

NICHOLLS STATE UNIVERSITY

Human Subjects Institutional Review Board Notice of Committee Action

The project listed has been reviewed by the Nicholls State University Human Subjects Institutional Review Board, in accordance with Federal Drug Administration regulations (45 CFR 46) and Nicholls State University guidelines to ensure adherence to the following criteria:

- * The risks to subjects are minimized.
- * The risks to subjects are reasonable in relation to the anticipated benefits.
- * The selection of subjects is equitable.
- * Informed consent is adequate and appropriately documented.
- * Where appropriate, the research plan makes adequate provisions for monitoring the data collected to ensure the safety of the subjects.
- * Where appropriate, there are adequate provisions to protect the privacy of subjects and to maintain the confidentiality of all data.
- * Appropriate additional safeguards have been included to protect vulnerable subjects.
- * If approved, the maximum period of approval is limited to twelve months. Projects that exceed this period must submit an application for renewal or continuation.

PROTOCOL NUMBER: IRBE20251031-005CBA

PROJECT TITLE: Theory of Optimal Fringe Benefits Using Conjoint Analysis

PROPOSED PROJECT DATES: 11/17/25-11/30-25

PROJECT TYPE: Faculty Research

PRINCIPAL INVESTIGATOR(S): Dr. Martin Meder

OTHER INVESTIGATORS: Dr. Christopher Castille

COLLEGE/DIVISION: Al Danos College of Business Administration

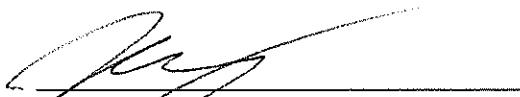
DEPARTMENT: Business Administration & CIS, Management & Marketing

FACULTY SUPERVISOR: N/A

FUNDING AGENCY/SPONSOR: N/A

1. HSIRB COMMITTEE ACTION: Exempt Approval

PERIOD OF APPROVAL: October 31, 2025 - October 31, 2026



Jonathan Murphy, PhD, HSIRB College of Business Admin Representative
Human Subjects Institutional Review Board
Nicholls State University

Date: 31 Oct 25