

## **Compensation (HRPP 3.8)**

### **Description:**

This policy describes UNMC's requirements and limitations regarding compensation of research subjects.

### **Definitions:**

**Compensation:** monetary or other payment to the subject primarily intended to compensate for **time spent** participating in research activities.

### **General Considerations:**

- Compensation is not required.
- The amount of compensation should not serve as undue influence.
- For **greater than minimal risk research**, the amount of compensation should reflect the amount of time required of the subject and should not reflect the degree of risk or discomfort.
- For **research that is minimal risk**, compensation is not an undue influence to offset risk and may represent a reasonable incentive for participation.

### **Requirements for Compensation:**

- A reasonable hourly rate (for studies **greater than minimal risk**) is \$25/hour based on time spent in preparation for, participation in, and recovery from research interventions.
- The IRB has authority to limit the total value of compensation.
- All parties involved should be considered (e.g., if a family member is required to be present, their time may be included in determining compensation).
- The terms of compensation must be disclosed in the IRB application and ICF.
- The terms of compensation should be discussed during the consent process, but the total amount of compensation should not be emphasized.
- Compensation must be prorated and not contingent upon completing the study.

- The *preferred* method of payment is a cash debit card; however, any manner consistent with the Institution's Business and Finance policies may be approved with adequate justification.
- Offering bonuses for completing a study is NOT permitted.
- Offering free samples or coupons of a test product is NOT permitted.
- If total compensation may exceed \$600 in any given calendar year, the consent form must include a statement that an IRS form 1099 will be issued if this occurs.
- Records that track all forms of compensation and their distributions should be maintained.
- If the accounting and/or payment office requires the subject to provide their SSN, this must be disclosed and justified in the consent form.
- Minors younger than 7 years old may NOT receive direct payment. Parents may receive direct pay, or the child may receive an age-appropriate token/small toy.
- Children 7-12 years old may receive direct payment with justification.
- Children 13 years old and older may receive direct payment.
- For studies greater than minimal risk, use of a lottery (or raffle) to provide compensation is NOT permitted. If a study is minimal risk, use of a lottery may be permitted on a case-by-case basis and must be approved by the IRB Executive Chair/designee.