

	<b>Moderating Variables in Practice</b>	
Moderating Variables	Experienced	Inexperienced
PI Experience	Sunita is very experienced with data management. She received her PhD in a large lab that regularly discussed and practiced data management best practices. She has brought this approach to her lab.	Sunita is inexperienced with data management. She received her PhD while working in a small lab where the PI and postdoc each used their own idiosyncratic techniques for data storage. Data was rarely shared, and no conversations were held about best practices. Sunita receives data from the other members of her current lab in a variety of forms but does not have a clear system for backing up or sharing this data.
	Autocratic	Democratic
Personality/Group Culture	Sunita approaches her lab with a highly top-down mentality. Her team meets on a regular basis, but these meetings are mostly check-in meetings where members inform each other about projects and Sunita makes sure they are following the procedures and best practices she has put in place. Sunita solicits input, but the lab members recognize that she is the primary decision maker.	Sunita is known for being highly collaborative. She holds weekly meetings with her local research team, as well as monthly virtual meetings with her regional collaborators. She has carefully selected a team that works well together, and when there are disagreements, the team talks them through together. The weekly meetings often run long because Sunita is interested in making sure everyone has a voice. While she is willing to make the final decision when necessary, she prefers that the group reaches decisions democratically.

	Uses Standards	Does Not Use Standards
Disciplinary Research Culture & Funding Sources	Sunita's funding primarily comes from the USDA. She has several USDA NIFA grants in process. NIFA recently began requiring a data management plan. The organic foods research community has been extremely interested in sharing evidence-based practices. As a result, Sunita has long had a practice of sharing her research data not only with other relevant researchers in her discipline but also with growers in the region. In addition, the main journals in Sunita's discipline have begun requiring dataset submissions. Including a data management plan as part of her NIFA grant reporting responsibilities was an easy next step to make.	Sunita's funding primarily comes from local grower consortia. They do not require a data management plan, but instead expect her to regularly report out on her results at annual meetings. They also expect to be able to visit her experimental research plots regularly to see the effects of her research. While Sunita is happy to share her results with growers, she is increasingly frustrated by several agribusiness firms' tendency to use university researchers' findings to exploit growers in the Global South. As a result, she and many of her organic researcher colleagues are somewhat hesitant to make their findings more open.
Likelihood of using good data management practices	Most Likely	Less Likely

Small group persona "Sunita Bose" potential variations based on principal investigator's experience, the personalities on the team and group culture, and the larger discipline's research culture and funding source requirements related to data management practices.

Suggested citation:

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