**What’s Love Got to do With It?: The Effects of Gender and Perceived Motive on Supervisor’s Credibility in Workplace Romances**

1. Respondents for this study will be individuals who are 18 or older and meet, at the minimum, the part-time employment requirements by working at least 20 hours per week. This criterion allows the sample to represent the working population in order to accurately perceive the scenarios given to them. The rationale for the sample rests on their likelihood to have been impacted or involved in such a relationship in their place of part-time or full-time employment.

2. Participants for this study will be recruited through word of mouth and Internet postings (such as Facebook). Consent will be provided by presenting a cover letter with all necessary information prior to accessing the survey online. Consent will be implied through the cover letter.

3. The scenarios used to categorize supervisor and subordinate genders and relational motives are adapted from previous research (Jones, 1999; Quinn, 1977) to meet the needs of this study. The adaptations eliminated the relationship status variable (married/single) from the scenarios as a moral judgment in order to not bias the variables being introduced for manipulation and testing. The scenarios then illuminate characteristics for each perceived motive for entering a workplace romance (Jones, 1999). Participants will select a scenario and be asked to fill out a Source Credibility scale (McCroskey & Teven, 1999). The Measure of Source Credibility scale was created by McCroskey and Teven (1999) to measure subordinates' perceptions of supervisors based on the following three factors; competence, caring/goodwill, and trustworthiness.

4. Researchers anticipate minimal physical, psychological, social, or legal risks for this study. Researchers first considered testing relationships based on organizational member’s perceptions of actual supervisor-subordinate workplace romances they have encountered. This alternative method will not be used because it raises the potential for psychological and social risks.

5. This project relies on fictional scenarios and questionnaires and involves no physical or psychological harm. Anonymity will be inevitable, as we are gathering data through a direct link to the survey.

6. Although benefits to participants are low, the knowledge gained from this study will prove beneficial. Individuals and organizations will benefit by having access to information regarding supervisor-subordinate romantic relationships and their impact on perceptions of supervisor credibility.

7. No compensation is offered/provided to the participants of this study.

8. Although benefits to participants are minimal, risks are also minimal.

9. We are specifying people who work at least part-time in an organization. Participants do not have to work for the same organization.

10. Kailey Slone and Jill Wallace are graduate students in the Department of Communication Studies. This study is in fulfillment of our Research Practicum course. The supervising faculty professor is Dr. Luis Felipe Gomez.

11. Dr. Felipe Gomez will be the Supervising Professor contacted for approval.

12. This proposed study has not been reviewed/approved by another IRB.

13. Jill Wallace, Kailey Slone, and Dr. Luis Felipe Gomez will have access to this study during and after completion.