List of Data Sources and Variables

(a) Data Source 1

Publicly available issues on academic GitHub repositories. There will be 4 total, links below.

1. <https://github.com/yrosseel/lavaan/issues>

2. <https://github.com/rmcelreath/rethinking/issues>

3. <https://github.com/thibautjombart/adegenet/issues>

4. <https://github.com/grunwaldlab/poppr/issues>

For each issue posted in a given publicly available repository, we will collect:

* Date it was posted
* Content of the message
* Date and content of any additional comments
* Date it was closed (if ever)

(b) Data Source 2

Publicly available issues on non-academic GitHub repositories. There will be 4 total, links below.

1. <https://github.com/sveltejs/svelte/issues>

2. <https://github.com/elm/compiler/issues>

3. https://github.com/nvbn/thefuck/issues

4. https://github.com/ageitgey/face\_recognition/issues

For each issue posted in a given publicly available repository, we will collect:

* Date it was posted
* Content of the message
* Date and content of any additional comments
* Date it was closed (if ever)

(c) Data Source 3

The number of active graduate students in a given department at Michigan State. The departments will include psychology, management, education, computer science, political science, anthropology, biology, and economics.

For each department, we will collect:

* The number (e.g., 4) of active graduate students per year from 1999-2019

(d) Data Source 4

Emails

I (Christopher) have saved a random subset of my MSU emails over the past year in a separate folder for this project. I plan to remove any identifying information from these emails and then ask college-student participants to rate the extent to which they agree that the content of message is consistent with a provided definition of “help request.”

For each email, I plan to obtain ratings of agreement from college students:

* Strongly disagree (1) to Strongly agree (7)
* The content of this message represents a request for help.

The students will be provided with the following definition:

* *A help request is a signal to an employee that an act of assistance can be performed. Any request that asks the receiver of this email to conduct one or more of the acts of citizenship described in the items below counts as a help request.*

They will be provided with some or all of the citizenship items below to use as a reference

**Common Items Measuring “employee citizenship.”**

[Which will be provided to students to help them make their ratings]

- Help others who have been absent

- Willingly give your time to help others who have work-related problems

- Adjust your work schedule to accommodate other employees' requests for time off

- Go out of the way to make newer employees feel welcome in the work group

- Show genuine concern and courtesy toward coworkers, even under the most trying business or personal situations

- Give up time to help others who have work or nonwork problems

- Assist others with their duties

- Share personal property with others to help with their work

- Attend functions that are not required but that help the organizational image

- Keep up with developments in the organization

- Defend the organization when other employees criticize it

- Show pride when representing the organization in public

- Offer ideas to improve the functioning of the organization

- Express loyalty toward the organization

- Take action to protect the organization from potential problems

- Goes out of his/her way to help co-workers with work-related problems

- Voluntarily helps new employees settle into the job

- Adjusts his/her work schedule to accommodate other employees' requests for time off

- Goes out of the way to make newer employees feel welcome in the work group

- Shows genuine concern and courtesy toward co-workers, even under the most trying business or personal situations

- For issues that may have serious consequences, expresses opinions honestly even when others

- Attends meetings that are not mandatory, but are considered important

- Attends functions that are not required, but help the company image

- Keeps abreast of changes in the organization

- Reads and keeps up with organization announcements, memos, and so on

- Takes steps to try to prevent problems with other workers

- Is mindful of how his/her behavior affects other people's jobs

- Does not abuse the rights of others

- Tries to avoid creating problems for coworkers

- Considers the impact of his/her actions on coworkers

- Helps others who have been absent

- Helps others who have heavy work loads

- Helps orient new people even though it is not required

- Willingly helps others who have work related problems

- Is always ready to lend a helping hand to those around him/her

- Helps others who have been absent

- Volunteers for things that are not required

- Orients new people even though it is not required

- Helps others who have heavy work loads

- Assists supervisor with his or her work

- Makes innovative suggestions to improve department

- Demonstrate concern about the image of the organization

- Serve on department committees

- Serve on university or college committees

- Attend and participate in department meetings

- Provide constructive suggestions on how to improve the department

- Act like a peacemaker when other department members have disagreements

- "Touch base" with other faculty before taking actions that might affect them

- Attend major student events to show support for the institution

- Serve as a discussant, critic, or chair at a professional meeting

- Serve as an officer for a professional association

- Organize a meeting, conference, or seminar for a professional association

- Serve as member of a journal editorial board