



Research Involving Employees as Subjects (HRPP 4.7)

Description:

This policy describes UNMC's requirements for IRB review and approval of research involving employees of the Organization as subjects.

These people are considered vulnerable because of the potential for undue influence or coercion.

Research Involving Employees as Participants:

- Employees may be recruited for research participation
- An employee may NOT be required to participate in research as part of their employment
- Employees should not be selected solely for the convenience of their position as an employee
- Recruitment of employees of the PI or other study personnel is strongly discouraged
- The employee's decision to participate may NOT affect their performance evaluations or other such assessments or opportunities
- The investigator must pay attention to the risks to the employee's privacy

IRB Review Requirements:

- **Required IRB Application Details:**
 - A description of the nature of the professional relationship
 - A justification of the need to recruit employees of the Organization
 - A plan for minimizing the risk of undue influence and/or coercion during the process of recruitment and consent
 - A description of any appropriate additional safeguards to enhance the protection of the rights and welfare of subjects