Table 1. Reliability and validity

**APPENDIX A**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Latent variable 1 (RO) | Latent variable 2 (RST) | Latent variable 3 (RSA) | Latent variable 4 (TD) |
| Reliability | 0.836 | 0.835 | 0.761 | 0.773 |
|  |  |  |  |  |
| AVE | 0.427 | 0.510 | 0.544 | 0.465 |
|  |  |  |  |  |
|  | Ratio of AVE of RO | Ratio of AVE of RST | Ratio of AVE of RSA | Ratio of AVE of TD |
| relative to with RO |  | 1.231 | 4.258 | 4.453 |
| relative to with RST | 1.031 |  | 3.637 | 1.604 |
| relative to with RSA | 3.341 | 3.408 |  | 3.326 |
| relative to with TD | 4.086 | 1.758 | 3.890 |  |

\* squared mutual correlation

Table 2. Regression coefficients for the structural equation model of Figure 2.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | Std.Err |  | p-value |
| TD | -0.229 | 0.066 | -3.459 | 0.001 |
| RO | 0.638 | 0.134 | 4.772 | 0.000 |
| Residence | 0.000 | 0.008 | 0.002 | 0.998 |
| Gender | 0.080 | 0.101 | 0.791 | 0.429 |
| Age | 0.011 | 0.040 | 0.268 | 0.788 |
| Year of study | 0.055 | 0.072 | 0.755 | 0.450 |
| Residence Tier | 0.076 | 0.121 | 0.630 | 0.529 |
| Leadership role | 0.000 | 13.710 | 0.000 | 1.000 |
| Residence by Gender | -0.025 | 0.067 | -0.37 | 0.711 |
| Race | 0.003 | 0.040 | 0.072 | 0.942 |