



Participant Consent Form for Anonymous on-line survey

Researchers:

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Title of Project: Canadian PhDs skills and careers

Sponsors: Mitacs and Adoc Talent Management

Purpose of the Study: While gaining a permanent position in academia is the standard career goal of most doctoral students, more than half of them eventually work outside academia. This suggests that during their doctoral training, PhDs have developed competencies that are also suitable for non-academic jobs. Indeed, in our knowledge-based society, the benefits of hiring a PhD are becoming increasingly clear for companies, where their skills are a strong asset for innovation. Surprisingly, few studies have investigated the competencies that are developed during doctoral training, outside of those acquired specifically for research. Besides, most of these studies are restricted to very small groups or lack empirical evidence. Considering this, we are running a national study with quantitative data on PhD competencies and careers. We aim at building a reference framework of PhD competencies, as well as identifying a set of ‘core’ competencies that are shared by all doctorate holders. Furthermore, this study will look into the relationship and fit between these competencies and those sought by employers.

Procedures for recruiters: On a website survey form, you will be asked questions about the employee competencies you are looking for, and the ways in which you recruit new employees.

Procedures for PhD/PhD graduate: On a website survey form, you will be asked questions about competencies you have acquired during your training, your career plan, and achievements.

Voluntary Participation: Participation in the study is entirely voluntary; you may decline to answer any survey question or decide not to submit responses at any time. However, once the anonymous survey responses are submitted, it would be impossible to withdraw your answers since their origin remains unknown. The purpose of the study is precisely as given; there is no deception or incomplete disclosure.

Potential Risks: There are no anticipated risks to you by participating in this study.

Confidentiality: This consent form is entirely independent of the survey. No personal identifying information will be linked to the survey responses. The study’s anonymous results will be freely available on a dedicated website.

If, however, you would like a personal copy of the study and/or be involved in future research please supply your e-mail:

The email address and the signed consent form will not be connected with your survey responses at any time.

Questions: Should you have any question regarding the study, please contact Martin Kreiswirth: martin.kreiswirth@mcgill.ca

If you have any ethical concerns or complaints about your participation in this study, and want to speak with someone not on the research team, please contact the McGill Ethics Manager at 514-398-6831 or lynda.mcneil@mcgill.ca”.

Name _____ Signature _____ Date _____

Submitting your study responses indicates that you consent to participate in this study.

Please save or print a copy of this document to keep for your own reference.