

	Moderating Variables in Practice	
Moderating Variables	Experienced	Inexperienced
PI Experience	Melissa has extensive experience with data management. She has overseen several large grants. While this is a new topic for her, she has a lot of experience dealing with human subjects data and has developed techniques for making sure her data is both sharable and reusable. Melissa serves on her institution's IRB board and is very familiar with how to handle sensitive data.	This project is Melissa's first big grant. Melissa's past collaborators took the lead on projects and tended to only provide the bare minimum amount of access to their data. As a result, Melissa has not seen the value of making an effort to provide usable datasets that would be easy for others to adopt. She thinks of the data as belonging primarily to her or her lab rather than to the research community as a whole.
	Autocratic	Democratic
Personality/Group Culture	Melissa has a "take charge" personality. She is known as someone who is high achieving and she has gotten to this point in her career by being very clear and direct - sometimes to the point of being overly abrupt. She has high expectations for her graduate students and collaborators and will let them know if she feels they are underperforming. While she does not have a "warm and fuzzy" demeanor, her collaborators respect the quality of her work and believe she makes good decisions that result in strong publications and frequent grant awards.	Melissa is easy going but scattered. Her campus collaborators have known her for a long time both professionally and socially and like her as a person. She holds somewhat regular meetings with her collaborators, but never sets an agenda ahead of time. While she doesn't dictate decisions to the group, she also doesn't provide a clear method for making decisions. In these meetings there is a lot of discussion, but decisions only get made if there is a clear external deadline or mandate.

	Uses Standards	Does Not Use Standards
Disciplinary Research Culture & Funding Sources	Melissa's funding comes from the NIH. NIH requires a clear data management plan. The most respected journals in her field also now require dataset submissions. Melissa was recently on a national working group that worked to revise the best practices for writing data management plans. She takes these best practices very seriously and works to share her data as openly as possible considering the sensitive nature of her work.	Melissa scanned through the data management and sharing requirements for her NIH grant and submitted a bare bones data management plan as part of her grant application. She has heard from other colleagues that the NIH provides little oversight of data management plans, so she isn't counting on needing to actually share any data unless a journal requires it
Likelihood of using good data management practices	Most Likely	Less Likely

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

Suggested citation:

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