

June 20, 2024

To: Krista Soria, PhD

Cc: Krista Soria, PhD, Laila Cornwall

From: University of Idaho Institutional Review Board

Title: Investigating Belonging, Connection, and Engagement Among Higher Education Employees from Different Cultural Backgrounds

Protocol: 24-108, Reference: 028187

Review Type: Exempt

Protocol Approval Date:

Amendment Approval Date: 06/20/2024

The Institutional Review Board has reviewed and **approved** the amendment to your above referenced Protocol.

This amendment is approved for the following modifications:

- Consent form and recruitment emails to reflect incentive changes (each participant will now receive a \$5 gift card via Tango Rewards).
- Advertising / Recruiting changes

Should there be significant changes in the protocol anticipated for this project, you are required to submit another protocol amendment request for review by the committee. Any unanticipated/adverse events or problems resulting from this investigation must be reported immediately to the University's Institutional Review Board.

Forms can be found at <https://veras.uidaho.edu>

Templates can be found at <https://www.uidaho.edu/research/faculty/research-assurances/human-protections/forms>

Your approved internal personnel on this protocol are: Aguilera-Gonzalez, Daisy; Connley, Jake; Cornwall, Laila; Dann, Leanna; Hoffman, Francine; Kokenge, Elise; Soria, Krista, PhD; Standley, Erin; Vakanski, Stacey; Wnek, Zachary

IRB Exempt Category (Categories) for this submission:

Category 2: Research that only includes interactions involving educational tests (cognitive,

Institutional Review Board
875 Perimeter Drive, MS 3010
Moscow, ID 83844-3010
Phone: 208-885-6162
Fax: 208-885-6014
Email: irb@uidaho.edu

diagnostic, aptitude, achievement), survey procedures, interview procedures, or observation of public behavior (including visual or auditory recording) if at least one of the following criteria is met: i. The information obtained is recorded by the investigator in such a manner that the identity of the human subjects cannot readily be ascertained, directly or through identifiers linked to the subjects; ii. Any disclosure of the human subjects' responses outside the research would not reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability, educational advancement, or reputation; or iii. The information obtained is recorded by the investigator in such a manner that the identity of the human subjects can readily be ascertained, directly or through identifiers linked to the subjects, and an IRB conducts a limited IRB review to make the determination required by .111(a)(7).