Supplementary Material

This table presents the conflict handling strategies identified in each episode across university STEM laboratories. Strategies were classified according to the Thomas and Kilmann framework (Competing, Avoiding, Compromising, Collaborating, Accommodating, Unidentified). Frequencies indicate the number of episodes in which each strategy was observed.

See Supplementary Table 1 for a detailed episode-by-episode typological analysis.

Code	Description of Conflict Episode	Conflict Handling Style					
		Competing	Avoiding	Compromising	Collaborating	Accommodating	Unidentified
	Frequency	1	4	4	0	23	8
Epi01_PS01	Psychological distress caused by a collaborator team's no-show					V	
Epi02_PS01	Miscommunication in data interpretation due to disciplinary differences			V			
Epi03_PS01	Authorship conflict with a collaborator team						V
Epi04_PS02	Mental stress caused by administrative burdens	V				V	
Epi05_PS02	Unilateral instruction from a PhD researcher to revise a manuscript					V	
Epi06_PS02	Research delays due to equipment issues from the collaborator team					V	
Epi07_PS03	Loss of research direction due to miscommunication among collaborating professors					V	
Epi08_PS03	Breakdown of communication within the lab					V	
EPi09_PS03	Breach of agreed role assignments			V			
Epi10_PS03	A researcher burdened by an imbalanced role allocation					V	
Epi11_PS03	Authorship conflict						V
Epi12_PS04	Inefficient communication						V
Epi13_PS04	Authorship conflict						V
Epi14_PS04	Ambiguity in role assignment		V				
Epi15_PS04	Misjudgment of contribution by the professor		V				
Epi16_PS04	Professor taking credit for a postdoc's achievements						V
Epi17_PS05	Professor's disparaging remarks about a senior researcher during collaboration						V
Epi18_PS05	Senior researcher disregarding a junior researcher's opinion					V	
Epi19_PS05	Lack of communication between two senior researchers					V	
Epi20_PS05	Authorship conflict					V	
Epi21_PS06	Project delay					V	
Epi22_S01	Authorship conflict due to mismatched expectations					V	

ID	Episode				
Epi23_S01	Professor's conflict handling approach to communication problems			V	
Epi24_S01	Avoidance of responsibility				V
Epi25_S01	Research delay caused by an inexperienced researcher			V	
Epi26_S02	Research delay due to role conflict and power imbalance			V	
Epi27_S02	Mental stress caused by excessive workload			V	
Epi28_S02	Authorship conflict arising from role conflict			V	
Epi29_S03	Research delay caused by professor's power		V		
Epi30_S03	Authorship conflict caused by role conflict			V	
Epi31_S04	Overwork due to shortage of human resources			V	
Epi32_S04	Research delay caused by an inexperienced researcher			V	
Epi33_S05	Emotional distress due to hierarchical decision-making structure		V		
Epi34_S05	Miscommunication in data interpretation due to disciplinary differences			V	
Epi35_S05	Mental stress caused by unilateral instruction and inefficient communication			V	
Epi36_S09	Research delay due to absence of shared goals and overreliance on data			V	
Epi37_S09	Lack of research continuity in a long-term project	V			
Epi38_S11	Research ethics issue caused by role conflict	V			
Epi39_S11	Authorship conflict caused by communication problems				V

Supplemental Table1. Episode-Based Frequencies of Conflict Handling Style Adopted by Researchers in University STEM Laboratories