
Industry background:	0.118	0.398	0.115*	0.098
manufacturing	(0.140)		(0.069)	
Industry background:	-0.142**	0.039	0.067*	0.070
public administration	(0.069)		(0.037)	
Industry background:	0.351	0.140	-0.130	0.416
retail trade	(0.238)		(0.160)	

Industry background: service	-0.147**	0.033	0.035	0.341
	(0.069)		(0.037)	
Industry background: transportation, public utilities	0.017	0.955	0.302**	0.012
	(0.301)		(0.121)	
Industry background: wholesale trade	0.313	0.136	0.310**	0.013
	(0.210)		(0.124)	
Board tenure	-0.004	0.858	0.013	0.243
	(0.021)		(0.011)	
Coalition	-0.029	0.633	0.052	0.119
	(0.061)		(0.033)	
Leader (fraction/political leader)	-0.027	0.650	-0.062*	0.081
	(0.059)		(0.036)	
Total utterances	0.000	0.426	-0.000	0.246
	(0.000)		(0.000)	
Agenda item: Budget	-0.370***	0.000	-0.068	0.227
	(0.093)		(0.057)	
Agenda item: Clean water	-0.242	0.276	-0.034	0.817
	(0.222)		(0.148)	
Agenda item: Collaborations	-0.275***	0.008	0.172***	0.007
	(0.103)		(0.064)	
Agenda item: Communication	0.162	0.449	0.126	0.399
	(0.214)		(0.150)	
Agenda item: Elections	-2.777***	0.000	0.569***	0.000
	(0.716)		(0.155)	
Agenda item: Finance	-0.218**	0.043	-0.187***	0.008
	(0.107)		(0.070)	
	-0.280***	0.002	0.097*	0.098

Agenda item: Funding approval	(0.092)		(0.059)	
Agenda item: Governance	-2.153***	0.000	-0.590***	0.000
	(0.190)		(0.079)	
Agenda item: Information management	-0.499	0.287	-0.139	0.624
	(0.469)		(0.282)	
Agenda item: Internationalization	-0.785	0.130	-0.424	0.209
	(0.518)		(0.337)	
Agenda item: Investigation/Evaluation	-0.609***	0.000	0.855***	0.000
	(0.127)		(0.064)	
Agenda item: Knowledge and Innovation	-0.871**	0.042	-0.363	0.156
	(0.428)		(0.256)	
Agenda item: Legal issues	-0.342**	0.034	-0.071	0.496
	(0.161)		(0.104)	
Agenda item: Macro environment	-1.640***	0.000	-0.282***	0.006
	(0.244)		(0.102)	
Agenda item: Merger	-2.407***	0.000	0.194	0.143
	(0.595)		(0.132)	
Agenda item: Minutes	-0.832***	0.000	-0.137	0.110
	(0.152)		(0.086)	
Agenda item: Miscellaneous items	-0.783***	0.000	0.008	0.884
	(0.099)		(0.057)	
Agenda item: Operations of the organisation	-0.572***	0.001	0.048	0.627
	(0.176)		(0.098)	
Agenda item: Project approval	-0.454***	0.001	-0.056	0.507
	(0.139)		(0.084)	
Agenda item: Sewage treatment	0.125	0.357	0.234***	0.008
	(0.136)		(0.088)	

Agenda item: Strategy	-1.068***	0.000	-0.106	0.174
	(0.150)		(0.078)	
Agenda item: Sufficient water	-0.618***	0.000	0.056	0.376
	(0.108)		(0.063)	
Agenda item: Sustainability	-0.259*	0.076	0.339***	0.000
	(0.146)		(0.082)	
Agenda item: Water safety	-0.660***	0.000	0.220***	0.006
	(0.153)		(0.080)	
Water authority: HD	0.174	0.324	0.240**	0.024
	(0.176)		(0.107)	
Water authority: HDSR	-0.615***	0.001	0.238**	0.020
	(0.184)		(0.103)	
Water authority: HHN	-1.533***	0.000	-0.322***	0.006
	(0.245)		(0.117)	
Water authority: HR	0.557***	0.001	0.141	0.183
	(0.167)		(0.106)	
Water authority: WAM	0.696***	0.000	0.127	0.243
	(0.172)		(0.109)	
Water authority: WBD	-0.153	0.442	-0.018	0.878
	(0.199)		(0.118)	
Water authority: WDD	-0.304	0.130	0.079	0.493
	(0.201)		(0.116)	
Water authority: WF	-0.030	0.908	0.144	0.317
	(0.260)		(0.144)	
Water authority: WGS	0.472**	0.035	0.461***	0.000
	(0.223)		(0.130)	
Water authority: WHA	0.092	0.742	0.176	0.328
	(0.279)		(0.179)	

Water authority: WHD	-1.079***	0.000	0.496***	0.000
	(0.262)		(0.121)	
Water authority: WN	-0.116	0.554	0.069	0.563
	(0.196)		(0.120)	
Water authority: WPM	0.260	0.530	0.639***	0.002
	(0.414)		(0.208)	
Water authority: WR	0.714*	0.083	-0.362	0.270
	(0.411)		(0.328)	
Water authority: WRD	-0.356*	0.086	0.069	0.565
	(0.207)		(0.121)	
Water authority: WRI	-0.157	0.455	0.348***	0.004
	(0.211)		(0.120)	
Water authority: WRO	0.924***	0.003	0.707***	0.000
	(0.307)		(0.170)	
Water authority: WRW	0.025	0.908	0.328***	0.010
	(0.218)		(0.127)	
Water authority: WS	0.361*	0.100	-0.162	0.270
	(0.219)		(0.147)	
Water authority: WVaVe	-0.347	0.286	0.064	0.721
	(0.325)		(0.179)	
Water authority: WVE	-1.536***	0.000	0.214	0.117
	(0.378)		(0.136)	
Water authority:	0.179	0.635	-0.463**	0.035
WVechtstromen	(0.377)		(0.220)	
Water authority:	-0.431	0.119	-0.036	0.798
WVeluwe	(0.276)		(0.142)	
Water authority: WVeVe	-0.835	0.180	0.662***	0.004
	(0.623)		(0.227)	

Water authority: WZ	-0.998***	0.000	0.486***	0.000
	(0.233)		(0.115)	
Water authority: WZE	-0.492	0.211	0.003	0.988
	(0.394)		(0.192)	
Water authority: WZV	-0.030	0.935	0.123	0.563
	(0.374)		(0.213)	
Year: 2010	-0.259***	0.000	0.032	0.442
	(0.072)		(0.041)	
Year: 2011	-0.231***	0.002	0.067	0.112
	(0.073)		(0.042)	
Year: 2012	-0.371***	0.000	0.070	0.109
	(0.078)		(0.044)	
Year: 2013	-0.370***	0.000	0.075*	0.092
	(0.077)		(0.044)	
Year: 2014	-0.565***	0.000	0.029	0.528
	(0.087)		(0.046)	
Quarter: 2	-0.042	0.526	0.115***	0.002
	(0.066)		(0.037)	
Quarter: 3	0.026	0.717	0.033	0.412
	(0.071)		(0.041)	
Quarter: 4	-0.272***	0.000	0.045	0.231
	(0.069)		(0.038)	
Gender diversity	-1.273*	0.053	0.162	0.650
	(0.657)		(0.357)	
Political diversity	1.642	0.183	1.955***	0.000
	(1.232)		(0.538)	
Stakeholder diversity	0.667	0.275	0.595*	0.069
	(0.611)		(0.327)	

Speaker position in meeting	-0.072 (0.081)	0.376	-0.113** (0.045)	0.012
Previous speaker female	-0.033 (0.058)	0.574	0.049 (0.033)	0.133
Relative individual meeting statements	-1.989*** (0.590)	0.001	-1.161*** (0.287)	0.000
Total meeting utterances	-0.002** (0.001)	0.022	-0.001*** (0.001)	0.009
Board size in meeting	-0.030** (0.012)	0.010	-0.000 (0.006)	0.952
Total top managers	0.142*** (0.031)	0.000	0.044*** (0.016)	0.007
Number of women in meeting	0.066** (0.026)	0.010	-0.004 (0.014)	0.780
Statement length in words	0.003*** (0.000)	0.000	0.016*** (0.000)	0.000
Relative position of agenda point	0.049 (0.074)	0.507	0.043 (0.042)	0.297
Relative statement of previous speaker	-2.349** (1.017)	0.021	-0.579 (0.514)	0.260
Previous speaker TMT	0.549*** (0.057)	0.000	0.049 (0.038)	0.196
Previous speaker leader	-0.029 (0.059)	0.625	0.019 (0.033)	0.567
Previous speaker newcomer	0.025 (0.049)	0.610	0.011 (0.027)	0.692
Previous speaker influence	2.471** (1.136)	0.030	0.817 (0.568)	0.151

Previous statement	-0.443	0.197	-0.016	0.906
interrupt	(0.343)		(0.135)	
Previous statement	-0.025	0.853	-0.056	0.495
consensus	(0.136)		(0.082)	
Previous statement	-0.093*	0.099	0.033	0.262
question	(0.056)		(0.029)	
Constant	-3.364***	0.000	-4.667***	0.008
	(1.273)		(0.585)	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix K: OLS Regression (including 'false hit rates')

	Dependent variable: procedural rational decision-making style			
	Model 1		Model 2	
	Coef.	*p* Value	Coef.	*p* Value
Female			0.030***	0.000
			(0.007)	
Agrariers/Bedrijven	-0.017	0.535	-0.013	0.633
(Agriculture/Companies)	(0.028)		(0.028)	
AWP	-0.007	0.582	-0.013	0.325
	(0.013)		(0.013)	
AWP/VVD	0.310	0.154	0.293	0.177
	(0.217)		(0.217)	
Bedrijven (Companies)	-0.016	0.165	-0.015	0.194
	(0.012)		(0.012)	
CDA	-0.021**	0.048	-0.027**	0.012
	(0.011)		(0.011)	
CDA/CU	-0.196	0.394	-0.195	0.397
	(0.230)		(0.230)	
CU	-0.002	0.889	-0.001	0.936
	(0.017)		(0.017)	
CU/SGP	0.080**	0.017	0.084**	0.012
	(0.034)		(0.034)	
Local	-0.006	0.592	-0.010	0.364
	(0.011)		(0.011)	
Natuur (Nature)	0.007	0.655	0.003	0.868
	(0.015)		(0.015)	
PvdA	0.008	0.512	0.004	0.744
	(0.012)		(0.012)	

PvdD	0.038	0.106	0.031	0.183
	(0.024)		(0.024)	
SGP	-0.019	0.340	-0.018	0.365
	(0.019)		(0.019)	
VVD	0.006	0.588	0.002	0.884
	(0.011)		(0.012)	
WN	0.010	0.340	0.004	0.699
	(0.011)		(0.011)	
Functional background: business expert	-0.017***	0.009	-0.016**	0.020
	(0.007)		(0.007)	
Functional background: support specialist	0.000	0.986	0.001	0.875
	(0.007)		(0.007)	
Functional background: community influential	-0.014**	0.035	-0.013*	0.059
	(0.007)		(0.007)	
Industry background: agriculture, forestry, fishing	0.011	0.139	0.013*	0.089
	(0.008)		(0.008)	
Industry background: construction	0.011	0.473	0.012	0.443
	(0.015)		(0.015)	
Industry background: finance, insurance, real estate	0.013	0.160	0.013	0.178
	(0.009)		(0.009)	
Industry background: manufacturing	0.024*	0.068	0.025*	0.057
	(0.013)		(0.013)	
Industry background: mining	-0.161	0.620	-0.156	0.631
	(0.325)		(0.325)	
Industry background: public administration	0.015**	0.025	0.016**	0.024
	(0.007)		(0.007)	

Industry background: retail trade	-0.002 (0.029)	0.956	-0.002 (0.029)	0.935
Industry background: service	0.008 (0.007)	0.253	0.009 (0.007)	0.180
Industry background: transportation, public utilities	0.071*** (0.022)	0.002	0.070*** (0.022)	0.002
Industry background: wholesale trade	0.050** (0.026)	0.049	0.041 (0.026)	0.110
Board tenure	0.005*** (0.002)	0.009	0.005** (0.002)	0.017
Coalition	0.003 (0.006)	0.656	0.002 (0.006)	0.796
Leader (fraction/political leader)	-0.014** (0.007)	0.040	-0.013* (0.007)	0.055
Total utterances	-0.000*** (0.000)	0.000	-0.000*** (0.000)	0.000
Agenda item: Budget	-0.023** (0.011)	0.037	-0.023** (0.011)	0.036
Agenda item: Clean water	-0.012 (0.028)	0.670	-0.011 (0.028)	0.693
Agenda item: Collaborations	0.041*** (0.013)	0.001	0.041*** (0.013)	0.001
Agenda item: Communication	0.001 (0.029)	0.964	0.000 (0.029)	0.994
Agenda item: Elections	0.129*** (0.033)	0.000	0.127*** (0.033)	0.000
Agenda item: Finance	-0.019	0.139	-0.019	0.135

	(0.013)		(0.013)	
Agenda item: Funding	0.021*	0.069	0.021*	0.069
approval	(0.011)		(0.011)	
Agenda item:	-0.046***	0.000	-0.046***	0.000
Governance	(0.013)		(0.013)	
Agenda item:	-0.029	0.555	-0.030	0.542
Information management	(0.050)		(0.050)	
Agenda item:	-0.055	0.295	-0.055	0.296
Internationalization	(0.053)		(0.053)	
Agenda item:	0.250***	0.000	0.249***	0.000
Investigation/Evaluation	(0.014)		(0.014)	
Agenda item: Knowledge	-0.035	0.402	-0.036	0.390
and Innovation	(0.042)		(0.042)	
Agenda item: Legal	-0.006	0.751	-0.006	0.758
issues	(0.019)		(0.019)	
Agenda item: Macro	-0.051***	0.005	-0.051***	0.004
environment	(0.018)		(0.018)	
Agenda item: Merger	0.043*	0.097	0.043	0.103
	(0.026)		(0.026)	
Agenda item: Minutes	0.015	0.324	0.015	0.328
	(0.015)		(0.015)	
Agenda item:	0.011	0.311	0.010	0.336
Miscellaneous items	(0.011)		(0.011)	
Agenda item: Operations	-0.004	0.844	-0.003	0.861
of the organisation	(0.019)		(0.019)	
Agenda item: Project	-0.021	0.196	-0.020	0.206
approval	(0.016)		(0.016)	
	0.051***	0.004	0.050***	0.005

Agenda item: Sewage treatment	(0.018)		(0.018)	
Agenda item: Strategy	-0.031**	0.036	-0.031**	0.032
	(0.015)		(0.015)	
Agenda item: Sufficient water	0.007	0.592	0.007	0.586
	(0.012)		(0.012)	
Agenda item: Sustainability	0.058***	0.001	0.058***	0.001
	(0.017)		(0.017)	
Agenda item: Water safety	0.069***	0.000	0.068***	0.000
	(0.016)		(0.016)	
Water authority: HD	0.062***	0.002	0.065***	0.001
	(0.020)		(0.020)	
Water authority: HDSR	0.047**	0.014	0.049***	0.010
	(0.019)		(0.019)	
Water authority: HHN	-0.060***	0.005	-0.060***	0.005
	(0.021)		(0.021)	
Water authority: HR	0.029	0.139	0.028	0.147
	(0.020)		(0.020)	
Water authority: WAM	0.030	0.139	0.031	0.120
	(0.020)		(0.020)	
Water authority: WBD	-0.012	0.576	-0.013	0.565
	(0.022)		(0.022)	
Water authority: WDD	0.035*	0.089	0.038*	0.070
	(0.021)		(0.021)	
Water authority: WF	0.047*	0.076	0.048*	0.069
	(0.026)		(0.026)	
Water authority: WGS	0.098***	0.000	0.102***	0.000
	(0.024)		(0.024)	

Water authority: WHA	0.023	0.478	0.027	0.414
	(0.033)		(0.033)	
Water authority: WHD	0.065***	0.005	0.067***	0.004
	(0.023)		(0.023)	
Water authority: WN	0.015	0.479	0.017	0.430
	(0.022)		(0.022)	
Water authority: WPM	0.119***	0.002	0.121***	0.002
	(0.038)		(0.038)	
Water authority: WR	-0.059	0.265	-0.056	0.291
	(0.053)		(0.053)	
Water authority: WRD	0.003	0.911	0.002	0.922
	(0.023)		(0.023)	
Water authority: WRI	0.055**	0.015	0.056**	0.012
	(0.023)		(0.023)	
Water authority: WRO	0.131***	0.000	0.133***	0.000
	(0.033)		(0.033)	
Water authority: WRW	0.071***	0.002	0.073***	0.002
	(0.023)		(0.023)	
Water authority: WS	0.013	0.614	0.013	0.625
	(0.026)		(0.026)	
Water authority: WVaVe	0.042	0.182	0.045	0.155
	(0.032)		(0.032)	
Water authority: WVE	0.037	0.147	0.037	0.148
	(0.025)		(0.025)	
Water authority: WVechtstromen	-0.080**	0.025	-0.079**	0.027
	(0.036)		(0.036)	
Water authority: WVeluwe	0.013	0.590	0.016	0.510
	(0.025)		(0.025)	

Water authority: WVeVe	0.115***	0.006	0.117***	0.006
	(0.042)		(0.042)	
Water authority: WZ	0.123***	0.000	0.124***	0.000
	(0.022)		(0.022)	
Water authority: WZE	0.030	0.361	0.029	0.373
	(0.032)		(0.032)	
Water authority: WZV	0.067*	0.054	0.068**	0.049
	(0.035)		(0.035)	
Year: 2010	0.007	0.345	0.007	0.354
	(0.008)		(0.008)	
Year: 2011	0.014*	0.077	0.014*	0.083
	(0.008)		(0.008)	
Year: 2012	0.023***	0.006	0.023***	0.007
	(0.008)		(0.008)	
Year: 2013	0.007	0.395	0.007	0.416
	(0.008)		(0.008)	
Year: 2014	0.006	0.524	0.005	0.548
	(0.009)		(0.009)	
Quarter: 2	0.021***	0.003	0.021***	0.003
	(0.007)		(0.007)	
Quarter: 3	0.005	0.487	0.005	0.515
	(0.008)		(0.008)	
Quarter: 4	0.011	0.134	0.010	0.142
	(0.007)		(0.007)	
Gender diversity	0.149**	0.027	0.143**	0.033
	(0.067)		(0.067)	
Political diversity	0.407***	0.000	0.406***	0.000
	(0.101)		(0.101)	

Stakeholder diversity	0.101	0.102	0.101	0.103
	(0.062)		(0.062)	
Speaker position in meeting	-0.009	0.309	-0.009	0.299
	(0.008)		(0.008)	
Previous speaker female	0.007	0.256	0.006	0.345
	(0.006)		(0.006)	
Relative individual meeting statements	-0.052	0.307	-0.045	0.376
	(0.051)		(0.051)	
Total meeting utterances	-0.000	0.306	-0.000	0.296
	(0.000)		(0.000)	
Board size in meeting	0.000	0.706	0.001	0.553
	(0.001)		(0.001)	
Total top managers	0.009***	0.003	0.009***	0.002
	(0.003)		(0.003)	
Number of women in meeting	-0.006**	0.027	-0.007***	0.010
	(0.003)		(0.003)	
Statement length in words	0.005***	0.000	0.005***	0.000
	(0.000)		(0.000)	
Relative position of agenda point	0.013	0.104	0.013	0.107
	(0.008)		(0.008)	
Relative statement of previous speaker	0.086	0.368	0.083	0.384
	(0.096)		(0.096)	
Previous speaker TMT	0.014*	0.054	0.014*	0.051
	(0.007)		(0.007)	
Previous speaker leader	-0.000	0.942	-0.001	0.935
	(0.006)		(0.006)	
Previous speaker newcomer	-0.005	0.321	-0.005	0.318
	(0.005)		(0.005)	

Previous speaker influence	-0.028 (0.099)	0.775	-0.026 (0.099)	0.796
Previous statement interrupt	0.012 (0.025)	0.636	0.012 (0.025)	0.622
Previous statement consensus	-0.010 (0.015)	0.505	-0.010 (0.015)	0.495
Previous statement question	0.010* (0.006)	0.081	0.010* (0.006)	0.085
Constant	-0.488*** (0.109)	0.000	-0.491*** (0.109)	0.000
R squared	0.235		0.235	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix L: Logistic Regression (including 'false hit rates')

	Dependent variable: board member monitoring							
	Model 1		Model 2		Model 3		Model 4	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			-0.032	0.606			-0.037	0.548
			(0.061)				(0.061)	
Procedural rational					0.083**	0.011	0.084**	0.010
decision-making style					(0.033)		(0.033)	
Agrariers/Bedrijven	-0.008	0.969	-0.017	0.937	-0.006	0.977	-0.016	0.940
(Agriculture/Companies)	(0.215)		(0.216)		(0.215)		(0.216)	
AWP	-0.019	0.877	-0.017	0.893	-0.020	0.876	-0.017	0.894
	(0.125)		(0.125)		(0.125)		(0.125)	
Bedrijven (Companies)	-0.240*	0.061	-0.243*	0.058	-0.237*	0.064	-0.241*	0.061
	(0.128)		(0.128)		(0.128)		(0.128)	
CDA	-0.034	0.752	-0.032	0.772	-0.031	0.778	-0.027	0.801
	(0.109)		(0.109)		(0.109)		(0.109)	
CU	-0.240	0.178	-0.245	0.169	-0.239	0.179	-0.245	0.169
	(0.178)		(0.178)		(0.178)		(0.178)	
CU/SGP	-0.057	0.813	-0.068	0.779	-0.064	0.791	-0.076	0.752
	(0.240)		(0.241)		(0.240)		(0.241)	
Local	-0.060	0.583	-0.060	0.588	-0.061	0.583	-0.060	0.589
	(0.110)		(0.110)		(0.110)		(0.110)	
Natuur (Nature)	-0.082	0.562	-0.079	0.576	-0.085	0.550	-0.082	0.565
	(0.142)		(0.142)		(0.142)		(0.142)	
PvdA	-0.124	0.307	-0.124	0.308	-0.126	0.300	-0.126	0.302
	(0.122)		(0.122)		(0.122)		(0.122)	
PvdD	-0.503**	0.022	-0.506**	0.021	-0.511**	0.020	-0.515**	0.019
	(0.219)		(0.219)		(0.219)		(0.219)	

SGP	-0.278	0.185	-0.283	0.178	-0.276	0.189	-0.281	0.181
	(0.210)		(0.210)		(0.210)		(0.210)	
VVD	-0.132	0.252	-0.127	0.270	-0.133	0.248	-0.128	0.268
	(0.115)		(0.115)		(0.115)		(0.115)	
WN	0.078	0.468	0.081	0.451	0.076	0.480	0.080	0.459
	(0.108)		(0.108)		(0.108)		(0.108)	
Functional background: business expert	-0.031	0.645	-0.034	0.613	-0.029	0.667	-0.032	0.630
	(0.066)		(0.067)		(0.066)		(0.067)	
Functional background: support specialist	0.068	0.285	0.067	0.291	0.066	0.293	0.066	0.300
	(0.063)		(0.063)		(0.063)		(0.063)	
Functional background: community influential	0.067	0.295	0.063	0.326	0.068	0.283	0.064	0.318
	(0.064)		(0.064)		(0.064)		(0.064)	
Industry background: agriculture, forestry, fishing	-0.049	0.527	-0.051	0.510	-0.049	0.521	-0.052	0.501
	(0.077)		(0.077)		(0.077)		(0.077)	
Industry background: construction	-0.120	0.396	-0.121	0.393	-0.118	0.405	-0.119	0.400
	(0.141)		(0.141)		(0.141)		(0.141)	
Industry background: finance, insurance, real estate	-0.020	0.823	-0.017	0.854	-0.021	0.821	-0.016	0.856
	(0.091)		(0.091)		(0.091)		(0.091)	
Industry background: manufacturing	0.125	0.372	0.121	0.388	0.123	0.379	0.118	0.398
	(0.140)		(0.140)		(0.140)		(0.140)	
Industry background: public administration	-0.143**	0.038	-0.141**	0.041	-0.144**	0.036	-0.142**	0.039
	(0.069)		(0.069)		(0.069)		(0.069)	
Industry background: retail trade	0.350	0.142	0.350	0.142	0.352	0.140	0.352	0.140
	(0.238)		(0.238)		(0.238)		(0.238)	
Industry background: service	-0.146**	0.035	-0.147**	0.034	-0.146**	0.034	-0.147**	0.033
	(0.069)		(0.069)		(0.069)		(0.069)	

Industry background: transportation, public utilities	0.015 (0.301)	0.959	0.023 (0.301)	0.939	0.008 (0.301)	0.979	0.017 (0.301)	0.955
Industry background: wholesale trade	0.308 (0.210)	0.142	0.317 (0.210)	0.132	0.304 (0.210)	0.147	0.314 (0.210)	0.135
Board tenure	-0.004 (0.021)	0.856	-0.003 (0.021)	0.880	-0.005 (0.021)	0.829	-0.004 (0.021)	0.857
Coalition	-0.029 (0.061)	0.637	-0.030 (0.061)	0.631	-0.029 (0.061)	0.642	-0.029 (0.061)	0.634
Leader (fraction/political leader)	-0.028 (0.059)	0.640	-0.027 (0.059)	0.645	-0.027 (0.059)	0.644	-0.027 (0.059)	0.650
Total utterances	0.000 (0.000)	0.423	0.000 (0.000)	0.459	0.000 (0.000)	0.385	0.000 (0.000)	0.425
Agenda item: Budget	-0.373*** (0.092)	0.000	-0.373*** (0.092)	0.000	-0.371*** (0.093)	0.000	-0.370*** (0.093)	0.000
Agenda item: Clean water	-0.245 (0.222)	0.270	-0.246 (0.222)	0.268	-0.241 (0.222)	0.278	-0.243 (0.222)	0.275
Agenda item: Collaborations	-0.271*** (0.103)	0.009	-0.271*** (0.103)	0.009	-0.275*** (0.103)	0.008	-0.275*** (0.103)	0.008
Agenda item: Communication	0.161 (0.214)	0.451	0.162 (0.214)	0.449	0.161 (0.214)	0.452	0.162 (0.214)	0.450
Agenda item: Elections	-2.760*** (0.716)	0.000	-2.759*** (0.716)	0.000	-2.782*** (0.717)	0.000	-2.780*** (0.717)	0.000
Agenda item: Finance	-0.219** (0.107)	0.041	-0.219** (0.107)	0.042	-0.219** (0.107)	0.042	-0.218** (0.107)	0.042
Agenda item: Funding approval	-0.280*** (0.092)	0.002	-0.280*** (0.092)	0.002	-0.280*** (0.092)	0.002	-0.280*** (0.092)	0.002
Agenda item: Governance	-2.159***	0.000	-2.159***	0.000	-2.154***	0.000	-2.153***	0.000

	(0.190)		(0.190)		(0.190)		(0.190)	
Agenda item: Information	-0.499	0.287	-0.499	0.288	-0.500	0.286	-0.500	0.287
management	(0.469)		(0.469)		(0.469)		(0.469)	
Agenda item:	-0.792	0.127	-0.793	0.126	-0.785	0.130	-0.786	0.130
Internationalization	(0.519)		(0.519)		(0.518)		(0.518)	
Agenda item:	-0.590***	0.000	-0.589***	0.000	-0.611***	0.000	-0.610***	0.000
Investigation/Evaluation	(0.127)		(0.127)		(0.127)		(0.127)	
Agenda item: Knowledge	-0.877**	0.040	-0.875**	0.041	-0.874**	0.041	-0.872**	0.041
and Innovation	(0.428)		(0.428)		(0.428)		(0.428)	
Agenda item: Legal issues	-0.342**	0.034	-0.342**	0.034	-0.342**	0.034	-0.342**	0.033
	(0.161)		(0.161)		(0.161)		(0.161)	
Agenda item: Macro	-1.645***	0.000	-1.645***	0.000	-1.640***	0.000	-1.640***	0.000
environment	(0.244)		(0.244)		(0.244)		(0.244)	
Agenda item: Merger	-2.376***	0.000	-2.375***	0.000	-2.408***	0.000	-2.407***	0.000
	(0.592)		(0.592)		(0.595)		(0.595)	
Agenda item: Minutes	-0.832***	0.000	-0.832***	0.000	-0.832***	0.000	-0.832***	0.000
	(0.152)		(0.152)		(0.152)		(0.152)	
Agenda item:	-0.784***	0.000	-0.784***	0.000	-0.784***	0.000	-0.783***	0.000
Miscellaneous items	(0.099)		(0.099)		(0.099)		(0.099)	
Agenda item: Operations	-0.574***	0.001	-0.574***	0.001	-0.572***	0.001	-0.573***	0.001
of the organisation	(0.176)		(0.176)		(0.176)		(0.176)	
Agenda item: Project	-0.457***	0.001	-0.458***	0.001	-0.454***	0.001	-0.454***	0.001
approval	(0.139)		(0.139)		(0.139)		(0.139)	
Agenda item: Sewage	0.125	0.357	0.125	0.359	0.126	0.356	0.125	0.358
treatment	(0.136)		(0.136)		(0.136)		(0.136)	
Agenda item: Strategy	-1.074***	0.000	-1.073***	0.000	-1.069***	0.000	-1.069***	0.000
	(0.150)		(0.150)		(0.150)		(0.150)	
	-0.617***	0.000	-0.618***	0.000	-0.617***	0.000	-0.618***	0.000

Agenda item: Sufficient water	(0.108)		(0.108)		(0.108)		(0.108)	
Agenda item: Sustainability	-0.257*	0.078	-0.258*	0.077	-0.258*	0.077	-0.259*	0.076
	(0.146)		(0.146)		(0.146)		(0.146)	
Agenda item: Water safety	-0.655***	0.000	-0.655***	0.000	-0.661***	0.000	-0.661***	0.000
	(0.153)		(0.153)		(0.153)		(0.153)	
Water authority: HD	0.184	0.296	0.181	0.306	0.178	0.312	0.174	0.324
	(0.176)		(0.177)		(0.176)		(0.176)	
Water authority: HDSR	-0.603***	0.001	-0.607***	0.001	-0.611***	0.001	-0.615***	0.001
	(0.184)		(0.184)		(0.183)		(0.184)	
Water authority: HHN	-1.538***	0.000	-1.539***	0.000	-1.532***	0.000	-1.533***	0.000
	(0.245)		(0.245)		(0.245)		(0.245)	
Water authority: HR	0.559***	0.001	0.562***	0.001	0.554***	0.001	0.557***	0.001
	(0.167)		(0.167)		(0.167)		(0.167)	
Water authority: WAM	0.703***	0.000	0.699***	0.000	0.701***	0.000	0.696***	0.000
	(0.172)		(0.172)		(0.171)		(0.172)	
Water authority: WBD	-0.152	0.446	-0.152	0.445	-0.153	0.441	-0.153	0.441
	(0.199)		(0.199)		(0.199)		(0.199)	
Water authority: WDD	-0.295	0.142	-0.297	0.139	-0.301	0.134	-0.304	0.130
	(0.201)		(0.201)		(0.201)		(0.201)	
Water authority: WF	-0.019	0.940	-0.023	0.930	-0.026	0.919	-0.030	0.908
	(0.260)		(0.260)		(0.260)		(0.260)	
Water authority: WGS	0.486**	0.029	0.481**	0.031	0.478**	0.032	0.472**	0.035
	(0.223)		(0.223)		(0.223)		(0.223)	
Water authority: WHA	0.098	0.725	0.094	0.736	0.097	0.727	0.093	0.740
	(0.279)		(0.279)		(0.279)		(0.279)	
Water authority: WHD	-1.068***	0.000	-1.072***	0.000	-1.074***	0.000	-1.078***	0.000
	(0.262)		(0.262)		(0.262)		(0.262)	

Water authority: WN	-0.110	0.575	-0.113	0.566	-0.113	0.564	-0.116	0.554
	(0.196)		(0.196)		(0.196)		(0.196)	
Water authority: WPM	0.263	0.525	0.261	0.529	0.262	0.527	0.260	0.531
	(0.414)		(0.414)		(0.414)		(0.414)	
Water authority: WR	0.714*	0.082	0.708*	0.085	0.721*	0.079	0.714*	0.083
	(0.411)		(0.411)		(0.411)		(0.411)	
Water authority: WRD	-0.358*	0.084	-0.356*	0.086	-0.358*	0.084	-0.356*	0.086
	(0.207)		(0.207)		(0.207)		(0.207)	
Water authority: WRI	-0.147	0.486	-0.150	0.477	-0.153	0.467	-0.157	0.456
	(0.211)		(0.211)		(0.211)		(0.211)	
Water authority: WRO	0.935***	0.002	0.932***	0.002	0.927***	0.003	0.924***	0.003
	(0.307)		(0.307)		(0.307)		(0.307)	
Water authority: WRW	0.031	0.887	0.028	0.896	0.028	0.897	0.025	0.908
	(0.218)		(0.218)		(0.218)		(0.218)	
Water authority: WS	0.361*	0.100	0.361*	0.100	0.361*	0.100	0.361*	0.100
	(0.219)		(0.219)		(0.219)		(0.219)	
Water authority: WVaVe	-0.337	0.300	-0.340	0.296	-0.344	0.290	-0.347	0.285
	(0.325)		(0.325)		(0.325)		(0.325)	
Water authority: WVE	-1.524***	0.000	-1.527***	0.000	-1.532***	0.000	-1.536***	0.000
	(0.378)		(0.378)		(0.378)		(0.378)	
Water authority: WVechtstromen	0.177	0.639	0.174	0.645	0.183	0.628	0.179	0.634
	(0.377)		(0.377)		(0.377)		(0.377)	
Water authority: WVeluwe	-0.423	0.125	-0.428	0.121	-0.425	0.124	-0.431	0.118
	(0.276)		(0.276)		(0.276)		(0.276)	
Water authority: WVeVe	-0.795	0.202	-0.795	0.202	-0.809	0.194	-0.809	0.194
	(0.623)		(0.623)		(0.623)		(0.623)	
Water authority: WZ	-0.983***	0.000	-0.984***	0.000	-0.997***	0.000	-0.998***	0.000
	(0.232)		(0.232)		(0.232)		(0.233)	

Water authority: WZE	-0.489	0.214	-0.491	0.212	-0.490	0.213	-0.492	0.211
	(0.394)		(0.394)		(0.394)		(0.394)	
Water authority: WZV	-0.024	0.948	-0.026	0.944	-0.028	0.939	-0.030	0.935
	(0.374)		(0.374)		(0.374)		(0.374)	
Year: 2010	-0.258***	0.000	-0.258***	0.000	-0.259***	0.000	-0.259***	0.000
	(0.072)		(0.072)		(0.072)		(0.072)	
Year: 2011	-0.229***	0.002	-0.229***	0.002	-0.231***	0.002	-0.231***	0.002
	(0.073)		(0.073)		(0.073)		(0.073)	
Year: 2012	-0.368***	0.000	-0.368***	0.000	-0.371***	0.000	-0.371***	0.000
	(0.078)		(0.078)		(0.078)		(0.078)	
Year: 2013	-0.368***	0.000	-0.368***	0.000	-0.370***	0.000	-0.370***	0.000
	(0.077)		(0.077)		(0.077)		(0.077)	
Year: 2014	-0.563***	0.000	-0.563***	0.000	-0.565***	0.000	-0.565***	0.000
	(0.087)		(0.087)		(0.087)		(0.087)	
Quarter: 2	-0.039	0.554	-0.039	0.557	-0.042	0.524	-0.042	0.526
	(0.066)		(0.066)		(0.066)		(0.066)	
Quarter: 3	0.025	0.722	0.026	0.717	0.025	0.722	0.026	0.716
	(0.071)		(0.071)		(0.071)		(0.071)	
Quarter: 4	-0.272***	0.000	-0.272***	0.000	-0.272***	0.000	-0.272***	0.000
	(0.069)		(0.069)		(0.069)		(0.069)	
Gender diversity	-1.267*	0.054	-1.258*	0.056	-1.284*	0.051	-1.274*	0.052
	(0.657)		(0.657)		(0.657)		(0.657)	
Political diversity	1.659	0.177	1.660	0.177	1.641	0.183	1.642	0.183
	(1.230)		(1.230)		(1.232)		(1.232)	
Stakeholder diversity	0.686	0.261	0.687	0.261	0.667	0.275	0.667	0.275
	(0.611)		(0.611)		(0.611)		(0.611)	
Speaker position in meeting	-0.073	0.370	-0.072	0.373	-0.073	0.372	-0.072	0.376
	(0.081)		(0.081)		(0.081)		(0.081)	

Previous speaker female	-0.033	0.572	-0.032	0.580	-0.033	0.567	-0.032	0.575
	(0.058)		(0.058)		(0.058)		(0.058)	
Relative individual meeting statements	-1.985***	0.001	-1.993***	0.001	-1.983***	0.001	-1.992***	0.001
	(0.590)		(0.590)		(0.590)		(0.590)	
Total meeting utterances	-0.002**	0.022	-0.002**	0.021	-0.002**	0.022	-0.002**	0.022
	(0.001)		(0.001)		(0.001)		(0.001)	
Board size in meeting	0.176***	0.000	0.177***	0.000	0.177***	0.000	0.178***	0.000
	(0.033)		(0.033)		(0.033)		(0.033)	
Total board members	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000
	(0.031)		(0.031)		(0.031)		(0.031)	
Number of men in meeting	-0.064**	0.014	-0.065**	0.013	-0.065**	0.012	-0.066**	0.010
	(0.026)		(0.026)		(0.026)		(0.026)	
Statement length in words	0.003***	0.000	0.003***	0.000	0.003***	0.000	0.003***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)	
Relative position of agenda point	0.050	0.501	0.050	0.498	0.049	0.510	0.049	0.507
	(0.074)		(0.074)		(0.074)		(0.074)	
Relative statement of previous speaker	-2.334**	0.022	-2.335**	0.022	-2.348**	0.021	-2.350**	0.021
	(1.017)		(1.017)		(1.017)		(1.017)	
Previous speaker TMT	0.551***	0.000	0.551***	0.000	0.549***	0.000	0.549***	0.000
	(0.057)		(0.057)		(0.057)		(0.057)	
Previous speaker leader	-0.030	0.610	-0.030	0.609	-0.029	0.626	-0.029	0.626
	(0.059)		(0.059)		(0.059)		(0.059)	
Previous speaker newcomer	0.025	0.614	0.025	0.613	0.025	0.612	0.025	0.610
	(0.049)		(0.049)		(0.049)		(0.049)	
Previous speaker influence	2.445**	0.031	2.439**	0.032	2.477**	0.029	2.471**	0.030
	(1.136)		(1.136)		(1.136)		(1.136)	
Previous statement interrupt	-0.444	0.195	-0.445	0.194	-0.441	0.198	-0.443	0.197
	(0.343)		(0.343)		(0.343)		(0.343)	

Previous statement consensus	-0.026	0.847	-0.026	0.848	-0.026	0.850	-0.026	0.852
	(0.136)		(0.136)		(0.136)		(0.136)	
Previous statement question	-0.092	0.103	-0.092	0.104	-0.094*	0.097	-0.093*	0.098
	(0.056)		(0.056)		(0.056)		(0.056)	
Constant	-3.402***	0.007	-3.395***	0.008	-3.371***	0.008	-3.362***	0.008
	(1.271)		(1.271)		(1.273)		(1.273)	
LR chi2	1591.34		1591.61		1597.52		1597.88	
Prob > chi2	0.000		0.000		0.000		0.000	
Pseudo R2	0.084		0.084		0.085		0.085	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix M: Descriptive statistics (subsample of 24 water authorities)

Variable	N	Min	Max	Mean	Std. dev.	Variance	Skewness	Kurtosis
Female	49538	0	1	.18	0.382	0.146	1.688	0.848
TMT	49538	0	1	.19	0.388	0.151	1.621	0.626
Board tenure	49538	0	7	5.58	1.598	2.554	-1.524	1.864
Coalition	47243	0	1	.45	0.498	0.248	0.195	-1.962
Leader	47216	0	1	.23	0.418	0.175	1.311	-0.282
Total utterances	49265	1	822	154.26	129.710	16824.711	2.566	9.833
Business expert	49265	0	1	0.41	0.491	0.241	0.378	-1.857
Support specialist	49265	0	1	0.38	0.486	0.236	0.484	-1.766
Community influential	49265	0	1	0.61	0.488	0.238	-0.443	-1.804
Agriculture/forestry/fishing	49265	0	1	0.29	0.454	0.206	0.924	-1.146
Construction	49265	0	1	0.04	0.190	0.036	4.859	21.614
Finance/insurance/real estate	49265	0	1	0.08	0.269	0.072	3.131	7.803
Manufacturing	49265	0	1	0.04	0.204	0.041	4.484	18.111
Mining	49265	0	1	0.00	0.008	0.000	128.139	16418.333
Public administration	49265	0	1	0.37	0.482	0.232	0.553	-1.694
Retail trade	49265	0	1	0.00	0.052	0.003	19.025	359.965
Service	49265	0	1	0.49	0.500	0.250	0.053	-1.997
Transportation/public utilities	49265	0	1	0.01	0.096	0.009	10.192	101.885
Wholesale trade	49265	0	1	0.01	0.083	0.007	11.949	140.776
Agrariers	49188	0	1	0.11	0.309	0.095	2.549	4.496
Agrariers/Bedrijven	49188	0	1	0.01	0.104	0.011	9.377	85.940
AWP	49188	0	1	0.07	0.256	0.065	3.360	9.289
AWP/VVD	49188	0	1	0.00	0.012	0.000	83.811	7022.571
Bedrijven	49188	0	1	0.09	0.290	0.084	2.807	5.878

CDA	49188	0	1	0.12	0.323	0.104	2.369	3.613
CDA/CU	49188	0	1	0.00	0.011	0.000	90.529	8193.833
CU	49188	0	1	0.04	0.184	0.034	5.058	23.587
CU/SGP	49188	0	1	0.01	0.084	0.007	11.745	135.961
Local	49188	0	1	0.17	0.374	0.140	1.772	1.141
Natuur	49188	0	1	0.03	0.183	0.033	5.086	23.871
PvdA	49188	0	1	0.09	0.289	0.083	2.828	5.996
PvdD	49188	0	1	0.02	0.122	0.015	7.923	60.781
SGP	49188	0	1	0.02	0.143	0.021	6.688	42.735
VVD	49188	0	1	0.10	0.298	0.089	2.694	5.258
WN	49188	0	1	0.13	0.336	0.113	2.210	2.883
Biannual report	49538	0	1	0.09	0.281	0.079	2.940	6.643
Budget	49538	0	1	0.12	0.325	0.106	2.335	3.450
Clean water	49538	0	1	0.01	0.087	0.008	11.301	125.728
Collaborations	49538	0	1	0.06	0.240	0.058	3.659	11.389
Communication	49538	0	1	0.01	0.082	0.007	12.019	142.456
Elections	49538	0	1	0.01	0.072	0.005	13.749	187.032
Finance	49538	0	1	0.06	0.229	0.053	3.876	13.022
Funding approval	49538	0	1	0.08	0.269	0.072	3.132	7.808
Governance	49538	0	1	0.06	0.242	0.058	3.623	11.125
Information management	49538	0	1	0.00	0.044	0.002	22.892	522.055
Internationalization	49538	0	1	0.00	0.043	0.002	23.015	527.722
Investigation/evaluation	49538	0	1	0.04	0.201	0.040	4.561	18.805
Knowledge and innovation	49538	0	1	0.00	0.057	0.003	17.347	298.948
Legal issues	49538	0	1	0.02	0.129	0.017	7.478	53.927
Macro environment	49538	0	1	0.02	0.137	0.019	7.016	47.225
Merger	49538	0	1	0.01	0.096	0.009	10.187	101.783
Minutes	49538	0	1	0.04	0.192	0.037	4.811	21.142

Miscellaneous items	49538	0	1	0.15	0.356	0.127	1.973	1.894
Operations of the organisation	49538	0	1	0.02	0.137	0.019	7.032	47.446
Project approval	49538	0	1	0.03	0.160	0.026	5.913	32.962
Sewage treatment	49538	0	1	0.02	0.155	0.024	6.140	35.701
Strategy	49538	0	1	0.04	0.187	0.035	4.974	22.746
Sufficient water	49538	0	1	0.08	0.266	0.071	3.191	8.182
Sustainability	49538	0	1	0.02	0.149	0.022	6.390	38.828
Water safety	49538	0	1	0.03	0.167	0.028	5.663	30.066
HAGV	49538	0	1	0.03	0.167	0.028	5.637	29.772
HD	49538	0	1	0.07	0.255	0.065	3.377	9.402
HDSR	49538	0	1	0.09	0.287	0.082	2.850	6.124
HR	49538	0	1	0.09	0.281	0.079	2.944	6.667
WAM	49538	0	1	0.08	0.269	0.072	3.136	7.834
WDD	49538	0	1	0.05	0.226	0.051	3.936	13.495
WF	49538	0	1	0.05	0.223	0.050	4.024	14.191
WGS	49538	0	1	0.06	0.238	0.057	3.698	11.678
WHA	49538	0	1	0.01	0.097	0.009	10.142	100.870
WHD	49538	0	1	0.03	0.173	0.030	5.419	27.370
WN	49538	0	1	0.04	0.191	0.036	4.838	21.406
WPM	49538	0	1	0.03	0.181	0.033	5.148	24.507
WR	49538	0	1	0.00	0.054	0.003	18.403	336.678
WRI	49538	0	1	0.06	0.243	0.059	3.588	10.875
WRO	49538	0	1	0.01	0.117	0.014	8.277	66.504
WRW	49538	0	1	0.06	0.232	0.054	3.825	12.628
WS	49538	0	1	0.03	0.166	0.028	5.689	30.366
WVaVe	49538	0	1	0.01	0.111	0.012	8.800	75.439
WVE	49538	0	1	0.02	0.152	0.023	6.277	37.404

WVeluwe	49538	0	1	0.03	0.174	0.030	5.392	27.078
WVeVe	49538	0	1	0.01	0.075	0.006	13.141	170.690
WZ	49538	0	1	0.10	0.302	0.091	2.638	4.958
WZE	49538	0	1	0.01	0.112	0.013	8.705	73.777
WZV	49538	0	1	0.01	0.119	0.014	8.191	65.089
2009	49538	0	1	0.22	0.415	0.173	1.340	-0.204
2010	49538	0	1	0.19	0.389	0.152	1.612	0.600
2011	49538	0	1	0.17	0.375	0.141	1.763	1.107
2012	49538	0	1	0.14	0.344	0.118	2.115	2.475
2013	49538	0	1	0.14	0.350	0.123	2.040	2.160
2014	49538	0	1	0.14	0.350	0.123	2.039	2.157
Total ‘case’	49538	0	5	0.00	0.082	0.007	25.551	868.997
Total ‘research’	49538	0	7	0.07	0.377	0.142	8.362	96.852
Total ‘risk’	49538	0	17	0.06	0.344	0.119	12.005	268.030
Total ‘possibilities’	49538	0	7	0.03	0.204	0.042	8.905	123.234
Total ‘evaluation’	49538	0	6	0.02	0.194	0.037	11.001	165.556
Total ‘give full attention to’	49538	0	6	0.05	0.255	0.065	6.766	64.707
Total procedural rationality	49538	0	17	0.24	0.716	0.513	5.712	54.440
Total ‘we think’	49538	0	2	0.00	0.032	0.001	42.703	2047.414
Total ‘we find’	49538	0	4	0.00	0.065	0.004	26.017	871.805
Total ‘fraction/political group’	49538	0	35	0.34	1.107	1.226	8.882	149.617
Total ‘our opinion’	49538	0	4	0.00	0.039	0.002	55.072	4045.227
Total ‘preference’	49538	0	7	0.01	0.122	0.015	15.491	418.294
Total ‘discussion/conflict’	49538	0	8	0.07	0.332	0.110	6.349	59.864
Total politics	49538	0	37	0.43	1.231	1.516	8.078	125.020
Total promises	9176	0	6	0.22	0.483	0.233	2.641	11.139

Total board member monitoring	40362	0	3	0.05	0.226	0.051	4.438	19.955
Total binary board member monitoring	40362	0	1	0.05	0.218	0.047	4.132	15.075
Quarter: 1	49538	0	1	0.20	0.399	0.159	1.512	0.285
Quarter: 2	49538	0	1	0.29	0.454	0.206	0.921	-1.153
Quarter: 3	49538	0	1	0.19	0.394	0.156	1.559	0.429
Quarter: 4	49538	0	1	0.32	0.466	0.217	0.782	-1.388
Gender diversity	49538	0	0.595	0.331	0.091	0.008	-0.115	0.105
Political diversity	49538	0.444	0.875	0.797	0.062	0.004	-2.224	6.185
Stakeholder diversity	49538	0.080	0.615	0.439	0.088	0.008	-1.550	3.627
Speaker position in meeting	49538	0.004	1	0.508	0.289	0.083	0.000	-1.200
Previous speaker female	49538	0	1	0.17	0.379	0.144	1.718	0.951
Relative individual meeting statements	49538	0.004	1	0.082	0.056	0.003	2.988	27.998
Total meeting utterances	49538	1	282	83.19	38.265	1464.221	0.988	3.136
Board size in meeting	49538	1	29	19.32	4.557	20.770	-0.962	1.929
Total board members	49538	0	26	16.78	3.959	15.677	-0.956	2.292
Total top managers	49538	0	6	2.54	1.767	3.122	-0.335	-1.348
Number of men in meeting	49538	0	24	15.26	3.562	12.690	-1.008	2.401
Number of women in meeting	49538	0	11	4.06	2.070	4.287	0.240	-0.130
Statement length in words	49538	1	1477	31.67	51.366	2638.434	7.989	115.984
Relative position of agenda point	49538	0.007	1	0.566	0.295	0.087	-0.040	-1.209
Relative statement of previous speaker	49538	0	0.214	0.051	0.031	0.001	1.129	2.300

Previous speaker TMT	49538	0	1	0.13	0.331	0.110	2.261	3.113
Previous speaker leader	49538	0	1	0.21	0.407	0.165	1.429	0.043
Previous speaker newcomer	49538	0	1	0.61	0.489	0.239	-0.432	-1.813
Previous speaker influence	49538	0	0.290	0.185	0.031	0.001	-3.675	20.555
Previous statement interrupt	49538	0	1	0.00	0.070	0.005	14.173	198.885
Previous statement consensus	49538	0	1	0.03	0.158	0.025	6.003	34.036
Previous statement question	49538	0	1	0.21	0.410	0.168	1.397	-0.049

Appendix N: OLS Regression (including subsample of 24 water authorities)

	Dependent variable: procedural rational decision-making style			
	Model 1		Model 2	
	Coef.	*p* Value	Coef.	*p* Value
Female			0.028***	0.000
			(0.008)	
Agrariers/Bedrijven	-0.023	0.463	-0.020	0.525
(Agriculture/Companies)	(0.031)		(0.031)	
AWP	-0.011	0.493	-0.017	0.319
	(0.017)		(0.017)	
AWP/VVD	0.335	0.162	0.319	0.184
	(0.240)		(0.240)	
Bedrijven (Companies)	-0.015	0.297	-0.016	0.290
	(0.015)		(0.015)	
CDA	-0.018	0.165	-0.025*	0.059
	(0.013)		(0.013)	
CDA/CU	-0.253	0.320	-0.251	0.324
	(0.254)		(0.254)	
CU	-0.007	0.706	-0.006	0.742
	(0.019)		(0.019)	
CU/SGP	0.106***	0.005	0.110***	0.003
	(0.038)		(0.038)	
Local	-0.002	0.893	-0.006	0.630
	(0.013)		(0.013)	
Natuur (Nature)	0.021	0.256	0.015	0.420
	(0.018)		(0.018)	
PvdA	0.010	0.504	0.006	0.683
	(0.015)		(0.015)	

PvdD	0.053**	0.046	0.047*	0.080
	(0.027)		(0.027)	
SGP	-0.021	0.348	-0.021	0.357
	(0.023)		(0.023)	
VVD	0.005	0.704	0.002	0.887
	(0.014)		(0.014)	
WN	-0.003	0.803	-0.009	0.511
	(0.013)		(0.013)	
Functional background:	-0.015*	0.072	-0.014*	0.079
business expert	(0.008)		(0.008)	
Functional background:	0.010	0.216	0.011	0.205
support specialist	(0.008)		(0.008)	
Functional background:	-0.007	0.412	-0.005	0.572
community influential	(0.008)		(0.008)	
Industry background:	0.010	0.274	0.013	0.170
agriculture, forestry,	(0.010)		(0.010)	
fishing				
Industry background:	0.001	0.959	0.002	0.900
construction	(0.018)		(0.018)	
Industry background:	-0.005	0.679	-0.005	0.633
finance, insurance, real	(0.011)		(0.011)	
estate				
Industry background:	0.034**	0.035	0.035**	0.029
manufacturing	(0.016)		(0.016)	
Industry background:	-0.173	0.629	-0.170	0.635
mining	(0.358)		(0.358)	
Industry background:	0.017**	0.046	0.016*	0.060
public administration	(0.008)		(0.008)	

Industry background: retail trade	0.019	0.726	0.023	0.679
	(0.056)		(0.056)	
Industry background: service	0.002	0.827	0.004	0.652
	(0.009)		(0.009)	
Industry background: transportation, public utilities	0.055*	0.083	0.052	0.103
	(0.032)		(0.032)	
Industry background: wholesale trade	0.019	0.607	0.022	0.546
	(0.036)		(0.036)	
Board tenure	0.005*	0.053	0.004*	0.081
	(0.002)		(0.002)	
Coalition	0.014*	0.083	0.014	0.105
	(0.008)		(0.008)	
Leader (fraction/political leader)	-0.013	0.127	-0.012	0.162
	(0.008)		(0.008)	
Total utterances	-0.000***	0.004	-0.000**	0.011
	(0.000)		(0.000)	
Agenda item: Budget	-0.038***	0.004	-0.038***	0.004
	(0.013)		(0.013)	
Agenda item: Clean water	-0.009	0.786	-0.009	0.795
	(0.034)		(0.034)	
Agenda item: Collaborations	0.059***	0.000	0.059***	0.000
	(0.015)		(0.015)	
Agenda item: Communication	0.005	0.888	0.004	0.903
	(0.036)		(0.036)	
Agenda item: Elections	0.104**	0.011	0.102**	0.013
	(0.041)		(0.041)	
Agenda item: Finance	-0.008	0.601	-0.008	0.604

	(0.016)		(0.016)	
Agenda item: Funding	0.033**	0.023	0.033**	0.024
approval	(0.014)		(0.014)	
Agenda item:	-0.027*	0.087	-0.028*	0.077
Governance	(0.016)		(0.016)	
Agenda item:	-0.049	0.459	-0.051	0.444
Information management	(0.066)		(0.066)	
Agenda item:	-0.002	0.980	-0.001	0.984
Internationalization	(0.065)		(0.065)	
Agenda item:	0.283***	0.000	0.282***	0.000
Investigation/Evaluation	(0.017)		(0.017)	
Agenda item: Knowledge	-0.028	0.580	-0.028	0.574
and Innovation	(0.050)		(0.050)	
Agenda item: Legal	0.006	0.816	0.005	0.842
issues	(0.024)		(0.024)	
Agenda item: Macro	-0.040*	0.088	-0.041*	0.078
environment	(0.023)		(0.023)	
Agenda item: Merger	-0.030	0.354	-0.031	0.337
	(0.032)		(0.032)	
Agenda item: Minutes	0.031*	0.084	0.031*	0.088
	(0.018)		(0.018)	
Agenda item:	0.034***	0.007	0.033***	0.009
Miscellaneous items	(0.013)		(0.013)	
Agenda item: Operations	0.015	0.530	0.015	0.512
of the organisation	(0.023)		(0.023)	
Agenda item: Project	-0.011	0.579	-0.011	0.584
approval	(0.021)		(0.021)	
	0.055***	0.008	0.055***	0.008

Agenda item: Sewage treatment	(0.021)		(0.021)	
Agenda item: Strategy	-0.027	0.137	-0.028	0.125
	(0.018)		(0.018)	
Agenda item: Sufficient water	0.032**	0.026	0.032**	0.028
	(0.015)		(0.015)	
Agenda item: Sustainability	0.098***	0.000	0.097***	0.000
	(0.021)		(0.021)	
Agenda item: Water safety	0.111***	0.000	0.110***	0.000
	(0.020)		(0.020)	
Water authority: HD	0.062***	0.006	0.064***	0.005
	(0.023)		(0.023)	
Water authority: HDSR	0.055**	0.011	0.057***	0.008
	(0.022)		(0.022)	
Water authority: HR	0.031	0.166	0.030	0.177
	(0.022)		(0.022)	
Water authority: WAM	0.052**	0.022	0.054**	0.018
	(0.023)		(0.023)	
Water authority: WDD	0.040*	0.089	0.042*	0.076
	(0.024)		(0.024)	
Water authority: WF	0.076**	0.012	0.077**	0.011
	(0.030)		(0.030)	
Water authority: WGS	0.105***	0.000	0.108***	0.000
	(0.028)		(0.028)	
Water authority: WHA	0.052	0.165	0.055	0.138
	(0.037)		(0.037)	
Water authority: WHD	0.080***	0.002	0.082***	0.002
	(0.026)		(0.026)	

Water authority: WN	0.027	0.274	0.028	0.253
	(0.025)		(0.025)	
Water authority: WPM	0.163***	0.000	0.165***	0.000
	(0.045)		(0.045)	
Water authority: WR	-0.040	0.501	-0.036	0.540
	(0.059)		(0.059)	
Water authority: WRI	0.076***	0.004	0.076***	0.004
	(0.026)		(0.026)	
Water authority: WRO	0.149***	0.000	0.151***	0.000
	(0.038)		(0.038)	
Water authority: WRW	0.102***	0.000	0.104***	0.000
	(0.027)		(0.027)	
Water authority: WS	0.037	0.220	0.037	0.221
	(0.030)		(0.030)	
Water authority: WVaVe	0.059	0.102	0.062*	0.086
	(0.036)		(0.036)	
Water authority: WVE	0.052*	0.074	0.052*	0.070
	(0.029)		(0.029)	
Water authority:	0.036	0.210	0.039	0.170
WVeluwe	(0.029)		(0.029)	
Water authority: WVeVe	0.138***	0.004	0.140***	0.003
	(0.048)		(0.048)	
Water authority: WZ	0.127***	0.000	0.127***	0.000
	(0.025)		(0.025)	
Water authority: WZE	0.043	0.246	0.042	0.249
	(0.037)		(0.037)	
Water authority: WZV	0.083**	0.035	0.085**	0.031
	(0.039)		(0.039)	

Year: 2010	0.007	0.432	0.007	0.434
	(0.009)		(0.009)	
Year: 2011	0.018*	0.068	0.018*	0.071
	(0.010)		(0.010)	
Year: 2012	0.025**	0.017	0.025**	0.017
	(0.011)		(0.011)	
Year: 2013	0.007	0.529	0.006	0.548
	(0.011)		(0.011)	
Year: 2014	-0.008	0.461	-0.008	0.445
	(0.011)		(0.011)	
Quarter: 2	0.023***	0.009	0.023***	0.009
	(0.009)		(0.009)	
Quarter: 3	0.013	0.185	0.012	0.198
	(0.010)		(0.010)	
Quarter: 4	0.010	0.267	0.009	0.283
	(0.009)		(0.009)	
Gender diversity	0.244***	0.004	0.241***	0.005
	(0.085)		(0.085)	
Political diversity	0.528***	0.000	0.525***	0.000
	(0.116)		(0.116)	
Stakeholder diversity	0.143*	0.054	0.142*	0.055
	(0.074)		(0.074)	
Speaker position in meeting	-0.017	0.114	-0.017	0.107
	(0.010)		(0.010)	
Previous speaker female	0.008	0.306	0.007	0.369
	(0.008)		(0.008)	
Relative individual meeting statements	-0.110*	0.081	-0.100	0.112
	(0.063)		(0.063)	

Total meeting utterances	-0.000	0.490	-0.000	0.475
	(0.000)		(0.000)	
Board size in meeting	-0.005*	0.072	-0.006**	0.043
	(0.003)		(0.003)	
Total top managers	0.005	0.208	0.005	0.198
	(0.004)		(0.004)	
Number of men in meeting	0.005	0.126	0.006*	0.072
	(0.003)		(0.003)	
Statement length in words	0.007***	0.000	0.007***	0.000
	(0.000)		(0.000)	
Relative position of agenda point	0.015	0.126	0.015	0.129
	(0.010)		(0.010)	
Relative statement of previous speaker	0.121	0.303	0.119	0.311
	(0.117)		(0.117)	
Previous speaker TMT	0.011	0.233	0.011	0.222
	(0.009)		(0.009)	
Previous speaker leader	-0.002	0.848	-0.001	0.858
	(0.008)		(0.008)	
Previous speaker newcomer	-0.003	0.649	-0.003	0.644
	(0.006)		(0.006)	
Previous speaker influence	-0.088	0.460	-0.086	0.469
	(0.119)		(0.119)	
Previous statement interrupt	0.054	0.181	0.055	0.178
	(0.041)		(0.041)	
Previous statement consensus	-0.003	0.856	-0.004	0.844
	(0.018)		(0.018)	
Previous statement question	0.010	0.164	0.010	0.169
	(0.007)		(0.007)	

Constant	-0.655***	0.000	-0.658***	0.000
	(0.128)		(0.128)	
R squared	0.265		0.265	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix O: Logistic Regression (including subsample of 24 water authorities)

	Dependent variable: board member monitoring							
	Model 1		Model 2		Model 3		Model 4	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			-0.024	0.726			-0.029	0.666
			(0.068)				(0.068)	
Procedural rational					0.097***	0.003	0.097***	0.003
decision-making style					(0.033)		(0.033)	
Agrariers/Bedrijven	-0.005	0.980	-0.011	0.960	0.001	0.998	-0.006	0.977
(Agriculture/Companies)	(0.219)		(0.219)		(0.219)		(0.219)	
AWP	-0.053	0.707	-0.050	0.721	-0.051	0.719	-0.047	0.736
	(0.140)		(0.141)		(0.140)		(0.141)	
Bedrijven (Companies)	-0.248*	0.091	-0.247*	0.092	-0.243*	0.098	-0.242*	0.099
	(0.147)		(0.147)		(0.147)		(0.147)	
CDA	-0.089	0.454	-0.086	0.472	-0.083	0.488	-0.079	0.511
	(0.119)		(0.119)		(0.119)		(0.119)	
CU	-0.178	0.341	-0.180	0.334	-0.175	0.348	-0.178	0.340
	(0.187)		(0.187)		(0.187)		(0.187)	
CU/SGP	-0.015	0.951	-0.022	0.929	-0.024	0.924	-0.032	0.897
	(0.249)		(0.250)		(0.249)		(0.250)	
Local	0.002	0.988	0.004	0.973	0.002	0.989	0.005	0.971
	(0.124)		(0.125)		(0.124)		(0.125)	
Natuur (Nature)	-0.160	0.304	-0.156	0.319	-0.165	0.291	-0.160	0.308
	(0.156)		(0.157)		(0.156)		(0.157)	
PvdA	-0.109	0.413	-0.108	0.416	-0.110	0.408	-0.109	0.412
	(0.133)		(0.133)		(0.133)		(0.133)	
PvdD	-0.501**	0.028	-0.502**	0.027	-0.511**	0.025	-0.513**	0.025
	(0.228)		(0.228)		(0.228)		(0.228)	

SGP	-0.337	0.141	-0.339	0.139	-0.333	0.146	-0.336	0.143
	(0.229)		(0.229)		(0.229)		(0.229)	
VVD	-0.118	0.359	-0.115	0.374	-0.118	0.358	-0.114	0.376
	(0.129)		(0.129)		(0.129)		(0.129)	
WN	0.052	0.655	0.055	0.639	0.054	0.643	0.057	0.622
	(0.116)		(0.116)		(0.116)		(0.116)	
Functional background: business expert	-0.016	0.822	-0.017	0.808	-0.013	0.852	-0.015	0.835
	(0.071)		(0.071)		(0.071)		(0.071)	
Functional background: support specialist	0.070	0.320	0.070	0.316	0.067	0.336	0.068	0.331
	(0.070)		(0.070)		(0.070)		(0.070)	
Functional background: community influential	0.082	0.243	0.079	0.265	0.083	0.237	0.079	0.262
	(0.070)		(0.070)		(0.070)		(0.070)	
Industry background: agriculture, forestry, fishing	-0.041	0.619	-0.044	0.600	-0.042	0.611	-0.045	0.588
	(0.083)		(0.083)		(0.083)		(0.083)	
Industry background: construction	-0.110	0.450	-0.112	0.442	-0.107	0.463	-0.110	0.453
	(0.146)		(0.146)		(0.146)		(0.146)	
Industry background: finance, insurance, real estate	-0.083	0.419	-0.081	0.434	-0.081	0.431	-0.078	0.449
	(0.103)		(0.103)		(0.103)		(0.103)	
Industry background: manufacturing	0.124	0.407	0.120	0.423	0.121	0.418	0.117	0.438
	(0.150)		(0.150)		(0.150)		(0.150)	
Industry background: public administration	-0.155**	0.039	-0.154**	0.041	-0.157**	0.037	-0.155**	0.039
	(0.075)		(0.075)		(0.075)		(0.075)	
Industry background: retail trade	0.268	0.531	0.265	0.536	0.267	0.533	0.263	0.539
	(0.427)		(0.428)		(0.428)		(0.428)	
Industry background: service	-0.152**	0.046	-0.154**	0.043	-0.152**	0.046	-0.154**	0.043
	(0.076)		(0.076)		(0.076)		(0.076)	

Industry background: transportation, public utilities	0.133 (0.305)	0.662	0.139 (0.306)	0.650	0.125 (0.305)	0.683	0.131 (0.306)	0.668
Industry background: wholesale trade	0.250 (0.283)	0.375	0.246 (0.283)	0.385	0.242 (0.283)	0.391	0.236 (0.283)	0.403
Board tenure	0.005 (0.023)	0.824	0.006 (0.023)	0.809	0.005 (0.023)	0.836	0.005 (0.023)	0.817
Coalition	-0.035 (0.073)	0.636	-0.035 (0.073)	0.635	-0.036 (0.073)	0.623	-0.036 (0.073)	0.622
Leader (fraction/political leader)	-0.079 (0.067)	0.241	-0.079 (0.067)	0.240	-0.079 (0.067)	0.237	-0.080 (0.067)	0.235
Total utterances	0.000 (0.000)	0.514	0.000 (0.000)	0.537	0.000 (0.000)	0.489	0.000 (0.000)	0.515
Agenda item: Budget	-0.409*** (0.101)	0.000	-0.408*** (0.101)	0.000	-0.402*** (0.101)	0.000	-0.402*** (0.101)	0.000
Agenda item: Clean water	-0.075 (0.231)	0.745	-0.076 (0.231)	0.743	-0.072 (0.231)	0.753	-0.073 (0.231)	0.751
Agenda item: Collaborations	-0.281** (0.113)	0.013	-0.281** (0.113)	0.013	-0.287** (0.113)	0.011	-0.287** (0.113)	0.011
Agenda item: Communication	0.432** (0.219)	0.049	0.432** (0.219)	0.049	0.432** (0.219)	0.049	0.432** (0.219)	0.048
Agenda item: Elections	-3.253*** (1.008)	0.001	-3.252*** (1.008)	0.001	-3.273*** (1.008)	0.001	-3.272*** (1.008)	0.001
Agenda item: Finance	-0.236** (0.117)	0.044	-0.235** (0.117)	0.045	-0.236** (0.117)	0.044	-0.235** (0.117)	0.045
Agenda item: Funding approval	-0.229** (0.103)	0.026	-0.229** (0.103)	0.026	-0.230** (0.103)	0.026	-0.230** (0.103)	0.026
Agenda item: Governance	-2.362***	0.000	-2.362***	0.000	-2.357***	0.000	-2.356***	0.000

	(0.234)		(0.234)		(0.234)		(0.234)	
Agenda item: Internationalization	-0.389	0.457	-0.390	0.456	-0.387	0.459	-0.389	0.458
	(0.524)		(0.524)		(0.524)		(0.524)	
Agenda item: Investigation/Evaluation	-0.749***	0.000	-0.748***	0.000	-0.774***	0.000	-0.773***	0.000
	(0.151)		(0.151)		(0.151)		(0.151)	
Agenda item: Knowledge and Innovation	-1.855**	0.010	-1.853**	0.010	-1.849**	0.010	-1.847**	0.010
	(0.721)		(0.721)		(0.721)		(0.721)	
Agenda item: Legal issues	-0.183	0.283	-0.183	0.283	-0.184	0.279	-0.184	0.280
	(0.171)		(0.171)		(0.171)		(0.171)	
Agenda item: Macro environment	-1.409***	0.000	-1.408***	0.000	-1.402***	0.000	-1.401***	0.000
	(0.259)		(0.259)		(0.259)		(0.259)	
Agenda item: Minutes	-0.834***	0.000	-0.834***	0.000	-0.835***	0.000	-0.835***	0.000
	(0.169)		(0.169)		(0.169)		(0.169)	
Agenda item: Miscellaneous items	-0.718***	0.000	-0.717***	0.000	-0.718***	0.000	-0.717***	0.000
	(0.105)		(0.105)		(0.105)		(0.105)	
Agenda item: Operations of the organisation	-0.480***	0.010	-0.481***	0.010	-0.479**	0.010	-0.479**	0.010
	(0.186)		(0.186)		(0.186)		(0.186)	
Agenda item: Project approval	-0.546***	0.001	-0.547***	0.001	-0.544***	0.001	-0.544***	0.001
	(0.168)		(0.168)		(0.168)		(0.168)	
Agenda item: Sewage treatment	0.006	0.970	0.005	0.971	0.004	0.978	0.004	0.980
	(0.148)		(0.148)		(0.148)		(0.148)	
Agenda item: Strategy	-1.014***	0.000	-1.013***	0.000	-1.008***	0.000	-1.008***	0.000
	(0.164)		(0.164)		(0.164)		(0.164)	
Agenda item: Sufficient water	-0.563***	0.000	-0.564***	0.000	-0.567***	0.000	-0.567***	0.000
	(0.113)		(0.113)		(0.113)		(0.113)	
Agenda item: Sustainability	-0.310*	0.071	-0.311*	0.071	-0.312*	0.070	-0.312*	0.069
	(0.172)		(0.172)		(0.172)		(0.172)	
	-0.774***	0.000	-0.773***	0.000	-0.783***	0.000	-0.783***	0.000

Agenda item: Water safety	(0.173)		(0.173)		(0.173)		(0.173)	
Water authority: HD	0.099	0.590	0.096	0.602	0.090	0.621	0.087	0.636
	(0.183)		(0.183)		(0.183)		(0.183)	
Water authority: HDSR	-0.670***	0.000	-0.673***	0.000	-0.679***	0.000	-0.682***	0.000
	(0.190)		(0.190)		(0.190)		(0.190)	
Water authority: HR	0.433**	0.013	0.435**	0.013	0.425**	0.015	0.427**	0.015
	(0.175)		(0.175)		(0.175)		(0.175)	
Water authority: WAM	0.630***	0.001	0.626***	0.001	0.625***	0.001	0.620***	0.001
	(0.181)		(0.181)		(0.181)		(0.181)	
Water authority: WDD	-0.362*	0.080	-0.363*	0.079	-0.367*	0.075	-0.370*	0.073
	(0.206)		(0.207)		(0.206)		(0.206)	
Water authority: WF	0.082	0.762	0.079	0.770	0.076	0.781	0.072	0.790
	(0.272)		(0.272)		(0.272)		(0.272)	
Water authority: WGS	0.458*	0.053	0.454*	0.055	0.451*	0.056	0.447*	0.059
	(0.236)		(0.237)		(0.236)		(0.237)	
Water authority: WHA	0.139	0.628	0.136	0.637	0.134	0.639	0.130	0.651
	(0.287)		(0.287)		(0.287)		(0.287)	
Water authority: WHD	-1.159***	0.000	-1.162***	0.000	-1.167***	0.000	-1.170***	0.000
	(0.267)		(0.267)		(0.267)		(0.267)	
Water authority: WN	-0.163	0.419	-0.165	0.414	-0.167	0.407	-0.169	0.402
	(0.202)		(0.202)		(0.202)		(0.202)	
Water authority: WPM	0.246	0.574	0.244	0.576	0.245	0.575	0.243	0.578
	(0.436)		(0.436)		(0.437)		(0.437)	
Water authority: WR	0.598	0.151	0.593	0.154	0.604	0.147	0.598	0.151
	(0.416)		(0.416)		(0.416)		(0.416)	
Water authority: WRI	-0.251	0.260	-0.253	0.256	-0.260	0.243	-0.262	0.239
	(0.223)		(0.223)		(0.223)		(0.223)	

Water authority: WRO	1.025***	0.001	1.023***	0.001	1.018***	0.002	1.017***	0.002
	(0.321)		(0.321)		(0.321)		(0.321)	
Water authority: WRW	-0.052	0.822	-0.054	0.815	-0.055	0.813	-0.057	0.804
	(0.232)		(0.232)		(0.232)		(0.232)	
Water authority: WS	0.278	0.232	0.278	0.232	0.276	0.235	0.276	0.235
	(0.232)		(0.232)		(0.232)		(0.232)	
Water authority: WVaVe	-0.170	0.612	-0.172	0.608	-0.179	0.594	-0.182	0.588
	(0.336)		(0.336)		(0.336)		(0.336)	
Water authority: WVE	-1.552***	0.000	-1.555***	0.000	-1.562***	0.000	-1.565***	0.000
	(0.383)		(0.384)		(0.384)		(0.384)	
Water authority: WVeluwe	-0.490*	0.089	-0.495*	0.087	-0.492*	0.088	-0.498*	0.085
	(0.289)		(0.289)		(0.289)		(0.289)	
Water authority: WVeVe	-0.887	0.159	-0.888	0.159	-0.905	0.151	-0.907	0.150
	(0.630)		(0.630)		(0.630)		(0.630)	
Water authority: WZ	-1.052***	0.000	-1.053***	0.000	-1.066***	0.000	-1.066***	0.000
	(0.247)		(0.247)		(0.247)		(0.247)	
Water authority: WZE	-0.506	0.209	-0.507	0.208	-0.504	0.210	-0.506	0.208
	(0.402)		(0.402)		(0.402)		(0.402)	
Water authority: WZV	0.033	0.932	0.032	0.934	0.031	0.936	0.029	0.939
	(0.383)		(0.383)		(0.383)		(0.383)	
Year: 2010	-0.217***	0.007	-0.217***	0.007	-0.219***	0.006	-0.219***	0.006
	(0.080)		(0.080)		(0.080)		(0.080)	
Year: 2011	-0.138*	0.093	-0.138*	0.093	-0.141*	0.086	-0.141*	0.087
	(0.082)		(0.082)		(0.082)		(0.082)	
Year: 2012	-0.229***	0.009	-0.229***	0.009	-0.233***	0.008	-0.233***	0.008
	(0.088)		(0.088)		(0.088)		(0.088)	
Year: 2013	-0.237***	0.006	-0.237***	0.006	-0.241***	0.005	-0.240***	0.005
	(0.086)		(0.086)		(0.086)		(0.086)	

Year: 2014	-0.395***	0.000	-0.395***	0.000	-0.396***	0.000	-0.396***	0.000
	(0.095)		(0.095)		(0.095)		(0.095)	
Quarter: 2	-0.057	0.441	-0.057	0.442	-0.059	0.420	-0.059	0.421
	(0.074)		(0.074)		(0.074)		(0.074)	
Quarter: 3	-0.090	0.268	-0.090	0.269	-0.091	0.264	-0.091	0.266
	(0.082)		(0.082)		(0.082)		(0.082)	
Quarter: 4	-0.292***	0.000	-0.292***	0.000	-0.292***	0.000	-0.292***	0.000
	(0.076)		(0.076)		(0.076)		(0.076)	
Gender diversity	-1.451*	0.051	-1.446*	0.052	-1.482**	0.046	-1.476**	0.047
	(0.743)		(0.743)		(0.744)		(0.744)	
Political diversity	2.131	0.100	2.133	0.100	2.116	0.104	2.118	0.104
	(1.297)		(1.297)		(1.301)		(1.301)	
Stakeholder diversity	1.121*	0.092	1.121*	0.092	1.103*	0.097	1.103*	0.097
	(0.665)		(0.665)		(0.665)		(0.665)	
Speaker position in meeting	-0.049	0.586	-0.049	0.590	-0.048	0.599	-0.047	0.603
	(0.090)		(0.090)		(0.090)		(0.090)	
Previous speaker female	-0.040	0.527	-0.040	0.531	-0.041	0.520	-0.040	0.526
	(0.064)		(0.064)		(0.064)		(0.064)	
Relative individual meeting statements	-1.777***	0.008	-1.785***	0.007	-1.759***	0.008	-1.769***	0.008
	(0.665)		(0.665)		(0.664)		(0.665)	
Total meeting utterances	-0.002	0.167	-0.002	0.166	-0.002	0.177	-0.002	0.177
	(0.001)		(0.001)		(0.001)		(0.001)	
Board size in meeting	0.190***	0.000	0.190***	0.000	0.192***	0.000	0.192***	0.000
	(0.038)		(0.038)		(0.038)		(0.038)	
Total board members	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000	-0.142***	0.000
	(0.037)		(0.037)		(0.037)		(0.037)	
Number of men in meeting	-0.065**	0.022	-0.066**	0.021	-0.067**	0.019	-0.068**	0.018
	(0.028)		(0.029)		(0.029)		(0.029)	

Statement length in words	0.003***	0.000	0.003***	0.000	0.003***	0.000	0.003***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)	
Relative position of agenda point	0.007	0.930	0.007	0.927	0.006	0.943	0.006	0.941
	(0.082)		(0.082)		(0.082)		(0.082)	
Relative statement of previous speaker	-2.593**	0.022	-2.594**	0.022	-2.605**	0.021	-2.607**	0.021
	(1.131)		(1.131)		(1.131)		(1.131)	
Previous speaker TMT	0.458***	0.000	0.457***	0.000	0.457***	0.000	0.457***	0.000
	(0.066)		(0.066)		(0.066)		(0.066)	
Previous speaker leader	-0.028	0.678	-0.028	0.678	-0.026	0.702	-0.026	0.701
	(0.067)		(0.067)		(0.067)		(0.067)	
Previous speaker newcomer	-0.044	0.424	-0.044	0.425	-0.043	0.432	-0.043	0.433
	(0.055)		(0.055)		(0.055)		(0.055)	
Previous speaker influence	2.562**	0.036	2.557**	0.037	2.599**	0.034	2.593**	0.034
	(1.224)		(1.224)		(1.225)		(1.225)	
Previous statement interrupt	-0.488	0.343	-0.490	0.341	-0.494	0.337	-0.496	0.335
	(0.514)		(0.515)		(0.515)		(0.515)	
Previous statement consensus	0.036	0.796	0.037	0.794	0.036	0.798	0.036	0.796
	(0.140)		(0.140)		(0.141)		(0.141)	
Previous statement question	-0.040	0.533	-0.040	0.534	-0.043	0.506	-0.043	0.508
	(0.064)		(0.064)		(0.064)		(0.064)	
Constant	-4.234***	0.002	-4.229***	0.002	-4.209***	0.002	-4.203***	0.002
	(1.365)		(1.365)		(1.368)		(1.369)	
LR chi2	1324.57		1324.70		1332.71		1332.90	
Prob > chi2	0.000		0.000		0.000		0.000	
Pseudo R2	0.087		0.087		0.0875		0.088	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix P: Descriptive statistics (including subsample of 4 water authorities)

Variable	N	Min	Max	Mean	Std. dev.	Variance	Skewness	Kurtosis
Female	12690	0	1	0.15	0.360	0.130	1.929	1.723
TMT	12690	0	1	0.18	0.381	0.145	1.696	0.878
Board tenure	12690	0	7	5.93	1.266	1.602	-2.650	7.816
Coalition	12680	0	1	0.44	0.496	0.247	0.239	-1.943
Leader	12680	0	1	0.33	0.472	0.223	0.701	-1.509
Total utterances	12427	1	594	256.75	176.862	31280.171	0.581	-0.931
Business expert	12427	0	1	0.41	0.491	0.241	0.383	-1.854
Support specialist	12427	0	1	0.30	0.459	0.211	0.858	-1.263
Community influential	12427	0	1	0.45	0.498	0.248	0.189	-1.965
Agriculture/forestry/fishing	12427	0	1	0.28	0.449	0.201	0.986	-1.029
Construction	12427	0	1	0.00	0.057	0.003	17.326	298.221
Finance/insurance/real estate	12427	0	1	0.07	0.261	0.068	3.272	8.709
Manufacturing	12427	0	1	0.03	0.160	0.026	5.919	33.044
Mining	12427	0	0	0.00	0.000	0.000		
Public administration	12427	0	1	0.19	0.393	0.155	1.569	0.461
Retail trade	12427	0	1	0.03	0.158	0.025	5.989	33.875
Service	12427	0	1	0.60	0.489	0.239	-0.429	-1.816
Transportation/public utilities	12427	0	1	0.03	0.157	0.025	6.061	34.743
Wholesale trade	12427	0	1	0.02	0.129	0.017	7.478	53.935
Agrariers	12680	0	1	0.09	0.281	0.079	2.947	6.688
Agrariers/Bedrijven	12680	0	0	0.00	0.000	0.000		
AWP	12680	0	1	0.05	0.227	0.052	3.922	13.387
AWP/VVD	12680	0	0	0.00	0.000	0.000		
Bedrijven	12680	0	1	0.13	0.336	0.113	2.200	2.841

CDA	12680	0	1	0.15	0.359	0.129	1.940	1.764
CDA/CU	12680	0	0	0.00	0.000	0.000		
CU	12680	0	1	0.01	0.091	0.008	10.749	113.558
CU/SGP	12680	0	0	0.00	0.000	0.000		
Local	12680	0	1	0.23	0.423	0.179	1.257	-0.421
Natuur	12680	0	1	0.02	0.154	0.024	6.192	36.343
PvdA	12680	0	1	0.09	0.287	0.083	2.849	6.119
PvdD	12680	0	0	0.00	0.000	0.000		
SGP	12680	0	1	0.01	0.081	0.007	12.165	146.017
VVD	12680	0	1	0.08	0.277	0.077	3.006	7.034
WN	12680	0	1	0.13	0.336	0.113	2.208	2.877
Biannual report	12690	0	1	0.05	0.209	0.043	4.360	17.010
Budget	12690	0	1	0.11	0.312	0.097	2.505	4.274
Clean water	12690	0	1	0.01	0.090	0.008	10.911	117.074
Collaborations	12690	0	1	0.05	0.227	0.052	3.917	13.349
Communication	12690	0	1	0.01	0.077	0.006	12.894	164.271
Elections	12690	0	1	0.00	0.067	0.004	14.822	217.722
Finance	12690	0	1	0.05	0.224	0.050	3.996	13.974
Funding approval	12690	0	1	0.17	0.373	0.139	1.791	1.206
Governance	12690	0	1	0.07	0.251	0.063	3.445	9.867
Information management	12690	0	1	0.00	0.057	0.003	17.298	297.264
Internationalization	12690	0	1	0.00	0.043	0.002	22.932	523.959
Investigation/evaluation	12690	0	1	0.05	0.215	0.046	4.198	15.625
Knowledge and innovation	12690	0	1	0.00	0.048	0.002	20.849	432.759
Legal issues	12690	0	1	0.03	0.160	0.026	5.928	33.149
Macro environment	12690	0	1	0.03	0.180	0.032	5.187	24.904
Merger	12690	0	1	0.01	0.094	0.009	10.504	108.356
Minutes	12690	0	1	0.04	0.188	0.035	4.945	22.455

Miscellaneous items	12690	0	1	0.09	0.283	0.080	2.907	6.450
Operations of the organisation	12690	0	1	0.02	0.134	0.018	7.192	49.737
Project approval	12690	0	1	0.05	0.209	0.044	4.351	16.934
Sewage treatment	12690	0	1	0.01	0.101	0.010	9.690	91.917
Strategy	12690	0	1	0.04	0.205	0.042	4.453	17.836
Sufficient water	12690	0	1	0.05	0.223	0.050	4.007	14.059
Sustainability	12690	0	1	0.03	0.181	0.033	5.160	24.626
Water safety	12690	0	1	0.03	0.173	0.030	5.416	27.333
HHN	12690	0	1	0.23	0.423	0.179	1.266	-0.398
WBD	12690	0	1	0.59	0.492	0.243	-0.352	-1.876
WRD	12690	0	1	0.15	0.356	0.127	1.968	1.873
WVechtstromen	12690	0	1	0.03	0.174	0.030	5.378	26.928
2009	12690	0	1	0.17	0.377	0.142	1.746	1.047
2010	12690	0	1	0.16	0.370	0.137	1.814	1.292
2011	12690	0	1	0.18	0.380	0.145	1.708	0.917
2012	12690	0	1	0.17	0.379	0.144	1.720	0.959
2013	12690	0	1	0.15	0.361	0.131	1.913	1.658
2014	12690	0	1	0.16	0.367	0.135	1.846	1.407
Total ‘case’	12690	0	5	0.01	0.123	0.015	19.809	499.662
Total ‘research’	12690	0	7	0.07	0.387	0.150	8.087	87.426
Total ‘risk’	12690	0	11	0.07	0.432	0.186	10.459	152.370
Total ‘possibilities’	12690	0	4	0.03	0.213	0.045	7.380	65.434
Total ‘evaluation’	12690	0	4	0.02	0.185	0.034	11.408	162.553
Total ‘give full attention to’	12690	0	6	0.07	0.318	0.101	6.069	52.813
Total procedural rationality	12690	0	12	0.27	0.779	0.607	4.763	34.479
Total ‘we think’	12690	0	4	0.02	0.178	0.032	9.489	113.028

Total ‘we find’	12690	0	7	0.05	0.270	0.073	8.499	119.977
Total ‘fraction/political group’	12690	0	12	0.23	0.692	0.479	5.268	45.808
Total ‘our opinion’	12690	0	4	0.01	0.096	0.009	19.802	575.321
Total ‘preference’	12690	0	3	0.01	0.097	0.009	14.218	242.125
Total ‘discussion/conflict’	12690	0	9	0.11	0.429	0.184	6.330	61.002
Total politics	12690	0	13	0.42	1.002	1.004	4.330	29.529
Total promises	2241	0	4	0.18	0.438	0.192	2.739	9.005
Total board member monitoring	10449	0	3	0.04	0.213	0.045	5.168	28.969
Total binary board member monitoring	10449	0	1	0.04	0.199	0.040	4.614	19.296
Quarter: 1	12690	0	1	0.22	0.417	0.174	1.320	-0.257
Quarter: 2	12690	0	1	0.29	0.451	0.204	0.952	-1.094
Quarter: 3	12690	0	1	0.21	0.407	0.165	1.432	0.051
Quarter: 4	12690	0	1	0.28	0.450	0.202	0.972	-1.055
Gender diversity	12690	0.074	0.519	0.249	0.073	0.005	0.660	1.959
Political diversity	12690	0.737	0.848	0.791	0.018	0.000	0.050	1.163
Stakeholder diversity	12690	0.238	0.599	0.454	0.073	0.005	-0.615	-0.616
Speaker position in meeting	12690	0.006	1	0.507	0.289	0.083	0.000	-1.200
Previous speaker female	12690	0	1	0.15	0.358	0.128	1.946	1.785
Relative individual meeting statements	12690	0.006	1	0.083	0.053	0.003	2.049	13.391
Total meeting utterances	12690	1	172	95.41	35.293	1245.610	-0.076	-0.496
Board size in meeting	12690	1	28	19.50	3.974	15.789	-0.323	0.301
Total board members	12690	0	24	15.79	3.603	12.984	-0.159	-0.092
Total top managers	12690	0	6	3.71	1.047	1.097	-0.588	0.184

Number of men in meeting	12690	1	24	16.46	3.762	14.152	-0.321	0.120
Number of women in meeting	12690	0	5	3.04	1.134	1.286	-0.419	-0.479
Statement length in words	12690	1	1103	53.54	64.731	4190.082	3.480	21.692
Relative position of agenda point	12690	0.011	1	0.557	0.293	0.086	-0.026	-1.198
Relative statement of previous speaker	12690	0	0.211	0.049	0.027	0.001	1.210	6.200
Previous speaker TMT	12690	0	1	0.17	0.375	0.141	1.760	1.099
Previous speaker leader	12690	0	1	0.31	0.464	0.216	0.798	-1.364
Previous speaker newcomer	12690	0	1	0.56	0.496	0.246	-0.239	-1.943
Previous speaker influence	12690	0	0.241	0.183	0.026	0.001	-4.715	31.927
Previous statement interrupt	12690	0	1	0.02	0.147	0.022	6.483	40.039
Previous statement consensus	12690	0	1	0.01	0.116	0.013	8.389	68.394
Previous statement question	12690	0	1	0.31	0.461	0.212	0.842	-1.291

Appendix Q: OLS Regression (including subsample of 4 water authorities)

	Dependent variable: politics (model 1 and 2) and procedural rationality (model 3 and 4)							
	Model 1		Model 2		Model 3		Model 4	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			-0.094***	0.001			0.036	0.111
			(0.028)				(0.023)	
AWP	-0.199***	0.000	-0.160***	0.003	0.038	0.368	0.023	0.595
	(0.053)		(0.055)		(0.043)		(0.044)	
Bedrijven (Companies)	0.116**	0.029	0.118**	0.027	0.044	0.296	0.044	0.302
	(0.053)		(0.053)		(0.043)		(0.043)	
CDA	-0.030	0.523	-0.012	0.797	-0.021	0.574	-0.028	0.460
	(0.047)		(0.047)		(0.038)		(0.038)	
CU	-0.015	0.892	-0.026	0.818	0.101	0.261	0.105	0.242
	(0.112)		(0.112)		(0.089)		(0.089)	
Local	-0.089**	0.049	-0.076*	0.094	-0.006	0.868	-0.011	0.762
	(0.045)		(0.045)		(0.036)		(0.036)	
Natuur (Nature)	-0.449***	0.000	-0.481***	0.000	-0.077	0.166	-0.064	0.248
	(0.069)		(0.070)		(0.055)		(0.056)	
PvdA	0.145**	0.015	0.156***	0.009	-0.020	0.674	-0.024	0.611
	(0.060)		(0.060)		(0.048)		(0.048)	
SGP	0.078	0.474	0.077	0.480	-0.042	0.631	-0.041	0.635
	(0.109)		(0.109)		(0.087)		(0.087)	
VVD	-0.172***	0.000	-0.142***	0.004	0.045	0.248	0.033	0.402
	(0.048)		(0.049)		(0.039)		(0.039)	
WN	-0.125***	0.009	-0.098**	0.043	0.078**	0.041	0.067*	0.082
	(0.048)		(0.048)		(0.038)		(0.039)	
Functional background:	-0.094**	0.015	-0.132***	0.001	-0.078**	0.012	-0.064**	0.048
business expert	(0.039)		(0.040)		(0.031)		(0.032)	

Functional background: support specialist	-0.079*** (0.028)	0.005	-0.087*** (0.028)	0.002	-0.080*** (0.022)	0.000	-0.077*** (0.023)	0.001
Functional background: community influential	-0.071** (0.032)	0.025	-0.064** (0.032)	0.046	-0.074*** (0.025)	0.003	-0.077*** (0.025)	0.002
Industry background: agriculture, forestry, fishing	-0.227*** (0.035)	0.000	-0.220*** (0.035)	0.000	-0.002 (0.028)	0.947	-0.005 (0.028)	0.870
Industry background: construction	0.232 (0.148)	0.117	0.249* (0.148)	0.092	0.255** (0.118)	0.031	0.248** (0.118)	0.036
Industry background: finance, insurance, real estate	-0.144*** (0.051)	0.005	-0.147*** (0.051)	0.004	0.027 (0.041)	0.509	0.028 (0.041)	0.494
Industry background: manufacturing	-0.417*** (0.072)	0.000	-0.406*** (0.072)	0.000	-0.132** (0.058)	0.022	-0.136** (0.058)	0.019
Industry background: public administration	-0.032 (0.032)	0.320	-0.055* (0.033)	0.093	0.022 (0.026)	0.386	0.031 (0.026)	0.235
Industry background: retail trade	-0.210*** (0.075)	0.005	-0.180** (0.075)	0.017	-0.029 (0.060)	0.629	-0.040 (0.060)	0.503
Industry background: service	-0.200*** (0.030)	0.000	-0.214*** (0.030)	0.000	0.001 (0.024)	0.950	0.007 (0.024)	0.764
Industry background: transportation, public utilities	-0.348*** (0.072)	0.000	-0.339*** (0.072)	0.000	0.175*** (0.057)	0.002	0.172*** (0.057)	0.003
Industry background: wholesale trade	-0.096 (0.085)	0.259	-0.005 (0.089)	0.951	0.118* (0.068)	0.082	0.083 (0.071)	0.242
Board tenure	0.031** (0.013)	0.017	0.035*** (0.013)	0.007	0.026** (0.010)	0.013	0.024** (0.010)	0.022
Coalition	-0.071***	0.006	-0.069***	0.008	-0.044**	0.034	-0.045**	0.030

	(0.026)		(0.026)		(0.021)		(0.021)	
Leader (fraction/political	0.111***	0.000	0.114***	0.000	-0.042*	0.075	-0.043*	0.068
leader)	(0.029)		(0.029)		(0.023)		(0.023)	
Total utterances	-0.000***	0.000	-0.001***	0.000	-0.000**	0.037	-0.000*	0.093
	(0.000)		(0.000)		(0.000)		(0.000)	
Agenda item: Budget	0.235***	0.000	0.234***	0.000	-0.007	0.836	-0.007	0.851
	(0.045)		(0.045)		(0.036)		(0.036)	
Agenda item: Clean	0.002	0.985	-0.012	0.900	-0.075	0.334	-0.070	0.371
water	(0.098)		(0.098)		(0.078)		(0.078)	
Agenda item:	0.015	0.769	0.013	0.798	-0.064	0.117	-0.063	0.121
Collaborations	(0.051)		(0.051)		(0.041)		(0.041)	
Agenda item:	0.189*	0.085	0.190*	0.083	-0.067	0.443	-0.068	0.439
Communication	(0.110)		(0.110)		(0.088)		(0.088)	
Agenda item: Elections	0.176	0.157	0.175	0.159	0.285***	0.004	0.285***	0.004
	(0.124)		(0.124)		(0.099)		(0.099)	
Agenda item: Finance	0.233***	0.000	0.233***	0.000	-0.127***	0.002	-0.127***	0.002
	(0.051)		(0.051)		(0.041)		(0.041)	
Agenda item: Funding	0.020	0.646	0.017	0.691	-0.058*	0.091	-0.057*	0.097
approval	(0.043)		(0.043)		(0.034)		(0.034)	
Agenda item:	0.273***	0.000	0.271***	0.000	-0.192***	0.000	-0.191***	0.000
Governance	(0.049)		(0.049)		(0.039)		(0.039)	
Agenda item:	0.070	0.625	0.068	0.636	-0.083	0.472	-0.082	0.476
Information management	(0.144)		(0.144)		(0.115)		(0.115)	
Agenda item:	0.872***	0.000	0.875***	0.000	-0.331**	0.026	-0.332**	0.025
Internationalization	(0.186)		(0.186)		(0.148)		(0.148)	
Agenda item:	0.071	0.172	0.068	0.194	0.217***	0.000	0.218***	0.000
Investigation/Evaluation	(0.052)		(0.052)		(0.042)		(0.042)	
	0.122	0.469	0.127	0.452	-0.215	0.112	-0.217	0.109

Agenda item: Knowledge and Innovation	(0.169)		(0.169)		(0.135)		(0.135)	
Agenda item: Legal issues	0.156**	0.013	0.148**	0.019	-0.101**	0.044	-0.098*	0.051
	(0.063)		(0.063)		(0.050)		(0.050)	
Agenda item: Macro environment	0.162***	0.006	0.156***	0.008	-0.174***	0.000	-0.172***	0.000
	(0.059)		(0.059)		(0.047)		(0.047)	
Agenda item: Merger	0.098	0.307	0.089	0.355	0.281***	0.000	0.285***	0.000
	(0.096)		(0.096)		(0.077)		(0.077)	
Agenda item: Minutes	0.107*	0.062	0.101*	0.081	-0.085*	0.066	-0.082*	0.075
	(0.058)		(0.058)		(0.046)		(0.046)	
Agenda item: Miscellaneous items	0.093**	0.048	0.086*	0.069	-0.114***	0.003	-0.111***	0.003
	(0.047)		(0.047)		(0.038)		(0.038)	
Agenda item: Operations of the organisation	0.004	0.960	0.006	0.931	-0.113**	0.045	-0.114**	0.043
	(0.071)		(0.071)		(0.057)		(0.057)	
Agenda item: Project approval	0.000	1.000	-0.002	0.967	-0.119***	0.005	-0.118***	0.006
	(0.054)		(0.054)		(0.043)		(0.043)	
Agenda item: Sewage treatment	0.191**	0.028	0.187**	0.032	0.080	0.251	0.082	0.241
	(0.087)		(0.087)		(0.070)		(0.070)	
Agenda item: Strategy	0.212***	0.000	0.208***	0.000	-0.102**	0.017	-0.101**	0.019
	(0.054)		(0.054)		(0.043)		(0.043)	
Agenda item: Sufficient water	-0.015	0.782	-0.024	0.653	-0.168***	0.000	-0.165***	0.000
	(0.054)		(0.054)		(0.043)		(0.043)	
Agenda item: Sustainability	-0.029	0.618	-0.034	0.560	-0.068	0.146	-0.066	0.158
	(0.058)		(0.058)		(0.047)		(0.047)	
Agenda item: Water safety	0.089	0.137	0.083	0.167	-0.101**	0.036	-0.098**	0.041
	(0.060)		(0.060)		(0.048)		(0.048)	
Water authority: HHN	-0.486***	0.000	-0.496***	0.000	-0.106	0.234	-0.102	0.250
	(0.111)		(0.111)		(0.089)		(0.089)	

Water authority: WBD	-0.337***	0.003	-0.347***	0.002	0.011	0.903	0.015	0.869
	(0.112)		(0.112)		(0.090)		(0.090)	
Water authority: WRD	-0.277***	0.004	-0.288***	0.003	-0.022	0.770	-0.018	0.811
	(0.096)		(0.096)		(0.077)		(0.077)	
Year: 2010	-0.032	0.268	-0.029	0.319	0.009	0.710	0.007	0.750
	(0.029)		(0.029)		(0.023)		(0.023)	
Year: 2011	-0.008	0.793	-0.005	0.860	0.005	0.825	0.004	0.858
	(0.029)		(0.029)		(0.023)		(0.023)	
Year: 2012	-0.004	0.887	-0.002	0.947	0.007	0.758	0.006	0.786
	(0.029)		(0.029)		(0.023)		(0.023)	
Year: 2013	0.008	0.789	0.010	0.747	0.002	0.931	0.001	0.952
	(0.030)		(0.030)		(0.024)		(0.024)	
Year: 2014	-0.019	0.573	-0.018	0.591	0.041	0.114	0.041	0.117
	(0.033)		(0.033)		(0.026)		(0.026)	
Quarter: 2	0.026	0.292	0.026	0.293	0.022	0.251	0.023	0.251
	(0.025)		(0.025)		(0.020)		(0.020)	
Quarter: 3	0.039	0.121	0.040	0.110	-0.018	0.383	-0.018	0.371
	(0.025)		(0.025)		(0.020)		(0.020)	
Quarter: 4	0.017	0.474	0.019	0.441	0.013	0.503	0.013	0.520
	(0.024)		(0.024)		(0.020)		(0.020)	
Gender diversity	-0.077	0.772	-0.054	0.838	0.094	0.655	0.086	0.686
	(0.265)		(0.265)		(0.212)		(0.212)	
Political diversity	0.480	0.539	0.472	0.546	-0.181	0.772	-0.178	0.776
	(0.781)		(0.781)		(0.624)		(0.624)	
Stakeholder diversity	0.459	0.113	0.461	0.112	-0.135	0.560	-0.136	0.558
	(0.290)		(0.290)		(0.232)		(0.232)	
Speaker position in meeting	-0.055*	0.062	-0.055*	0.062	0.027	0.252	0.027	0.253
	(0.029)		(0.029)		(0.024)		(0.024)	

Previous speaker female	-0.011	0.646	-0.006	0.786	0.004	0.823	0.002	0.894
	(0.023)		(0.023)		(0.018)		(0.018)	
Relative individual meeting statements	0.074	0.696	0.115	0.547	-0.048	0.755	-0.063	0.679
	(0.191)		(0.191)		(0.152)		(0.153)	
Total meeting utterances	-0.001***	0.007	-0.001***	0.007	-0.000	0.169	-0.000	0.168
	(0.000)		(0.000)		(0.000)		(0.000)	
Board size in meeting	0.005	0.608	0.005	0.599	0.019**	0.013	0.019**	0.013
	(0.010)		(0.010)		(0.008)		(0.008)	
Total board members	0.005	0.673	0.004	0.719	-0.017**	0.046	-0.017**	0.049
	(0.011)		(0.011)		(0.009)		(0.009)	
Number of women in meeting	-0.034***	0.002	-0.031***	0.004	-0.010	0.245	-0.011	0.198
	(0.011)		(0.011)		(0.009)		(0.009)	
Statement length in words	0.007***	0.000	0.007***	0.000	0.005***	0.000	0.005***	0.000
	(0.000)		(0.000)		(0.000)		(0.000)	
Relative position of agenda point	-0.002	0.939	-0.003	0.913	0.012	0.567	0.013	0.556
	(0.027)		(0.027)		(0.022)		(0.022)	
Relative statement of previous speaker	0.015	0.966	0.043	0.903	0.054	0.847	0.043	0.877
	(0.350)		(0.350)		(0.280)		(0.280)	
Previous speaker TMT	-0.090***	0.000	-0.090***	0.000	0.035**	0.047	0.035**	0.047
	(0.022)		(0.022)		(0.018)		(0.018)	
Previous speaker leader	0.021	0.267	0.023	0.241	0.004	0.799	0.003	0.823
	(0.019)		(0.019)		(0.015)		(0.015)	
Previous speaker newcomer	-0.018	0.308	-0.018	0.304	-0.015	0.275	-0.015	0.277
	(0.018)		(0.018)		(0.014)		(0.014)	
Previous speaker influence	0.521	0.170	0.493	0.194	0.319	0.293	0.329	0.278
	(0.379)		(0.379)		(0.303)		(0.303)	
Previous statement interrupt	-0.066	0.230	-0.065	0.237	-0.048	0.274	-0.048	0.270
	(0.055)		(0.055)		(0.044)		(0.044)	

Previous statement consensus	0.065	0.342	0.064	0.346	-0.046	0.404	-0.045	0.406
	(0.068)		(0.068)		(0.054)		(0.054)	
Previous statement question	-0.048***	0.006	-0.048***	0.006	0.007	0.603	0.007	0.603
	(0.018)		(0.018)		(0.014)		(0.014)	
Constant	0.015	0.983	0.039	0.956	0.146	0.799	0.137	0.812
	(0.720)		(0.720)		(0.575)		(0.575)	
R squared	0.243		0.243		0.191		0.191	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix R: Logistic Regression (including subsample of 4 water authorities)

	Dependent variable: board member monitoring									
	Model 1		Model 2		Model 3		Model 4		Model 5	
	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value	Coef.	*p* Value
Female			0.041	0.834					0.042	0.827
			(0.193)						(0.193)	
Political decision-making					0.004	0.947			0.004	0.946
style					(0.053)				(0.053)	
Procedural rational							-0.010	0.868	-0.011	0.862
decision-making style							(0.062)		(0.062)	
AWP	0.237	0.564	0.219	0.601	0.238	0.562	0.238	0.561	0.221	0.598
	(0.410)		(0.419)		(0.410)		(0.410)		(0.419)	
Bedrijven (Companies)	-0.059	0.900	-0.066	0.889	-0.060	0.899	-0.058	0.902	-0.066	0.889
	(0.472)		(0.474)		(0.472)		(0.472)		(0.474)	
CDA	0.219	0.553	0.213	0.565	0.219	0.552	0.219	0.552	0.213	0.564
	(0.369)		(0.370)		(0.369)		(0.369)		(0.370)	
CU	-1.215	0.190	-1.230	0.186	-1.214	0.190	-1.214	0.190	-1.227	0.187
	(0.927)		(0.929)		(0.927)		(0.927)		(0.930)	
Local	-0.046	0.901	-0.053	0.886	-0.045	0.902	-0.045	0.903	-0.052	0.889
	(0.368)		(0.370)		(0.369)		(0.368)		(0.370)	
Natuur (Nature)	0.417	0.363	0.428	0.354	0.420	0.362	0.416	0.365	0.429	0.354
	(0.459)		(0.462)		(0.460)		(0.459)		(0.463)	
PvdA	-0.112	0.809	-0.124	0.791	-0.112	0.809	-0.112	0.809	-0.125	0.790
	(0.463)		(0.467)		(0.463)		(0.463)		(0.467)	
SGP	0.274	0.652	0.277	0.649	0.274	0.652	0.274	0.651	0.277	0.648
	(0.608)		(0.608)		(0.608)		(0.608)		(0.608)	
VVD	-0.081	0.830	-0.102	0.795	-0.080	0.833	-0.080	0.833	-0.100	0.799
	(0.379)		(0.392)		(0.380)		(0.379)		(0.392)	

WN	0.205	0.604	0.189	0.641	0.206	0.602	0.208	0.600	0.192	0.636
	(0.396)		(0.404)		(0.396)		(0.396)		(0.404)	
Functional background: business expert	0.162	0.681	0.177	0.658	0.163	0.680	0.161	0.683	0.177	0.659
	(0.394)		(0.401)		(0.394)		(0.394)		(0.401)	
Functional background: support specialist	0.240	0.267	0.252	0.260	0.241	0.266	0.239	0.269	0.252	0.261
	(0.216)		(0.224)		(0.216)		(0.216)		(0.224)	
Functional background: community influential	0.248	0.378	0.255	0.368	0.248	0.377	0.247	0.378	0.255	0.367
	(0.281)		(0.283)		(0.281)		(0.281)		(0.283)	
Industry background: agriculture, forestry, fishing	-0.325	0.398	-0.325	0.398	-0.325	0.398	-0.325	0.398	-0.325	0.398
	(0.384)		(0.385)		(0.384)		(0.384)		(0.385)	
Industry background: construction	0.431	0.715	0.426	0.718	0.430	0.715	0.435	0.712	0.430	0.715
	(1.179)		(1.179)		(1.179)		(1.179)		(1.179)	
Industry background: finance, insurance, real estate	0.159	0.682	0.171	0.664	0.160	0.681	0.160	0.680	0.172	0.661
	(0.388)		(0.392)		(0.388)		(0.388)		(0.393)	
Industry background: manufacturing	0.003	0.995	0.010	0.985	0.006	0.992	0.003	0.996	0.013	0.983
	(0.572)		(0.574)		(0.574)		(0.572)		(0.575)	
Industry background: public administration	-0.325	0.242	-0.324	0.246	-0.326	0.242	-0.325	0.242	-0.324	0.246
	(0.278)		(0.279)		(0.278)		(0.278)		(0.279)	
Industry background: retail trade	0.281	0.588	0.281	0.589	0.283	0.587	0.282	0.587	0.283	0.587
	(0.520)		(0.520)		(0.520)		(0.520)		(0.521)	
Industry background: service	-0.333	0.184	-0.332	0.187	-0.333	0.184	-0.333	0.183	-0.332	0.186
	(0.250)		(0.251)		(0.250)		(0.250)		(0.251)	
Industry background: wholesale trade	0.343	0.556	0.293	0.643	0.344	0.555	0.344	0.555	0.293	0.643
	(0.583)		(0.631)		(0.583)		(0.583)		(0.631)	
Board tenure	-0.093	0.271	-0.095	0.263	-0.093	0.270	-0.092	0.274	-0.095	0.265
	(0.084)		(0.085)		(0.084)		(0.084)		(0.085)	

Coalition	0.063	0.746	0.064	0.740	0.063	0.745	0.062	0.750	0.063	0.744
	(0.193)		(0.193)		(0.193)		(0.193)		(0.193)	
Leader (fraction/political leader)	0.039	0.848	0.035	0.863	0.038	0.848	0.038	0.852	0.034	0.868
	(0.201)		(0.202)		(0.201)		(0.201)		(0.202)	
Total utterances	0.000	0.516	0.000	0.496	0.000	0.515	0.000	0.519	0.000	0.497
	(0.001)		(0.001)		(0.001)		(0.001)		(0.001)	
Agenda item: Budget	-0.165	0.516	-0.163	0.520	-0.166	0.514	-0.164	0.516	-0.165	0.518
	(0.253)		(0.254)		(0.255)		(0.253)		(0.255)	
Agenda item: Clean water	-1.936*	0.062	-1.929*	0.063	-1.936*	0.062	-1.938*	0.061	-1.932*	0.062
	(1.036)		(1.037)		(1.036)		(1.036)		(1.037)	
Agenda item: Collaborations	-0.124	0.640	-0.122	0.646	-0.125	0.639	-0.125	0.638	-0.123	0.643
	(0.266)		(0.266)		(0.266)		(0.266)		(0.266)	
Agenda item: Elections	-1.681	0.106	-1.683	0.106	-1.683	0.106	-1.676	0.108	-1.679	0.107
	(1.041)		(1.041)		(1.042)		(1.042)		(1.042)	
Agenda item: Finance	-0.070	0.804	-0.069	0.806	-0.071	0.800	-0.071	0.800	-0.072	0.800
	(0.282)		(0.282)		(0.282)		(0.282)		(0.282)	
Agenda item: Funding approval	-0.316	0.164	-0.314	0.166	-0.316	0.163	-0.317	0.162	-0.316	0.164
	(0.227)		(0.227)		(0.227)		(0.227)		(0.227)	
Agenda item: Governance	-1.576***	0.000	-1.574***	0.000	-1.577***	0.000	-1.578***	0.000	-1.578***	0.000
	(0.356)		(0.356)		(0.356)		(0.356)		(0.357)	
Agenda item: Information management	0.848	0.132	0.848	0.132	0.847	0.132	0.848	0.132	0.847	0.132
	(0.563)		(0.563)		(0.563)		(0.563)		(0.563)	
Agenda item: Investigation/Evaluation	-0.129	0.630	-0.128	0.635	-0.130	0.629	-0.127	0.636	-0.126	0.639
	(0.269)		(0.269)		(0.269)		(0.269)		(0.269)	
Agenda item: Knowledge and Innovation	1.191*	0.053	1.189*	0.053	1.190*	0.053	1.190*	0.053	1.187*	0.054
	(0.615)		(0.615)		(0.615)		(0.615)		(0.615)	
Agenda item: Legal issues	-1.236**	0.024	-1.233**	0.024	-1.237**	0.024	-1.237**	0.024	-1.235**	0.024
	(0.547)		(0.547)		(0.547)		(0.547)		(0.547)	

Agenda item: Macro environment	-2.723*** (0.744)	0.000	-2.720*** (0.744)	0.000	-2.724*** (0.744)	0.000	-2.725*** (0.744)	0.000	-2.723*** (0.745)	0.000
Agenda item: Merger	-0.754 (0.647)	0.243	-0.750 (0.647)	0.247	-0.754 (0.647)	0.243	-0.751 (0.647)	0.246	-0.746 (0.648)	0.249
Agenda item: Minutes	-0.763** (0.369)	0.039	-0.758** (0.369)	0.040	-0.763** (0.369)	0.038	-0.764** (0.369)	0.038	-0.760** (0.369)	0.040
Agenda item: Miscellaneous items	-1.206*** (0.310)	0.000	-1.202*** (0.311)	0.000	-1.207*** (0.310)	0.000	-1.208*** (0.310)	0.000	-1.204*** (0.311)	0.000
Agenda item: Operations of the organisation	-1.321** (0.554)	0.017	-1.319** (0.554)	0.017	-1.321** (0.554)	0.017	-1.322** (0.554)	0.017	-1.321** (0.554)	0.017
Agenda item: Project approval	-0.118 (0.285)	0.678	-0.117 (0.285)	0.682	-0.119 (0.285)	0.678	-0.120 (0.285)	0.674	-0.119 (0.286)	0.676
Agenda item: Sewage treatment	1.099*** (0.388)	0.005	1.105*** (0.389)	0.004	1.098*** (0.388)	0.005	1.097*** (0.388)	0.005	1.102*** (0.389)	0.005
Agenda item: Strategy	-1.216*** (0.379)	0.001	-1.212*** (0.380)	0.001	-1.217*** (0.380)	0.001	-1.217*** (0.379)	0.001	-1.215*** (0.380)	0.001
Agenda item: Sufficient water	-1.233*** (0.381)	0.001	-1.229*** (0.382)	0.001	-1.233*** (0.381)	0.001	-1.235*** (0.381)	0.001	-1.231*** (0.382)	0.001
Agenda item: Sustainability	0.018 (0.308)	0.953	0.021 (0.308)	0.945	0.018 (0.308)	0.954	0.017 (0.308)	0.955	0.021 (0.308)	0.946
Agenda item: Water safety	-0.133 (0.348)	0.703	-0.130 (0.349)	0.709	-0.133 (0.348)	0.703	-0.133 (0.348)	0.703	-0.130 (0.349)	0.708
Water authority: HHN	-1.871** (0.753)	0.013	-1.867** (0.753)	0.013	-1.869** (0.753)	0.013	-1.872** (0.753)	0.013	-1.866** (0.753)	0.013
Water authority: WBD	-0.381 (0.736)	0.605	-0.379 (0.736)	0.607	-0.380 (0.736)	0.606	-0.381 (0.736)	0.605	-0.377 (0.736)	0.608
Water authority: WRD	-1.034 (0.645)	0.109	-1.033 (0.645)	0.109	-1.033 (0.645)	0.109	-1.036 (0.645)	0.108	-1.033 (0.645)	0.109

Year: 2010	-0.385**	0.025	-0.386**	0.024	-0.385**	0.025	-0.385**	0.025	-0.386**	0.024
	(0.171)		(0.171)		(0.171)		(0.171)		(0.171)	
Year: 2011	-0.576***	0.001	-0.577***	0.001	-0.576***	0.001	-0.576***	0.001	-0.577***	0.001
	(0.168)		(0.168)		(0.168)		(0.168)		(0.168)	
Year: 2012	-0.833***	0.000	-0.834***	0.000	-0.833***	0.000	-0.832***	0.000	-0.834***	0.000
	(0.187)		(0.187)		(0.187)		(0.187)		(0.187)	
Year: 2013	-0.872***	0.000	-0.873***	0.000	-0.872***	0.000	-0.872***	0.000	-0.873***	0.000
	(0.188)		(0.188)		(0.188)		(0.188)		(0.188)	
Year: 2014	-1.251***	0.000	-1.253***	0.000	-1.251***	0.000	-1.251***	0.000	-1.253***	0.000
	(0.242)		(0.242)		(0.242)		(0.242)		(0.242)	
Quarter: 2	0.017	0.915	0.017	0.915	0.017	0.915	0.018	0.914	0.018	0.913
	(0.163)		(0.163)		(0.163)		(0.163)		(0.163)	
Quarter: 3	0.326**	0.039	0.325**	0.039	0.325**	0.039	0.325**	0.039	0.325**	0.039
	(0.157)		(0.157)		(0.157)		(0.157)		(0.157)	
Quarter: 4	-0.225	0.186	-0.226	0.185	-0.225	0.186	-0.225	0.186	-0.226	0.184
	(0.170)		(0.170)		(0.170)		(0.170)		(0.170)	
Gender diversity	-0.392	0.820	-0.410	0.811	-0.394	0.818	-0.388	0.821	-0.410	0.812
	(1.717)		(1.719)		(1.717)		(1.717)		(1.720)	
Political diversity	-2.921	0.582	-2.920	0.582	-2.921	0.582	-2.899	0.585	-2.897	0.585
	(5.303)		(5.302)		(5.303)		(5.306)		(5.305)	
Stakeholder diversity	0.161	0.937	0.157	0.939	0.160	0.937	0.171	0.933	0.167	0.935
	(2.038)		(2.038)		(2.038)		(2.039)		(2.039)	
Speaker position in meeting	-0.180	0.360	-0.181	0.358	-0.180	0.360	-0.180	0.361	-0.180	0.361
	(0.197)		(0.197)		(0.197)		(0.197)		(0.197)	
Previous speaker female	0.028	0.847	0.028	0.850	0.028	0.847	0.029	0.846	0.028	0.848
	(0.147)		(0.147)		(0.147)		(0.147)		(0.147)	
Relative individual meeting statements	-1.816	0.226	-1.830	0.223	-1.817	0.226	-1.816	0.226	-1.831	0.223
	(1.501)		(1.503)		(1.501)		(1.502)		(1.503)	

Total meeting utterances	-0.006**	0.029	-0.006**	0.029	-0.006**	0.029	-0.006**	0.028	-0.006**	0.029
	(0.003)		(0.003)		(0.003)		(0.003)		(0.003)	
Board size in meeting	0.089	0.256	0.088	0.262	0.089	0.256	0.089	0.255	0.088	0.262
	(0.078)		(0.079)		(0.078)		(0.078)		(0.079)	
Total board members	-0.163**	0.016	-0.163**	0.016	-0.162**	0.016	-0.163**	0.016	-0.163**	0.016
	(0.067)		(0.067)		(0.068)		(0.068)		(0.068)	
Number of men in meeting	0.030	0.674	0.031	0.663	0.030	0.675	0.030	0.671	0.031	0.660
	(0.071)		(0.071)		(0.071)		(0.071)		(0.071)	
Statement length in words	0.002***	0.003	0.002***	0.003	0.002**	0.010	0.002***	0.005	0.002**	0.014
	(0.001)		(0.001)		(0.001)		(0.001)		(0.001)	
Relative position of agenda point	0.235	0.176	0.235	0.177	0.235	0.176	0.235	0.176	0.235	0.176
	(0.174)		(0.174)		(0.174)		(0.174)		(0.174)	
Relative statement of previous speaker	-1.279	0.599	-1.290	0.596	-1.279	0.599	-1.275	0.600	-1.286	0.597
	(2.430)		(2.430)		(2.430)		(2.430)		(2.430)	
Previous speaker TMT	0.771***	0.000	0.771***	0.000	0.771***	0.000	0.772***	0.000	0.772***	0.000
	(0.120)		(0.120)		(0.120)		(0.120)		(0.120)	
Previous speaker leader	-0.011	0.932	-0.011	0.931	-0.011	0.932	-0.011	0.932	-0.011	0.930
	(0.125)		(0.125)		(0.125)		(0.125)		(0.125)	
Previous speaker newcomer	0.153	0.172	0.153	0.171	0.153	0.171	0.153	0.172	0.153	0.171
	(0.112)		(0.112)		(0.112)		(0.112)		(0.112)	
Previous speaker influence	2.359	0.458	2.376	0.455	2.354	0.459	2.354	0.459	2.368	0.456
	(3.176)		(3.178)		(3.177)		(3.176)		(3.179)	
Previous statement interrupt	-0.348	0.454	-0.347	0.455	-0.348	0.454	-0.349	0.453	-0.348	0.453
	(0.464)		(0.465)		(0.465)		(0.465)		(0.465)	
Previous statement consensus	-0.597	0.318	-0.595	0.319	-0.598	0.318	-0.598	0.317	-0.598	0.318
	(0.598)		(0.598)		(0.598)		(0.598)		(0.598)	
Previous statement question	-0.281**	0.018	-0.281**	0.018	-0.280**	0.018	-0.280**	0.018	-0.281**	0.018
	(0.119)		(0.119)		(0.119)		(0.119)		(0.119)	

Constant	1.646	0.743	1.640	0.744	1.647	0.743	1.622	0.747	1.616	0.748
	(5.019)		(5.018)		(5.018)		(5.022)		(5.021)	
LR chi2	372.29		372.34		372.30		372.32		372.37	
Prob > chi2	0.000		0.000		0.000		0.000		0.000	
Pseudo R2	0.105		0.105		0.105		0.105		0.105	

Standard errors in parentheses: *** p<0.01; ** p<0.05; * p<0.1

Appendix S: Research Integrity Form

Research Integrity Form - Master thesis

Name: Annefleur Dekker	Student number: s1008491
RU e-mail address: a1.dekker@student.ru.nl	Master specialisation: Strategic Management

Thesis title: The 'drowning' truth about female board members: The role of decision-making styles in public organisations
Brief description of the study: We theorize how individual perspectives can have an impact on the use of procedural rationality and politics in decision-making and how these two different ways of decision-making can subsequently have consequences for the way board members execute their monitoring tasks in public organisations. Analysis of data from Dutch water authorities in the period of 2009-2014 shows that a female board member uses a procedural rational decision-making style in the boardroom. Further, we show that the adoption of a procedural rational decision-making style positively impacts the execution of board monitoring tasks. By finding these two effects, this study has found a full mediation of procedural rationality in the relationship between a female board member and the execution of board monitoring tasks, which we define by a new theoretical concept called 'board member monitoring'.

It is my responsibility to follow the university's code of academic integrity and any relevant academic or professional guidelines in the conduct of my study. This includes:

- providing original work or proper use of references;
- providing appropriate information to all involved in my study;
- requesting informed consent from participants;
- transparency in the way data is processed and represented;
- ensuring confidentiality in the storage and use of data;

If there is any significant change in the question, design or conduct over the course of the research, I will complete another Research Integrity Form.

Breaches of the code of conduct with respect to academic integrity (as described / referred to in the thesis handbook) should and will be forwarded to the examination board. Acting contrary to the code of conduct can result in declaring the thesis invalid

Student's Signature: _____ **Date:** 10-06-2021

To be signed by supervisor

I have instructed the student about ethical issues related to their specific study. I hereby declare that I will challenge him / her on ethical aspects through their investigation and to act on any violations that I may encounter.

Supervisor's Signature: _____ **Date:** 10-06-2021