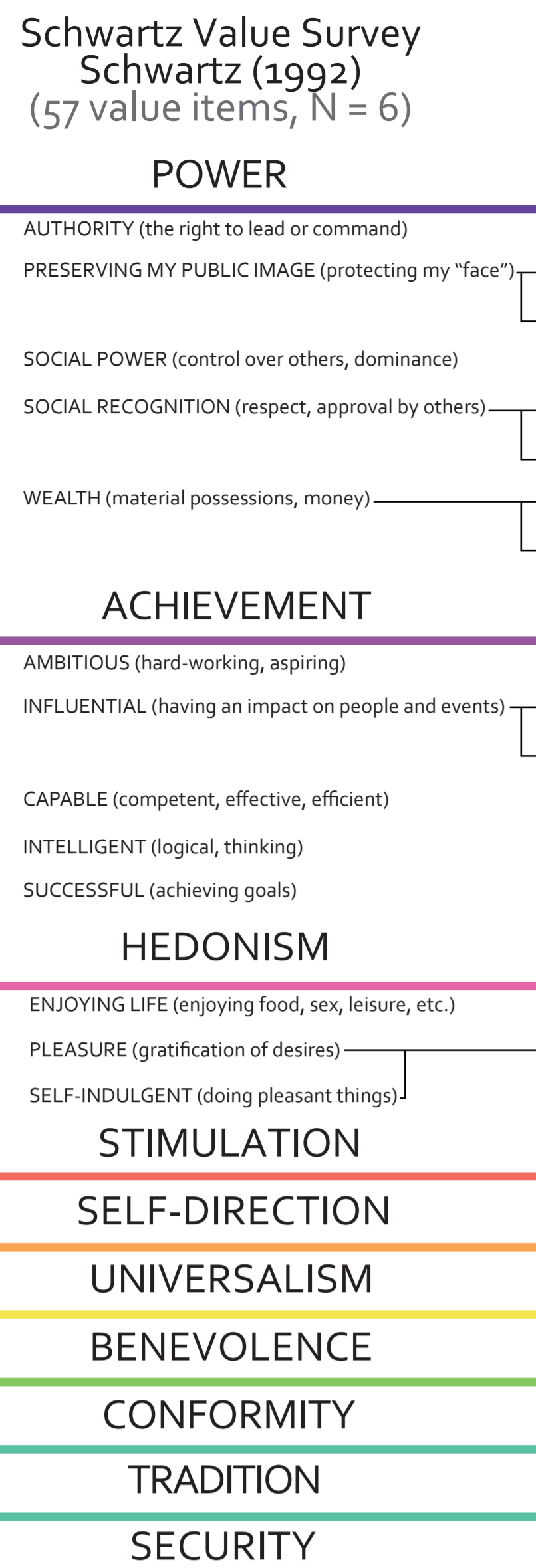


1. INTERVIEWS

based on personal values



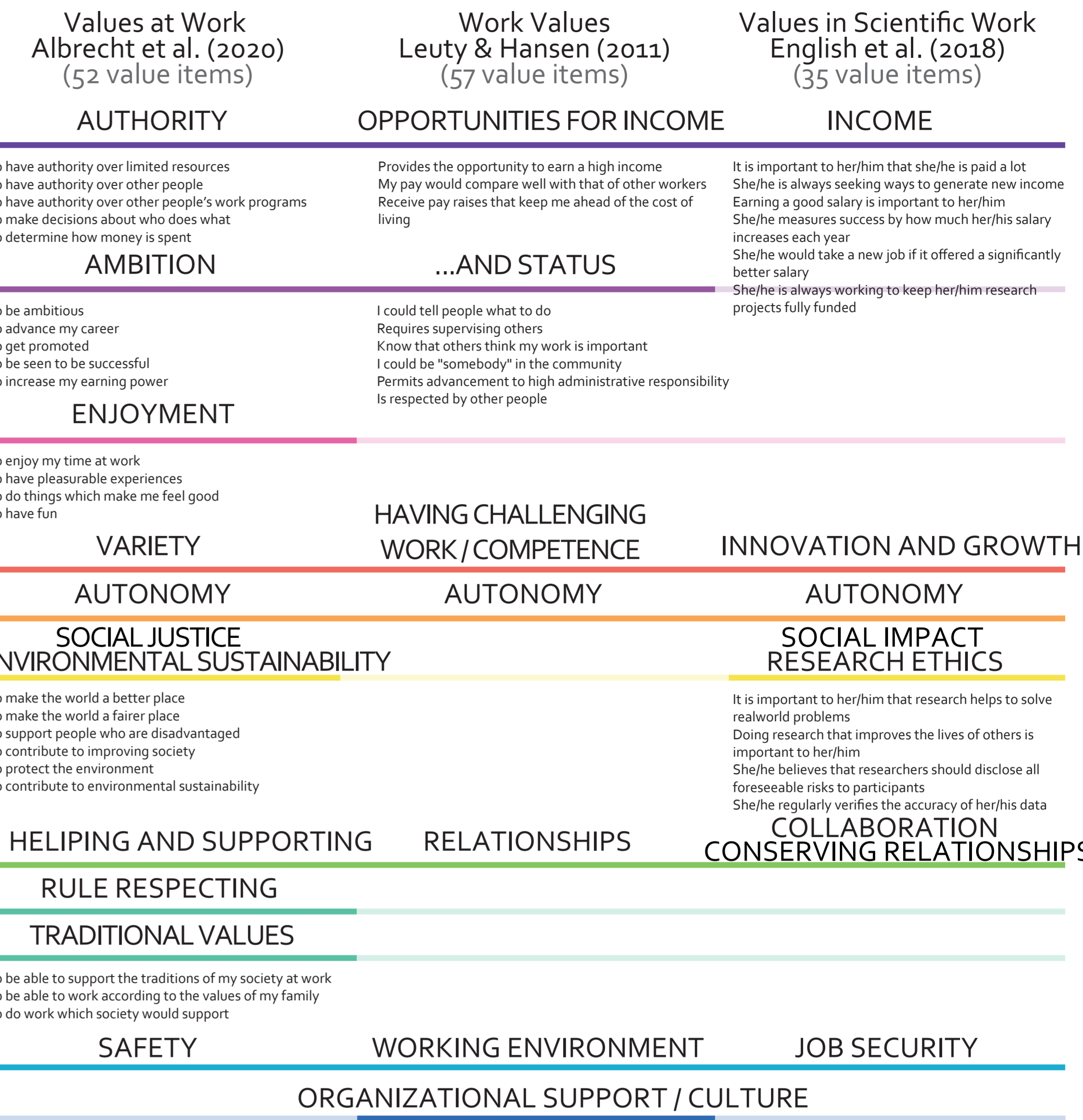
2. SURVEY

based on interview results



3. INSIGHTS FROM OTHER VALUE MEASURES

based on work values



4. CONCEPTUALIZATION

(outcome: 246 value items)

5. FACE VALIDITY EVALUATION

(outcome: 205 value items, N = 2 experts)

Excluding/rephrasing items based on expert feedback on formal appropriateness and face validity.

6. CONTENT VALIDITY INDEX

(outcome: 97 value items, N = 20 experts)

Assessing Kappa index and content validity index based on expert feedback to select best rated items.

Seeking to take pleasure and gratification within the realm of scientific work, enjoying doing research

- To enjoy doing research
- To do research that makes me feel good
- To enjoy the company of fellow researchers
- To have pleasurable experiences at work
- To enjoy my time at work

Career success through demonstrating competence according to academic standards, feelings of achievement

- To have a scientific impact
- To build my scientific reputation
- To advance my career
- To be capable
- To get recognition for the work I do

Scientific status, prestige, control over other researchers/resources, having a good public image as a researcher

- To be respected as a researcher
- To lead a research group
- To have authority over research funds
- To lead a prestigious research group
- To get respect and attention for my work

Fairness, support, and clarity within the research organization

- To be clearly informed about the rules and my obligations
- To work at a university that administers its policies fairly
- To feel supported by the university I work at
- To have a manager/supervisor who treats me well
- To know that the university handles work-related processes fairly

Safety and comfort within working and scientific environments, job security

- To work in a safe environment
- To not be required to engage in actions I deem unethical or illegal
- To have a healthy work-life balance
- To have job security
- To know that I will have a job in five years



Being drawn to innovation, variety, novelty, challenge in research, importance of personal growth and learning

- To have cognitively stimulating experiences
- To encounter exciting new ideas
- To continuously learn / develop
- To experience a variety of interesting research challenges
- To be curious

Freedom of thought and action: determination of work tasks, creating, and exploring own research topics

- To determine how I spend my workday
- To determine who I work with
- To be able to direct my own research
- To try out some of my own ideas
- To define my own scientific aims

Valuing ethical research with positive social impact, contributing to sustainability, tolerance, preventing misconduct

- To protect scientific integrity
- To better the world with my research
- To make sure that the outcomes of my research do not have harmful consequences for nature
- To be willing to consider other scientific perspectives
- To regularly verify the accuracy of my data

Being committed to the welfare of other researchers, valuing relationships and dependability in research communities

- To help the people in my research community
- To not harm people I work with
- To be considered a dependable and trustworthy colleague
- To be on good terms with colleagues
- To be supportive of colleagues

Conformity to social and scientific norms and codes of conduct, restraint of actions that might upset others, respect of scientific traditions

- To conform to scientific norms
- To have people within my research team get along well
- To respect and follow well-established methodological norms
- To stay informed about changes in codes of conduct
- To work with researchers who respect scientific norms

► AIM

In this study we draw on personal and (scientific) work value theories to analyze the values that might influence the research-related attitudes, decisions, and actions of researchers.

► BENEFITS

Gaining a better understanding of researchers' values may help improve scientific careers, diversify academic workforces, and elucidate mechanisms leading to good and questionable science.

► METHODS

To conceptualize academic research values, we integrated theoretical insights with interview and survey results as well as expert judgements (see steps 1 through 6).

(AUDIO) POSTER



► RESULTS

Academic research values are principles which serve as a basis of evaluating outcomes of scientific work-related actions, guide the selection of scientific work goals, and represent the relative importance assigned to various academic job aspects related to research activities. We prepared 97 items spread through 10 dimensions for further psychometric testing.

► NEXT STEPS

Next, we will continue with explorative psychometric evaluation with a larger sample. Full scale validation is an ambitious next step, especially if we aim to represent values relevant to a diverse set of researchers with different backgrounds in terms of discipline, academic status, gender, age, nationality and ethnicity, culture, and so on. While such efforts will be labor-intensive and expensive, the return of this investment for funders seems worthwhile.

