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INTEGRATE: Reimagining Data Science Careers in Biomedicine

PARTICIPANT INFORMATION SHEET: Barriers and Enablers to Interdisciplinary and Cross-Sector Mobility

Central University Research Ethics Committee Approval Reference: 1679349

1. Introductory paragraph

You are being invited to take part in a workshop aiming to explore best practices in barriers and enablers to interdisciplinary and cross-sector career mobility. Before you decide, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and discuss it with others if you wish. Ask us if there is anything that is not clear or if you would like more information. Take time to decide whether you wish to take part.

2. Why is this research being conducted?

We have been funded by the MRC (Medical Research Council) to investigate how to improve support, reward and integration of data scientists and those using computational, mathematical and statistical skills in biomedical research. Our previous work identified that biomedical data scientists can feel isolated or unsupported within their environments and we want to investigate this further to enable funders and institutes to reform their practices. You have been invited to take part in this workshop to discuss how career mobility initiatives, such as secondments or pivot fellowships, can help to facilitate permeable career paths across disciplines and sectors, and promote effective knowledge exchange. Findings from this workshop will be used to make recommendations to institutes and funders on how they can better support data science careers within biomedical research.

3. Why have I been invited to take part?

You have been invited to take part because you are a person working in the field of biomedical research interested in partaking in and/or enabling initiatives which promote career mobility or knowledge exchange across sectors or disciplines.

4. Do I have to take part?

No. It is up to you to decide whether to take part. You can withdraw yourself from the research, without giving a reason, and without negative consequences by advising us of this decision. The deadline by which you can withdraw any information you have contributed to the research is 31st December 2029, at which time all personal data will be deleted from University of Oxford computer systems. On request to withdraw from the study, we will identify your responses using a unique identifier code and ensure all personal data is fully deleted from University of Oxford computer systems. Any data that has been fully anonymised and aggregated for publishing purposes cannot be deleted after publication, but this data will not contain any personally identifying information.

5. What will happen to me if I take part in the research?

If you agree to take part, we will ask you questions about your experiences working in biomedical research with a focus on career development and collaborative working. This will happen in a workshop/focus group setting in small groups. These events will take place online over Microsoft Teams.

Prior to participation, a member of our study team will provide you with a written consent form during which you will be asked to initial which activities you agree to participating in, and can express your preference for anonymity regarding quote attribution. You are encouraged to read the form thoroughly and a member of the study team will be available to answer any questions you may have. If you are happy to take part, you will be asked to sign the consent form and return a digital copy over email to the researcher. The researcher will countersign this digital copy and email you a copy for your records. You will be asked to verbally reconfirm your consent during the workshop/focus group.

Workshops/focus groups will be held online using the Microsoft Teams platform. We recommend that you choose a quiet and private space to join the focus group where you feel comfortable discussing sensitive topics. You may ask to pause or take a break at any time during the activity. With your consent, we would like to record interviews and workshops/focus groups to facilitate accurate transcription, however video and audio recordings will not be shared externally. Transcripts will be coded before analysis to protect the identity of participants, and quotes will not be directly attributed unless you expressly provide consent for us to do so.

During group activities (workshops and focus groups) we expect all participants to be respectful of the views and experiences of others. Group activities will be hosted by a trained facilitator who will ensure sessions remain a safe and welcoming environment for sharing experiences.

6. What are the possible disadvantages and risks in taking part?

There are limited risks surrounding involvement in this study, however we appreciate that some of the experiences you share with us may bring up negative feelings and emotions. We would like to assure you that we are committed to protecting your data privacy and that we will anonymise all data before publication unless consent is expressly given to attribute quotations directly. You are not obliged to answer any question which may make you feel uncomfortable and may withdraw at any time with no expectation of explanation.

7. Are there any benefits in taking part?

While there may be no immediate benefit to taking part, your contribution will play an important role in informing decision makers in academia, institutions and funding bodies on how they can better support researchers, particularly those working in data science, in their career development and collaborative research activities. By taking part, you will have a chance to ensure decisions are informed by the people they affect, and are evidenced by lived experience.

Participants will not be paid for their involvement in the study.

8. What information will be collected and why is the collection of this information relevant for achieving the research objectives?

We are interested in gathering information around career mobility schemes in biomedical research so that we can provide evidence to research institutions and funding bodies to support good practice across the UK. We would like to hear your experiences around the types of schemes you think would be most helpful within the sector, and talk about any factors which act as barriers or enablers to their implementation. Any data you share will be securely stored on OneDrive according to University of Oxford data protection guidelines and personal data will be handled in full compliance with GDPR regulations.

Access to identifiable transcripts/recordings will be restricted to the Project Lead, Lead Researcher, and Project Manager who will fully anonymise the data where possible. In some cases, data cannot be fully anonymised (e.g. quotes). In these cases, quotes will be attributed to a unique code which identifies the participant, and any personal identifying information will be redacted from quotations. This list of unique codes and identities will only be seen by the Project Lead, Lead Researcher, and Project Manager, and will be kept in a secure location separate to the main data. After personal information has been removed, processed data may be shared with the wider project team (or external collaborators) over secure channels in accordance with university of Oxford data protection policies and UK law to aid with analysis and reporting.

Consent forms will be stored in a locked cabinet prior to digitisation. After digitisation, paper copies will be destroyed and digital copies will be stored in a restricted access and encrypted folder. Each consent form will be linked to a unique identifier code so it is possible to withdraw data from the study. We regret that it will not be possible to withdraw data from the study after 31st Dec 2029, at which point all personal data will be deleted in line with GDPR guidance.

9. Will the research be published? Could I be identified from any publications or other research outputs?

The findings from the research may be written up for publication, or for use in other media e.g. conference publications, reports to funding bodies, blog posts or published on our website. Published data will not be identifiable and quotes will not be directly attributed unless consent is expressly given to do so.

Data outputs will be deposited in the Oxford University Research Archives at the end of the study. Only non-identifiable data will be made publicly available in the archive to facilitate any future research. The participant identifier list will also be archived to facilitate removal of information from any participant who wishes to withdraw from the study in accordance with GDPR, however this list will not be made publicly available.

10. Data Protection

The University of Oxford is the data controller with respect to your personal data, and as such will determine how your personal data is used in the research. The University will process your personal data for the purpose of the research outlined above. Research is a task that is performed in the public interest. Further information about your rights with respect to your personal data is available from the University's Information Compliance website at https://compliance.admin.ox.ac.uk/individual-rights.

11. Who is funding the research?

This work has been externally funded by the Medical Research Council.

12. Who has reviewed this research?

This research has received ethics approval from a subcommittee of the University of Oxford Central University Research Ethics Committee. (Ethics reference: **1679349)**.

13. Who do I contact if I have a concern about the research or I wish to complain?

If you have a concern about any aspect of this research, please contact Charlotte George (charlotte.george@imm.ox.ac.uk) or the INTEGRATE team (integrate@imm.ox.ac.uk), and we will do our best to answer your query. We will acknowledge your concern within 10 working days and give you an indication of how it will be dealt with. If you remain unhappy or wish to make a formal complaint, please contact the University of Oxford Research Governance, Ethics & Assurance (RGEA) team at rgea.complaints@admin.ox.ac.uk or on +44 (0)1865 616480.

14. Further Information and Contact Details

You should give the participant a contact point for further information. This can be your name, address and telephone number or that of another researcher in the team. If this is a supervised-student project, the student and supervisor should discuss whether to include the student' contact

details as well as those of the student's supervisor. The use of personal phone numbers and email addresses should be avoided.

If you would like to discuss the research with someone beforehand (or if you have questions afterwards), please contact:

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