#### IRB SYNOPSIS OF PROPOSAL

**Application Reference Number: 2010F1745**

Gender Inequity in the Workplace: Have the perception of women and men changed?

1. Identify the sources of the potential subjects, derived materials or data. Describe the characteristics of the subject population, such as their anticipated number, age, sex, ethnic background, and state of health. Identify the criteria for inclusion or exclusion. Explain the rationale for the use of special classes of subjects, such as fetuses, pregnant women, children, institutionalized mentally disabled, prisoners, or others, especially those whose ability to give voluntary informed consent may be in question. The anticipated number of the sample is 380 individuals, who are currently employed in the workforce at agencies in the Austin, TX and surrounding areas; such as, Hutto, Round Rock, Pflugerville, Georgetown, and San Marcos. However, the age, sex, ethnic background will not be known until the sample completes the voluntary electronic survey. This is a non-experimental research study, and the following: fetuses, pregnant women, children, institutionalized mentally disabled or prisoners will not be subjects for this research.
2. Describe the procedures for recruitment of subjects and the consent procedures to be followed. Include the circumstances under which consent will be solicited and obtained, who will seek it, the nature of information to be provided to prospective subjects, and the methods of documenting consent. (Include applicable consent form(s) for review.) If written consent is not to be obtained, this should be clearly stated and justified. The email addresses of the participants are available at the agencies websites on the internet. The sample emailed the consent form, and will be asked to voluntary complete the electronic survey for this research. The consent form will have a link to the electronic survey.

The individuals in the sample will be asked to indicate that he or she is 18 years or older, if they understand the contents of the survey, and consent to completing the voluntary survey. The survey will have a total of four sections. The first three sections have a total of 17 statements that specific to the research study. Such as, providing a response to the following statement: women would be paid less than men in the workplace. The participants’ responses are all anonymous and a study number will not be assigned to the survey.

The last section of the survey will be the Demographics section, which will not contain any confidential information. Such as, names, birth dates, addresses, and social security numbers will not be requested of the individuals in this survey. The participants are only being asked to provide anonymous responses to the following:

* Gender
* Age
* Ethnicity/race
* Supervisory level
* Type of occupation
* Length of employment
* Employer classification (city, county, state, federal, private sector, or non-profit).

1. Describe the project’s methodology in detail. If applicable, detail the data collection procedures, the testing instruments, the intervention(s), etc. If using a survey, questionnaire, or interview, please provide a copy of the items or questions. A copy of the survey titled “Gender Inequity in the workplace” and email granting permission for researcher to modify the document is attached for review. The SurveyMonkey electronic version of the survey has not been generated or disseminated to the sample. However, the researcher is in the process of editing the electronic survey. The data from the research will be collected through SurveyMonkey. The researcher has an account, which requires a username and password to access the data base. Only the researcher knows the username and password, which will not be shared with anyone to safeguard the research data information.
2. Describe any potential risks — physical, psychological, social, legal or other — and state their likelihood and seriousness. Describe alternative methods, if any, that were considered and why they will not be used. This is a non-experimental research study. There are no known risks associated with this research.
3. Describe the procedures for protecting against or minimizing any potential risks and include an assessment of the likely effectiveness of those procedures. Include a discussion of confidentiality safeguards, where relevant, and arrangements for providing mental health or medical treatment, if needed. There are no known risks associated with this research because of the following: no confidential information will be requested in this study, no mental health assessments or medical treatment will be required for this research.
4. Describe and assess the potential benefits to be gained by the subjects, as well as the benefits that may accrue to society in general as a result of the proposed study. Based on the information provided from the subjects, the possible benefits associated with this research could lead to more effective ways in minimizing gender inequity in the workplace for the employees in the workforce.
5. Clearly describe any compensation to be offered/provided to the participants. If extra credit is provided as an incentive, include the percentage of extra credit in relation to the total points offered in the class. Also, if extra credit is provided, describe alternatives to participation in your research for earning extra credit. No compensation will be required of the research sample, or extra credit will be provided as an incentive for this research.
6. Discuss the risks in relation to the anticipated benefits to the subjects and society. There are no known risks associated with this research. However, the information provided by the subjects could have benefits for the subjects in knowing that they participated in providing helpful information that could possibly lead to more effective ways in minimizing gender inequity in the workplace for all employees.
7. Identify the specific sites/agencies to be used as well as approval status. Include copies of approval letters from agencies to be used (note: these are required for final approval). If they are not available at the time of IRB review, approval of the proposal will be contingent upon their receipt. There are no specific sites or agencies that require approval for this research. As previously mentioned, the email addresses of the participants are available at the agencies websites on the internet. The researcher will randomly recruit individuals, which will not be students for this research study.
8. If you are a student, indicate the relationship of the proposal to your program of work and identify your supervising/sponsor faculty member. Completing this proposal is a requirement of the Master’s of Science Interdisciplinary Studies (MSIS) – Occupational Education (OCED) degree. The relationship of the proposal and the program work is that some of the entry and academic modules relating to workplace issues, understanding self and leadership provided me a strong foundation in selecting my research topic. Dr. Matthew Eichler is my supervising faculty.
9. In the case of student projects, pilot studies, theses, or dissertations, evidence of approval of Supervising Professor or Faculty Sponsor should be included. Thesis and dissertation proposals must be approved by the student’s committee before proceeding to the IRB for review. On 12/10/2010, Matthew Eichler (Faculty) approved my research proposal prior to an application being submitted to the IRB.
10. If the proposed study has been approved by another IRB, attach a copy of the letter verifying approval/disapproval and any related correspondence. If the proposed study has not been reviewed/approved by another IRB, please state this explicitly. This research proposal has not been reviewed or approved by another IRB.
11. Identify all individuals who will have access, during or after completion, to the results of this study, whether they be published or unpublished. Cedric Scott (Researcher), Dr. Matthew Eichler (Supervising Texas State Faculty), and Dr. Susan Johnson (Independent Evaluator).

**In addition to this synopsis, you are required to submit all relevant documentation for review. This may include, but is not necessarily limited to: 1) recruiting documents (e.g., flyers, letter, e-mails, brochures, etc.), 2) a consent form, 3) an assent form, 4) letters of approval from relevant organization(s), 5) surveys/instruments/questionnaires, esp. those created by the researcher, 6) a list of questions that the researcher may ask (e.g., focus groups questions, questions for qualitative studies, etc.), and 7) all documents in translated versions.**