

[REDACTED]

PARTICIPANT INFORMATION SHEET

PROJECT TITLE: An Empirical Study on the Use of Signaling in GitHub User Profiles for Recruitment in Global Software Teams

Name of Research Institution : [REDACTED]

RESEARCHER: [REDACTED]

Dear Participant,

You are invited to participate in the research project described below. Note that the implementation of this research has been approved by the Dean of the division of the research institution.

What is the project about?

We are in the midst of the beginnings of the AI era, where AI is beginning to penetrate software, offering the benefit of reducing the human workload by automating software development tasks. However, with AI tools come unforeseen biases such as bias based on gender, age and race. In short, communicative signaling refers to the use of signals or signs to convey information between individuals or groups, in this case through the GitHub bio. For example, developers that are not native in English may not understand what communicate signals are required to express that they are experts in their developer roles. Since a large language model is built on generalized knowledge, it might be bias to communicative signals not apparent to non-English native developers. Our research involves an empirical exploration of existing bio user information of developers on GitHub, where we aim to uncover important signaling information. Based on these findings, the survey aims to validate our results and gather feedback and insights from human recruiters.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Why am I being invited to participate?

The criteria for choosing participants are that they are practitioners that aged 18+. You are selected because of your experience as a software professional recruiter.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

What will I be asked to do?

We will present our results, and ask participants for their feedback, and whether they agree with our findings, and whether it does affect how they think about using the AI as a recruitment assistant in the future. These questions will be in the form of short answers. All questions are worded to be as comprehensive as possible and do not require any complicated thought processes.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

How much time will the project take?

The exercise and survey should take roughly 30 minutes in total.

[REDACTED]
[REDACTED]
[REDACTED]

Are there any risks associated with participating in this project?

No foreseeable risks are associated with participating in this project.

[REDACTED]
[REDACTED]
[REDACTED]

Can I withdraw from the project?

Participation in this project is completely voluntary. If you agree to participate, you can withdraw from the study at any time. The survey is short and requires little contribution, therefore withdrawal is as easy as closing the survey web page. You can also request deleting your answers by sending us your participation ID with the form. There will be no disadvantage for not agreeing to participate or for withdrawing midway through the study.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

What will happen to my information?

The information will be used to analyze documentation and will be produced in a final paper, but no information will lead to any possible privacy breach or identification of participants. The results of the study may be used for a future extension project and may be used for publications both locally and internationally. All information will be stored on password-encrypted servers at [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

Participant Compensation

Participants will be compensated through the Prolific website
(<https://www.prolific.com/>)

[REDACTED]

Who do I contact if I have questions about the project?

Please contact [REDACTED]

[REDACTED]

If I want to participate, what do I do?

Please agree to the consent form and proceed to fill in survey. Once completed, press submit to complete the survey.

[REDACTED]

Yours sincerely,

RESEARCHER: [REDACTED]