

Motivational Influences and Social Cognition (MISC) Lab Values Mandate

The MISC Lab is a professional environment of researchers and scholars led by its principal investigator (PI), Julian Scheffer. Lab standards are developed with growing desires to continually expand the knowledge and contributions of the lab, and effectively train the next generation of undergraduate and graduate researchers. Importantly, the lab seeks to maintain a harmonious and rewarding working environment for each member, and values individuals with varied identities, backgrounds, and experiences. We outline core values below, which are all endorsed and championed by the PI.

Transparency in Research and Science

The lab will participate in practices of open science. This means deciding on the goals of a research project, justifying the reason for conducting the proposed research and weighing its costs and benefits, laying out hypotheses, data collection, power analyses, and data analyses plans early, and pre-registering when applicable and appropriate. Additionally, we will transparently communicate when research is conducted with an exploratory or confirmatory orientation, and provide reusable data sets, code, and open communication whenever possible.

Academic Integrity

The lab will cite the authors of any existing work from which we borrow intellectual content. We do not directly or indirectly assume ownership of another person, lab, or research group's original ideas. Additionally, when using secondary data, we will do our due diligence to ensure appropriate crediting is allocated.

Inclusion

The lab is committed to continually learning and identifying how to build an environment that allows members of all identities and backgrounds to thrive as researchers and people. The advancement of research is dependent on the inclusion of multiple identities to uncover knowledge gaps, blind spots, and ways of finding solutions to research problems effectively.

Academia must be more inclusive, and this is an effort that the MISC Lab hopes to contribute to. We seek to facilitate the growth and development of all members who join our lab, but especially seek to support and advance the perspectives of Black, Indigenous, and people of color (BIPOC), first generation college and low income (FLI), and 2LGBTQIA+ communities, who often face structural barriers within and outside academia. Additionally, we seek to diversify the scope of our research in terms of sampling considerations, respect for participants, and ensuring that all research conducted appropriately represents the perspectives of the individuals whom we wish to study. Given the human-oriented nature of our work, we believe this is important.

Well-Being and Self-Care

An important part of any workplace environment is finding ways to maintain focus and motivation, while balancing the other aspects of life. Being involved in a research environment in higher education can sometimes promote lifestyles that are competitive and influence work-life imbalances. These have consistent ties to burnout, stress, isolation, and other issues of physical and mental health. The lab strongly endorses adequate work-life balance in ways that allow for improved engagement with work while being able to balance other holistic needs in life like health, community, family, physical activity and exercise, and hobbies.

Not everyone's approach to higher education, either in undergraduate or graduate training, will be equalized. Therefore, the PI will strongly encourage and at times where invited, advise on figuring out what works best in ways that members of the lab feel the most amount of control in their education and ability to participate in the lab's activities. Additionally, the PI emphasizes this without sacrificing much of each member's own values, desires, and hopes for the future. This is crucial in the lab's desire to contribute to a sustainable future in higher education.

Mentorship Philosophy

A larger mentorship philosophy guideline is prepared for the lab. Mentorship and collaboration is central to developing the next generation of scholars. Importance is placed on ensuring that the appropriate teaching opportunities are provided to any trainees of the lab, appropriate goal setting between mentors and mentees at each phase with check-ins of progress and ensuring that any updating or adjustments are made in a timely manner.

Members of the lab, working with the PI, will work towards an inclusive mentoring philosophy in ways that allow for training more in-depth earlier in one's research career, with more emphasis on independence and taking leadership later within the training program timelines. An important value of the lab is ensuring that each member who enters the lab leaves with acquiring one or more concrete benefits that allows them to advance in their desired career. Our lab is primarily equipped for advising on careers within higher education, with all efforts made to ensure that all career desires are valued and sought help for in advising with when needed and requested.