



## Request for Human Subjects Review

Complete both Part I and Part II of this application. Return to Human Subjects Review Committee, SUNY Fredonia, E 230 Thompson Hall. Phone: 716 673-3528; FAX 716 673-3802.

### Part I

**Project Name:** \_\_\_ Collective Bargaining Agreements, Teacher Quality, and Teacher Mobility \_\_\_

**Principal Investigator #1:** \_\_\_ Dr. Li Feng \_\_\_

Check one of the following: ☒ Faculty/Staff Principal Investigator  
\_\_\_ Student Principal Investigator

**Signature of Principal Investigator #1** \_\_\_\_\_

Department: \_\_\_ ECONOMICS \_\_\_ Phone Number: \_\_\_ 3829 \_\_\_

Campus Address: \_\_\_ W327 Thompson Hall \_\_\_

Email Address: \_\_\_ Li.Feng@fredonia.edu \_\_\_

**Principal Investigator #2:** \_\_\_ Dr. Lora Cohen-Vogel \_\_\_

Check one of the following: ☒ Faculty/Staff Principal Investigator  
\_\_\_ Student Principal Investigator

**Signature of Principal Investigator #2** \_\_\_\_\_

Department: \_\_\_ Educational Leadership and Policy Studies \_\_\_ Phone Number: \_\_\_\_\_

Campus Address: \_\_\_ Department of Educational Leadership and Policy Studies, College of Education, 113 Stone Building, Florida State University, Tallahassee, FL 32306-4452 \_\_\_

Email Address: \_\_\_ [cohenvog@coe.fsu.edu](mailto:cohenvog@coe.fsu.edu) \_\_\_

(Additional Principal Investigators' information should be in the same format on an attached sheet.)

STUDENT PRINCIPAL INVESTIGATORS MUST LIST THE SUPERVISING FACULTY MEMBER AND HAVE THE FACULTY SPONSOR SIGN THE FACULTY VERIFICATION THAT APPEARS BELOW.

**Faculty Sponsor:** \_\_\_\_\_

**Faculty Verification:** I have read this student's Application for Human Subjects (Part I and Part II). I accept responsibility for the manner in which this study will be carried out. I am convinced that benefits from this research outweigh any risks.

\_\_\_\_\_  
Signature of Faculty Sponsor

**Number of Subjects:** \_\_\_\_\_

**Type of Subjects:** ☒ Male ☒ Female

Check all that apply: ☒ Adults, note the age range: \_\_\_ 18-78 \_\_\_

**Special subjects** (Protected classes)

\_\_\_ Pregnant women ☒ Children (<18 years of age)  
\_\_\_ Individuals with disabilities ☐ Prisoners  
\_\_\_ Other vulnerable group \_\_\_\_\_

Check all that apply

\_\_\_\_ Other (specify) \_\_\_\_\_

\_\_\_\_ Recording of identifiable personal data

personal data

X On campus Indicate place W327 Thompson Hall

If yes, specify nature and/or amount \_\_\_\_\_

Under what terms will subjects be compensated:\_\_\_\_\_

consent? NA.

Attached.

\*\*\*\*\*

Type of Review:     ☐ Exempt     ☐ Expedited     ☐ Full Committee     ☐ Emergency

Approval Date \_\_\_\_\_ Closure date: \_\_\_\_\_

\_\_\_\_\_No

No

## Application for the Use of Human Subjects - Part II

Please address each numbered item in the order given. Incomplete applications will be returned to the principal investigator. If there are sections that are not applicable to your research, please explain why. Use the following as your guide:

1. Name the principal investigator. Describe his/her qualifications and any relevant experiences; **attach a copy of the vitae of the principal investigator and faculty sponsor, if appropriate.** If a student has been identified as the principal investigator, the role of the faculty sponsor(s) in guaranteeing compliance with the procedures outlined in this application as well as compliance with the regulations governing the use of human subjects must be mentioned.

Faculty sponsors should meet with student researchers to review human subjects protection and to monitor data collection.

*The principal investigators for this project are Li Feng at SUNY Fredonia and Lora Cohen-Vogel at Florida State University. The project will be carried out in both institutions, therefore human subjects approval are applied for in both institutions. The current curriculum vita for Li Feng is attached. In addition, a copy of the detailed project description is included.*

2. Explain the procedures involved to carry out your **in detail.** What is the overall goal of your study and what are your specific objectives? What will you do? What will the subjects do? A list of the steps in your study is often helpful. It is important that you describe your research protocol in enough detail that an uninformed reader can understand what is involved in your research project.

*The study will help answer policy-relevant questions about reasons behind the inequitable distribution of teacher quality within school districts. Recently, states like California, in an effort to address the inequity, have moved to eliminate seniority preference rules for teachers in low-performing schools. If we find that no association exists between seniority rules and the transfer of teachers out of low-performing schools then such legislative actions are unlikely to substantially address the problem. By helping to identify or dismiss reasons for inequitable distribution patterns, the study will inform policymakers about the likely impact of various reform ideas for closing the “teacher quality gap” and giving students in schools on both sides of town a more equal chance at future success.*

*The project will involve analyzing existing databases—the Florida Education Data Warehouse (FLEDW). Li Feng will also be combining dataset from Lora Cohen-Vogel on the Collective Bargaining Agreements from all 67 districts in the State of Florida. Dataset from Lora Cohen-Vogel is aggregate district level dataset that contains no individual information.*

*The Florida Education Data Warehouse (FLEDW) contains individual-level longitudinal data for the universe of public school students and teachers in the state from 1995 forward. While other statewide longitudinal databases exist in North Carolina and Texas, the Florida data are unique in that students and teachers can be linked to specific classrooms at all grade levels, K-12.*

*We combined data from all sixty-six collective bargaining agreements in Florida with teacher data from the Florida Department of Education. We coded the hiring and transfer provisions in the collective bargaining agreements and assigned each district a single score that reflected the cumulative strength of the provisions. Using Hierarchical Linear Modeling (Bryk & Raudenbush, 1992), we statistically estimated the effect of that score, our independent variable, on three measures of teacher quality: (2) the percent of fully credentialed teachers who transferred in the district, and*

*(3) the percent of teachers with less than three years of experience (untenured teachers). We further analyzed the transfer itself, comparing the school that was left to the receiving school to identify whether the transfer was made to better-performing, lower-minority, and/or lower-income school. We included other independent variables as district and school-level controls, including, for example, district enrollment and enrollment growth, and school size.*

*Data access to the FLEDW was obtained through a mutual agreement between principal investigator and the Florida Department of Education. The CDs containing the data will be stored in a locked file cabinet in the principal investigator's office in W327 Thompson Hall. Only the principal investigator, Li Feng, will have access to the read-only datasets.*

*Human subjects in this dataset will be students and teachers. Students and teachers are identifiable by a randomly assigned ID number and no personally identifiable information (name, address, social security number) is included.*

3. Describe the individuals who will participate in your study, noting their age (or age ranges), gender, ethnic background, and health status (if known). Mention other characteristics that make your subjects identifiable (for example, “elderly males living in supervised living arrangements in rural Chautauqua County”). There are protected classes of subjects (i.e., pregnant women, children under the age of 18 years, individuals with disabilities, prisoners, and any individual viewed as vulnerable). If your subject pool includes members of these protected classes or has the potential for inclusion of these protected classes, full Human Subjects Review Committee review will be necessary and the more complete your Request for Review, the more likely a timely approval will be issued.

*The individual student or teacher in FLEDW can be linked over time using the randomly assigned ID number. However, no personally identifiable (name, address, social security number) information is included.*

4. Identify the data you hope to collect and how you will collect those data. Mention all instruments you will use and attach a copy of these instruments to your application. Please note that if you are using a piece of equipment, you just need to describe that equipment. Describe how you will use the information you collect; that is, to further research on your topic, to further research, to provide some form of treatment, to improve student performance, etc. Describe what will happen to the data/videotapes/audiotapes you collect upon the completion of the study.

*No new dataset will be collected for this project.*

5. Describe how you will recruit subjects for your study and how you will handle obtaining their informed consent for participation. Informed consent is one of the most important components of conducting research that involves living human subjects. State who will obtain consent and what information on your study will be provided to potential subjects. Federal regulations mandate that if a research study involves subjects under 18 years of age, consent must be obtained from the parent or legal guardian AND the minor child. You must have two separate forms when minor children are involved in your research: a parent form and a child consent form. Here at *Fredonia*, a child's consent form must be included in research protocol involving children ages 5 to 17 years. The language used in a minor child consent form must be appropriate to the age of the child. You must attach a copy of all consent forms to your application.

To ensure that your consent forms meet federal standards, please include

- a. a statement that this is research
- b. the purpose of your study
- c. a description of your procedures
- d. how long subjects will be involved in your study
- e. both the potential benefits and the risks and/or discomforts of participants
- f. any alternatives to the treatment you provide, if appropriate
- g. how confidentiality of subjects and their data will be maintained
- h. a statement that participation is voluntary and that the subjects can withdraw at any time without penalty; and
- i. the names and phone numbers of contact people for your study.

*Not applicable to this study.*

6. This component contains four parts:

- a. Identify any potential risks: physical, psychological, social, legal, or another type of risk. Mention the likelihood of these risks occurring and their seriousness. Describe alternative treatments that might be advantageous to the subjects.
- b. Where appropriate, state how you will ensure that your subjects receive necessary medical or professional intervention if they have adverse effects to your treatment/research protocol.
- c. Tell how you will maintain the safety of your subjects during your study.
- d. If there are risks in your study, tell how the risks are balanced by the benefits to be gained by the subjects from their participation in your study. Also mention the relationship of the risks to the knowledge that will be gained from your study.

*Not applicable to this study.*

7. If your study deals with a sensitive issue and/or the data you collect deals with criminal acts, sexual conduct and behavior, drug and alcohol use, sensitivity and awareness to potential risks, and/or liabilities to your subjects, you will need to clearly state the precautions taken to minimize risks or liabilities.

*Not applicable to this study.*

8. Mention how you will prevent any risk to violating the confidentiality of the subjects involved in your study.

*Not applicable to this study.*

If you have questions about your research project or how this application should be completed, please feel free to contact any of the following individuals:

Maggie Bryan-Peterson, Director, Grants Administration/Research Services Office  
Phone: 673-3528; e-mail: [petersmb@fredonia.edu](mailto:petersmb@fredonia.edu)

Barbara Mallette, Chair, Human Subjects Committee, Interim Director, School of Education  
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