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**University of Wisconsin - Whitewater**  
**Consent Agreement for Online Research Study Involving Human Subjects**

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**Title:** The Role of Work-Life Balance and Technology Usage for Professional Development

**Investigator(s):**

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**Description:**

This research focuses on the management of the intersections between work, professional development, and family/leisure. The study is divided into two parts: First, you should complete a 20-minute registration survey that will ask background information as well as information about your work environment. Second, for a period of 10 consecutive working days, you are asked to answer questions about perceived daily stress levels, challenges, and coping resources in the morning and evening of each day. The completion of each daily entry takes approx. 3 minutes.

**Research Risks:**

Many precautions have been taken to ensure the security and privacy of your responses, however as a participant in electronically collected research data, you need to be aware that there is always a risk of intrusion by outside agents such as hacking, and therefore a risk of being identified. As the data collection is entirely anonymous and the study does not ask you to provide your name or eMail address, we ensure that the risks of this study are kept to a minimum.

**Research Benefits:**

After finishing the data collection of this project, all participants will receive an individualized report that outlines their individual management of the work, family, and professional development intersection and that explains how work and non-work activities are related and jointly predict work outcomes. Thus, participation in this research project provides opportunities for personal reflection and supports you in identifying your strength and potential areas for your own development.

**Special Populations:**

Participants should to be enrolled in the DBA Program and have to work (at least part time) in public or private organizations in addition to their professional development activities at UWW.

**Time Commitment and Payment:**

Overall, the completion of all online surveys takes approx. 80 minutes. The registration survey takes 15 to 20 minutes to complete, while each daily entry takes approx. 3 minutes to complete. Daily entries should be answered each morning and evening of a working day over the course of ten consecutive working days.

**Safeguarding the Identity of Participants:**

All answers to this reflective diary are strictly anonymous. To match the daily entries and the registration survey, participants will generate a personal code, which only the participant him-/herself is aware of. All data analyses will be performed in an anonymous form only, that is, neither your personal code nor further identifying personal information will be disclosed in any publication. Data will be reported in aggregated format (e.g., 55% of the participants were female).

All information gathered in this research study will be stored in secure electronic and/or physical locations and protected to the extent afforded by law. However since this research is conducted in a public education setting, some electronic communications may be subject to open records requests.

**Consent for Future Use of Data:**

Data, with all identifying information removed, will be kept indefinitely and may be used for future research by the researchers in this study or by others. Because all identifying information will be removed, your participation in this study authorizes this potential future use of unidentifiable data without further notification.

**Right to Withdraw:**

Your participation in this study is entirely voluntary. You may choose not to participate without any adverse consequences to you. However, should you choose to participate and later wish to withdraw from the study, there is no way to identify your anonymous document after it has been submitted to the investigator.

**IRB Approval:**

This study has been reviewed and approved by The University of Wisconsin-Whitewater's Institutional Review Board (IRB). The IRB has determined that this study meets the ethical obligations required by federal law and University policies. If you have questions or concerns regarding this study please contact the Investigator or Advisor. If you have any questions, concerns, or reports regarding your rights as a research subject, please contact the IRB Administrator.

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**If you would like a copy of this consent page for your records, please select “print” or “save”.**

**Statement of Consent:**

I certify that I am at least 18 years of age or older, that I have received or have been given an opportunity to print a copy of this consent document and,  Yes, I agree to participate;  No, I decline to participate; in the study as described above.