

Participant Consent Form (Online Interview)

Project Title: Precarity and progression during a pandemic: Early career academics' experiences during COVID-19

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The Study

You are invited to take part in a research study that explores the experiences of early career academics during the COVID-19 pandemic. Early career academics are those who are working primarily in academia (on research-only, teaching-only, or research and teaching contracts) and have either received their PhDs within the last 6 years OR anticipate finishing their PhD within 12 months. In particular, this research is interested in if and how uncertainty stemming from the pandemic is influencing early career academics' professional (and personal) lives, including their career progression. We are also interested in what information about COVID-19 and its impact is being provided to early career academics by universities and how that information is being communicated. Finally, we are interested in the ways in which early career academics are being supported (or not) during the pandemic and ways universities and research communities could provide support.

Interviews

Participating will consist of taking part in an audio-recorded interview, arranged at a mutually agreed upon time. The interviews will be conducted over videoconferencing software (such as Webex, Zoom, or Skype); video is optional. Steps will be taken to ensure that the videoconferencing calls are as secure as possible, such as unique meeting links, passwords, etc. (though there is always the possibility of third-party interception when using communications over the internet).

We encourage finding a quiet, private location for the interview (if possible) so that you can feel free to speak openly. The interview will last for approximately 60 minutes and will ask questions about your experiences of being an early career academic during the pandemic, the impact that it is having (if any), how information that impacts academics' work is being communicated, and ways that early career academics are being/should be supported in their work.

Participants may choose to withdraw from the research at any time, decline to answer any question, and/or may choose to exclude some, all, or part of the data from the study without penalty or consequences.

Confidentiality

All records of your participation will be kept private and confidential. The interview will be audio recorded; cloud recording will not be used. A professional transcription service will be used to transcribe the interview; they will only have access to securely-shared audio recordings. Only the

research team will have access to your data. Immediately after your interview, you will be given a pseudonym; transcripts will be de-identified using pseudonyms. When using your data during analysis or during dissemination, your pseudonym will be used and any potentially identifiable information (e.g. name of your university, city, etc.) will be removed.

All data and files will be kept securely. Audio and textual data files from the interview will be stored on McGill University servers and accessed on password-protected computers. Data collected will be securely stored for a minimum of 7 years and then securely destroyed.

Dissemination

The results of this research will be presented at conferences, written up for general academic audiences (e.g. published on blogs), and written up for academic publications. Again, any quotes or discussion of participants will use pseudonyms and any potentially identifiable information will be removed.

Potential Risks and Benefits

There are no anticipated risks associated with taking part in this research. Questions asked in the interviews are of the type discussed in day-to-day conversation. The benefits in taking part in the research are to be able to voice your experiences and concerns to do with the pandemic and its impact on early career academics, as well as to provide information that can be used to influence best practices within universities and policies within higher education.

Compensation

As a way to thank participants for their contribution and provide partial compensation for their time, participants will be provided with a prepaid gift card worth \$20 CAD (or the equivalent amount in other countries - \$20 AUD, \$15 USD, or £10 GBP).

Questions

If you have any questions or require further information about the project you can contact the principal investigator, Dr. Rebekah Willson, at rebekah.willson@mcgill.ca.

If you have any questions or concerns regarding your rights or welfare as a participant in this research, please contact McGill Ethics Officer at +1 514-398-6831 or lynda.mcneil@mcgill.ca.

Please sign below if you have read the above information and consent to participate in this study. Agreeing to participate in this study does not waive any of your rights or release the researchers from their responsibilities. A copy of this consent form will be given to you and the researcher will keep a copy.

Participant's Name (please print): _____

Participant's Signature: _____ Date: _____