Students and employees recruited as research subjects are more vulnerable to coercion because of the possibility that they may perceive grades, employment, or other benefits as dependent upon or affected by their participation in research. Students and employees are at greater risk of experiencing negative ramifications related to an inability to maintain strict confidentiality and because more information is known about these individuals than is collected during the course of the research project.

The IRB considers these individuals to be more vulnerable to coercion (real or perceived) and to issues related to confidentiality than individuals not affiliated with the University and, therefore, will apply additional safeguards to protect their rights and welfare.

**Students as Research Participants**

Note: For Classroom-Based Research Projects Conducted by University Students, refer to SOP Appendix D: Student Research Activities.

A. **Justification for Targeting Students.** Investigators who plan to conduct research with only students as participants must be able to provide a rationale, other than convenience, for restricting the research project population to students and must show that the recruitment method does not lead potential subjects to think they will be penalized by not participating or receive preferential treatment by participating. Examples of such rationale include: a) participation as a valuable educational experience demonstrated by a substantive plan for debriefing, b) the need for an alternative mechanism for research project compensation (e.g. class credit or extra credit) due to lack of monetary resources, c) the existence of a formal student subject pool and related departmental policy. Neither Investigators nor Class Instructors may impose penalties on students who fail to show up for scheduled research-related appointments. Recruitment materials should minimize the potential for undue influence or coercion.

B. **Direct Recruitment.** Investigators may make research project-related announcements (such as research project title and investigator contact information) or provide recruitment materials (such as fliers) to students in University classrooms, so long as the Investigator is not also the Class Instructor.

C. **Indirect Recruitment.** IRB-approved recruitment materials may be posted on the University campuses after the Investigator has received the appropriate permission, if necessary.
D. **Mass Email Recruitment.** Investigators seeking approval to email recruitment materials or research project announcements to students must explain this recruitment method in the protocol.

E. **Consent.** A student may not be compelled to participate in research as part of a course requirement. Investigators must ensure that students know that they may choose not to participate in the research and that their decision will not affect their grade, class standing, or relationship with any instructor. Similarly, research participants must be made aware that their participation will not lead to any preferential class-based treatment.

F. **Course Credit.** If research participation is required as part of the course assignments, an alternate means of earning equivalent course credit for an equivalent commitment of time and effort must be made available for those who cannot or choose not to participate in a research project.

   If extra credit is offered for participation in a research project, the opportunity to participate must be made available to all students. The amount of extra credit must reflect the amount of time required for research participation.

G. **Use of Class Time.** IRB submissions proposing the use of class time for research should include an explanation of the benefit of the research to all of the students, especially those who choose not to participate in the research project. Specifically, the Investigator should explain how participation in the research would be a learning experience for the students and how the research project is relevant to the course being taught in that class. An alternative activity should be provided for students who choose not to participate.

H. **Use of Class Assignments in Research.** Instructors who use their students’ class assignments (e.g., journals, term papers) in research projects will be required by the IRB to obtain consent from the students who are willing to be research participants. The Investigator must make arrangement for the consent process to occur after the class grades are posted or to be conducted by another member of the research team.

I. **Additional safeguards may be required to protect the privacy and confidentiality of University student research participants.** Certain additional protections for students and parents are required by federal regulations. For example, the proposed use of student education records for research must comply with the requirements of the Family Educational and Rights Privacy Act (FERPA). If any University records of the research participants are to be used, then the research participant must give permissions for records access in the consent documents. It is the responsibility of the Investigator to comply with any additional federal, state, or local regulations.
Student Research “Pools”

A. In some departments, University students are offered the opportunity to participate in research projects. Examples include participation for course credit as part of a course requirement, participation for “extra credit” in a course, or participation in exchange for compensation.

B. A University student may not be required to participate in research for course credit unless a comparable non-research alternative is also offered. To minimize the potential for coercion, alternatives to participating in research for course credit that are offered must be comparable in terms of time, effort, and fulfillment of course requirements. Examples may include reading and/or writing research papers, attending research presentations offered by faculty, or observing performance of research studies.

C. All research participants, including University students, must be free to withdraw from participation at any point in research project without penalty. University students who withdraw from a research project offered for course credit must receive the full course credit offered for participation. When compensation is offered, a pro-rated amount of compensation must be given to a University student who does not complete the entire research project.

D. Every University student participating in a research project must give informed consent for that specific research project as described by SOP 702: Documentation of the Informed Consent Process; federal regulations; and IRB policies. Parental permission and assent are required for any University students (including high school students taking University courses) who meet the regulatory definition of minors.

Recruitment of Employees

A. Justification for Targeting Employees. Investigators who plan to include only University employees must be able to provide a rationale, other than convenience, for restricting the research project population to employees and must show that the recruitment method does not lead potential subjects to think they will be penalized by not participating.

B. Direct Recruitment. Investigators may make research project-related announcements or provide recruitment materials to employees at regular meetings. However, recruitment methods should permit employees to self-identify as interested in participation in a way that maintains confidentiality. For example, employees should be provided with contact information for a research project team member whom they may contact for more information. When
possible, employees should not be recruited for participation by their direct supervisor.

C. **Indirect Recruitment.** IRB-approved recruitment materials may be posted on the University campuses after the Investigator has received the appropriate permission, if necessary.

D. **Mass Email Recruitment.** Investigators seeking approval to email recruitment materials or research project announcements to employees must explain this recruitment method in the protocol.

E. **Consent.** An employee may not be required to participate in research as a condition of employment. Investigators will ensure that employees know that they may choose not to participate in the research and that their decision will not affect their employment or benefits at the University. Similarly, research participants must be made aware that their participation will not lead to any preferential employment treatment.