

## **Consent to Participate in Research Study**

You are being asked to take part in a research study titled “*How Job Candidates Make Sense of Automated Hiring Systems: A Qualitative Study*.” The study is led by Prof. Malte Ziewitz, Department of Science & Technology Studies, at Cornell University.

**What the study is about:** The goal of this research is to examine how people experience and cope with automated hiring systems. How do job candidates make sense of automated interviews on HireVue and other platforms? What kinds of strategies and tactics do they use? What is the role of intermediaries, such as career services and training materials? Drawing on previous work in science & technology studies (STS), sociology, and information science, we aim to document and analyze the experiences of job applicants in the specific case of automated hiring.

**Your role as a participant:** As a participant, you will be asked to take part in a research interview. Subject to your discretion, our interactions will be audio-recorded and will take place in a mutually agreed location or on Zoom. The interview will take up to one hour.

**Risks and benefits:** We do not anticipate any risks to you participating in this study other than those encountered in everyday life. Research on your experience with automated hiring systems inevitably involves talking about your personal or professional situation. As such, you might be sharing sensitive or potentially embarrassing information. We will make every reasonable effort to protect your identity in our research findings. However, there always is a small chance that someone might identify you. As a result, there is a small risk of reputational harm depending upon the nature of the information you share with us.

There are no direct benefits to you. However, information from this study may benefit other people facing similar challenges and can help us make recommendations to policymakers, activists, and companies.

**Confidentiality:** The records of this study will be kept private. In published reports, we will make every reasonable effort not to include any information that will make it possible to identify you, e.g. by using pseudonyms. Research records and identifying information in electronic form (e.g. audio, electronic fieldnotes, digital photographs) will be stored in an encrypted, password-protected folder on the research team's computers, an external hard drive, and on Cornell University's cloud-based storage. Records in non-electronic form (e.g. printed matter, photographs, business cards) will be stored in a lockable container in the Principal Investigator's office; only members of the research team will have access to the records. The need to keep the records will be assessed on an annual basis, and we will destroy any records securely when it is no longer required.

**Compensation:** You will be compensated for your time and effort with a \$25 gift card.

**Taking part is voluntary:** Your participation in this study is completely voluntary. You may refuse to participate before the study begins, discontinue at any time, or skip any questions that may make you feel uncomfortable, with no penalty to you and no effect on the compensation earned before withdrawing. If you choose to withdraw from the study, you may also request that all data associated with you be erased. You may also decline to be audio-recorded and still participate in the study by letting us take notes.

**If you have further questions:** The Principal Investigator for this study is Malte Ziewitz, Assistant Professor at Cornell University. If you have questions later, you may contact Malte Ziewitz at [mcz35@cornell.edu](mailto:mcz35@cornell.edu) or at +1-607-255-3810. If you have any questions or concerns regarding your rights as a subject in this study, you may contact the Institutional Review Board (IRB) for Human Participants Administrator at [irbhp@cornell.edu](mailto:irbhp@cornell.edu) or the Director of Office of Research Integrity and Assurance (ORIA) at [av234@cornell.edu](mailto:av234@cornell.edu). If it is desirable to bring an issue to the University's attention anonymously, you may use the Cornell hotline (+1-866-293-3077) or web site (<http://www.hotline.cornell.edu/>). Both are administered by an independent company called EthicsPoint, which serves as a liaison between the University and the person bringing the complaint so that anonymity can be ensured.

**Statement of Consent:** I have read the above information, and have received answers to my questions. I consent to take part in the study.

- I am willing to have this interview recorded.
- I do not want to have this interview recorded.

Your Signature \_\_\_\_\_ Date \_\_\_\_\_

Your Name (printed) \_\_\_\_\_

Signature of researcher \_\_\_\_\_ Date \_\_\_\_\_

Name of researcher (printed) \_\_\_\_\_

*This consent form will be kept by the researcher for at least three years beyond the end of the study and was approved by Cornell IRB on October 6, 2021.*