**APPENDIX**

*What, if anything, have you learned in the lab that you would not have otherwise gotten from your undergrad degree?*

“DR. GADE’S LAB CHANGED MY LIFE AND I HOPE IT CAN CHANGE OTHER STUDENTS’ AS WELL ”

“This lab has been the highlight of my academic career at Emory.”

“I absolutely loved being a part of the lab. This was easily the highlight of my semester and I can’t wait to continue working in the lab. The environment, the people, and the professors contributed to making the lab an incredibly rewarding and enjoyable experience.”

“For me, I was not familiar with the concept of academic writing until I joined the lab and was asked to contribute to an academic paper along with my peers. Though courses such as‘POLS 208 [Research Methods] and other required writing requirements for my major exposed me to academia, it was not until I had to actively take part in drafting a paper that I was able to truly experience something quite as exciting as this. I was also grateful that I was able to be a part of this lab through different means—first as a CLSS fellow, then as a work-study student, then as a Summer part-time employee, and now as a directed research student. Due to my financial inability to work for credit the entirety of my four semesters in the O/R Lab, this structure allowed me the flexibility that I needed in order to stay with the lab for the duration of the entire data collection process. It would have been otherwise impossible for me to continue working with the lab, particularly this project, and therefore the lab would have had to spend more time and resources training someone completely new for the same role. This would have also caused fragmented data collection system, possibly leading to incorrect rationales for different coding choices, making the entire process slow, ineffective, and incomplete. Furthermore, it would have stripped me of the opportunity to learn about the intricacies of social scientific research overall, for I could not have afforded to let go of my means of income for the sake of three course credits a semester.”

“I have gained a multitude of skills from this lab that have helped me become a better researcher, student, and even (hopefully) land a job. Specifically, I have been part of every stage of the academic research timeline. I have learned (through the lab work itself) how to create and test an ontology, the process of writing a peer reviewed paper, how to conduct individual academic research, and how to account for biases within different project (by getting the chance to work on two projects). I have also learned many skills through the non-research parts of the lab. Through the network I have created, I have learned about the different career paths I can take and how to get there. Through the all-hands meetings I have learned how to present academic research to a “committee”. And through the small lab op-ed projects I have learned how to conduct scholarly writing for a general audience.”

“Our R and oped sessions also taught me a lot about how to work with real life data and better communicate ideas in writing respectively. In academia we write these long winded papers, but actually coming to the point of communicating things to the general public is important and a skill we don’t often work on in regular classes.”

“1. Data collection, methodology, and research design (much more practical and applicable than [Under grad research methods] or the required research classes could ever teach) 2. R studio (beyond [intro to stats] and continuing to practice those skills cause I forgot them all since freshman year anyway) 3. Peer review process and presentation skills (from weekly lab meetings) 4. Research writing skills (Dr Gade actually allows students to participate in authorship not just have them do simple tasks like writing lit re views/annotated bibliography) 5. Lab management/leadership skills (definitely not getting these from the classroom).”

“As a young women, having Dr. Gade and the many brilliant women in the lab be role models for me has been an invaluable lesson.”

“I have gained skills in coding and been introduced to the world of political science research in a way that was non-threatening but challenged me to grow.”

Table 1: Selected responses from April 2022 anonymous undergraduate survey.

“The O/R Lab helped me cultivate numerous hard and soft skills that are transferable beyond academic research and into professional settings. As a recent Emory graduate, I easily navigated my first post-college position - working on a U.S. Senate Campaign - because of the communication, work ethic, and problem-solving skills that I developed during my time in the O/R Lab. On top of that, my practical research competency prepared me for one of the most important parts of my role, synthesizing a large amount of information into absorbable written reports.”

“During this time, I discovered that training with compassion and providing a safe environment for direct reports, which aligns with the overall lab culture, is something that I wanted to be able to take with me into any career. The level of comfort, security, and personal buy in someone feels while acclimating to a new work environment or skillset is imperative to their future success. Working in Learning and Development for a Public Relations firm, I have been able to continue acting within the core values I wanted to take away from the lab. In my current role as Learning and Development Assistant, I manage the corporate learning platform. Open communication, systems knowledge, methodology, but most of all, empathy, are at the heart of the work.”

“Getting the chance to be a part of the O/R lab not only gave me the opportunity to develop and improve skills such as qualitative coding, open-source research, and writing, but also allowed me to work alongside and assist faculty with onboarding new students. Having the ability to speak to leadership experience working on issues directly related to international affairs outside the classroom gave me a distinct advantage when I began my career, as the majority of political science courses lack the practical applications of skills that are required to pursue a career in foreign affairs outside academics.”

“(1) Experience and knowledge with qualitative and quantitative methods that I wouldn't have experience with otherwise. (2) Experience on legitimate research projects without being told it is/should be hard. “

Table 2: Student author’s statements about how the lab experience prepared them for the next stage in their careers.