

# Participant Information Sheet

## Date Information Sheet Produced:

14 October 2023

## Project Title

Exploring meaningful work among family physicians

## An Invitation

Greetings! We cordially invite you to participate in our study on meaningful work amongst North Carolina-based family physicians. We are Professor Marjo Lips-Wiersma, Dr Tago Mharapara, and Dr James Greenslade-Yeats from the Business School at Auckland University of Technology (AUT). We are a team of health workforce researchers who bring relevant experience from previous investigations of meaningful work in nursing and midwifery. We want to understand meaningful and meaningless work from the perspective of family physicians, so if that sounds like something you can help with, please consider participating in our study.

## What is the purpose of this research?

Meaningful work (MW) refers to the individual subjective experience of the existential significance of work. When work is meaningful, it can help answer the question, 'Why am I in this job/profession?' and as such, it is a deeply personal and existential experience. Research in other health professions (e.g., nursing) has shown that the experience of MW affects well-being and retention. Thus, it is essential to investigate the effect of MW on family physicians' well-being alongside the more structural factors affecting their work. Research shows that workers who report high levels of meaning also report better psychological adjustment to work.

## How was I identified and why am I being invited to participate in this research?

You have been identified as a potential participant in this research because of your status as a licensed physician by the North Carolina Medical Board. On our behalf, the NCAFP has sent research invitations to all its registered members. Please be aware that the NCAFP will not know whether you choose to accept or decline this research invitation. The research team will not communicate the identities of participants to the NCAFP.

## How do I agree to participate in this research?

You can participate in this research by clicking the URL below or scanning the QR code with your smart device. You will be directed to a brief survey asking you to provide consent to participate in this research. Participating will involve completing a brief online survey (Part 1) and an online/Zoom interview (Part 2) with a research team member. Please note that participation in this research is entirely voluntary (it is your choice), and whether you choose to participate will neither advantage nor disadvantage you. You can withdraw from the study at any time. If you choose to withdraw from the study, we will offer you the choice between having any data identifiable as belonging to you removed or allowing it to continue to be used. However, once the findings have been produced, removal of your data may not be possible. At the beginning of the online survey, you will be asked to consent to the whole study (survey & interview) before proceeding.

## What will happen in this research?

First, you will be asked to complete a confidential online questionnaire about your work context and demographic information. The survey is estimated to take ten minutes or less. Second, you will be interviewed by a member of the research team. Interviews will be held online via Zoom and will take approximately 60 minutes.

We realize that 60 minutes might not be adequate time to express your full range of views on the research questions. Also, you might remember some information you would like to share with the researchers after the interview is complete. Therefore, at the end of the interview, we will seek your permission to arrange a follow-up interview if necessary. Please note that granting permission to be asked about a follow-up interview is not the same as agreeing to such an interview.

After the interviews have been transcribed, you will have the opportunity to receive a copy of your transcript(s) to review before analysis.

### **What are the discomforts and risks?**

In completing the questionnaire or responding to interviewer questions, you may feel embarrassed about aspects of your work that you are not particularly proud of. However, we think the study will have little to no psychological or emotional risk to you. You do not have to answer questions that trigger disruptive emotions or that you find embarrassing.

### **How will these discomforts and risks be alleviated?**

If participating in the research generates significant psychological discomfort, you will have access to AUT's free counselling services. Since you are based in North Carolina, you can contact AUT's counselling services remotely. AUT Student Counselling and Mental Health can offer three free sessions of confidential counselling support for adult participants in an AUT research project. These sessions are only available for issues that have arisen directly due to participation in the research and are not for other general counselling needs. You can find out more information about AUT counsellors and counselling at <https://www.aut.ac.nz/student-life/student-support/counselling-and-mental-health>. To access these services, you must indicate that you are a research participant and provide the title of my research, my name and contact details as given in this Information Sheet.

### **What are the benefits?**

This research will benefit participants, the wider profession of family physicians, and the research team. First, through in-depth interviews with family physicians, we hope to identify meaningful and meaningless aspects of physicians' work that affect recruitment, retention, and sustainability in the North Carolina context. Our findings will be made available to the NCAFP, the North Carolina Medical Board, and the American Academy of Family Physicians to inform the policymaking process. We believe that creating and protecting meaning will lead to many positive outcomes for family physicians, patients, and medical professions. Physicians participating will be given koha (gift) in the form of a retail voucher valued at USD50.00 as a token of our appreciation for their time.

The research team will benefit from the research by gaining a sense of accomplishment and satisfaction (we are passionate about making work more meaningful for our participants). We will also benefit by publishing findings in academic and practitioner outlets. Such publications will help advance our careers as applied researchers.

### **Who is funding this research?**

The North Carolina Academy of Family Practitioners (NCAFP) is funding this research. The NCAFP will provide financial support for interview transcription and a participation gift (koha).

### **How will my privacy be protected?**

We will protect your privacy by treating your information and data with a high degree of confidentiality. The professional transcribing your interview will sign a confidentiality agreement, and identifiable information will be removed from the transcripts before analysis. We will also give you the opportunity to review your interview transcripts before we analyze them. Reviewing transcripts will allow you to remove any details you are uncomfortable sharing. Your data (i.e., the information you share in the interview and online questionnaire) will be stored on an encrypted, password-protected server.

### **What are the costs of participating in this research?**

We expect physician participants to spend approximately 1.5 hours on the study (including reading PIS, completing the demographic survey, participating in an interview lasting about 1 hour, and correspondence). There are no financial or other costs.

### **What opportunity do I have to consider this invitation?**

You will have one month to consider this invitation. We will send you a reminder email if we have not heard back from you after two weeks. If we do not hear back from you after one month, we will assume you have declined the invitation. However, if you need longer than one month to consider the invitation, no problem – just let us know!

### **Will I receive feedback on the results of this research?**

At the end of the interview, you will be asked if you want to receive the summary report. Please note that the report will not contain details about specific participants – just a summary of the main patterns in the data participants shared collectively.

### **What do I do if I have concerns about this research?**

Any concerns regarding the nature of this project should be notified in the first instance to the Primary Researcher, Dr Tago Mharapara, [tago.mharapara@aut.ac.nz](mailto:tago.mharapara@aut.ac.nz) (+64) 9 921 9999 ext 5082

Concerns regarding the conduct of the research should be notified to the Executive Secretary of AUTEK, [ethics@aut.ac.nz](mailto:ethics@aut.ac.nz), (+64) 9 921 9999 ext 6038.

**Whom do I contact for further information about this research?**

Please keep this Information Sheet and a copy of the Consent Form for future reference.

***Researcher Contact Details:***

- Dr Tago Mharapara, AUT, [tago.mharapara@aut.ac.nz](mailto:tago.mharapara@aut.ac.nz) (+64) 9 921 9999 ext 5082
- Professor Marjo Lips-Wiersma, AUT, [marjo.lipswiersma@aut.ac.nz](mailto:marjo.lipswiersma@aut.ac.nz) (+64) 9 921 9999 ext 5038
- Dr James Greenslade-Yeats, AUT, [james.greenslade-yeats@aut.ac.nz](mailto:james.greenslade-yeats@aut.ac.nz)

**How do I participate in this research?**

You can participate in this research by clicking the URL below or scanning the QR code with your smart device. You will be directed to a brief survey asking you to provide consent to participate in this research. Participating will involve completing a short online survey (Part 1) and an online/Zoom interview (Part 2) with a member of the research team

[https://aut.au1.qualtrics.com/jfe/form/SV\\_bsgrkU4vYuTVFKm](https://aut.au1.qualtrics.com/jfe/form/SV_bsgrkU4vYuTVFKm)



Approved by the Auckland University of Technology Ethics Committee on October 18th, 2023, AUTEK Reference number 23/298.