



June 26, 2018

Ms. Haysetta D Shuler
University of Phoenix
OTHER(S): Dr. David Kump (WSSU)
Refer to IRB #: 2986-18-0078 ~~78~~

Dear Ms. Shuler and Dr. Kump:

As required by University policy and allowed by the Federal Regulation 45CFR46, I have given your protocol entitled **“Work-Life Balance, FLSA Classification, and Turnover Intentions of Female HBCU Employees”** (IRB#2986-18-0078) an EXPEDITED REVIEW (7) as permitted under Winston-Salem State’s Federal Wide Assurance (FWA00000214). Your protocol has been approved. Any changes in your protocol must be promptly reported and approved by the IRB prior to being implemented. Any problems, complaints, or injuries that arise during the course of your project, which involve human subjects, must also be reported promptly to the IRB.

You are granted permission to start your study as described effective immediately. The study is next subject to continuing review on or before 06/25/2019, unless closed before that date.

You are responsible for obtaining a signed consent form from each research subject you use in this project using the submitted form if this applies. Each form must be labeled with this IRB#. You should retain the originals for your records. Please contact Stephanie Evans, Compliance Officer, (336) 750-2982 or evansst@wssu.edu if you have any questions.

Sincerely,

Dr. Naomi Hall-Byers, IRB Chair
Dr. Monica Guillory, Co-Chair

Cc: Valerie Howard, Director of Sponsored Programs
Stephanie Evans, Compliance



IRB - Reliance Agreement

The Officials signing below agree that the [University of Phoenix] may rely on the designated IRB [Winston-Salem State University] for review and continuing oversight of its human subjects research described below: (check one)

() This agreement applies to all human subjects research covered by FWA.

(x) This agreement is limited to the following specific protocol(s):

Name of Research Project: Work-life Balance, FLSA Classification, and Turnover Intentions of Female HBCU Employees

IRB/Protocol #: University of Phoenix IRBNet project ID: 1165936-1

Name of Principal Investigator: Haysetta Shuler

Sponsor or Funding Agency: N/A Award Number, if any: N/A

The review performed by the designated IRB [Winston-Salem State University] will meet the human subject protection requirements of the [University of Phoenix] OHRP-approved FWA. The IRB at [Winston-Salem State University] will follow written procedures for reporting its findings and actions to appropriate officials at the [University of Phoenix]. Relevant minutes of IRB meetings will be made available to the [University of Phoenix] upon request. [Winston-Salem State University] remains responsible for ensuring compliance with the IRB's determinations and with the Terms of its OHRP-approved FWA. This document must be kept on file by both parties and provided to OHRP upon request.

Signature of Signatory Official [University of Phoenix]: FWA #: 00004202


/s/ William C. Beck II, Ph.D

Date: 6/5/18

Print Full Name: William C. Beck II, Ph.D. - University of Phoenix IRB board Chair.

Institutional Title: University of Phoenix

Signature of Signatory Official [Winston-Salem State University]: FWA #: 00000214


Print Full Name: Monica D. Grullon

Date: 6/26/18

Institutional Title: Winston-Salem State University