

Study Title: ELEVATE! A leadership development program in higher education setting
Protocol Number: 2020B0371
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Sponsor: Steve Milligan, Anne Milligan

This is a consent form for research participation. It contains important information about this study and what to expect if you decide to participate.

Your participation is voluntary.

Please consider the information carefully. Feel free to ask questions before making your decision whether or not to participate.

Purpose: The purpose of this research is to evaluate the effectiveness of a leadership development program in higher education setting. We look to examine and compare the effectiveness of different element of experiential learning on learning outcomes. Typically, the research conducted by the Fisher Leadership Initiative involves studying the impacts of leadership behaviors and leadership development interventions.

Procedures/Tasks: The study consists of three main parts: a pre-program assessment, a leadership training and development program and post-program evaluations.

To participate in the study, you will need to read this consent form and click “NEXT” at the bottom of the page to complete a registration form. Once we receive your registration, you will be *randomly* assigned to one of five study groups with different learning and development activities and designs.

Before starting the program, you will be asked to complete two sets of online surveys to answer questions about yourself and your perceptions of your leadership capabilities.

The program will last from August to November 2021, and will be administered online. During the program, you will need to participate in one leadership development activity every week during the program. These activities include online workshops, learning activities (e.g., case studies, discussion forums, group projects, coaching, etc.), and online surveys.

Your participation can help you gain valuable skills and knowledge that can help you prepare for a successful career, no matter which group you are assigned to.

Upon the completion of the program, all participants are expected to complete a set of post-program evaluation activities (including online assessments and participation in a case simulation activity).

We will contact you again in June and December 2022 to invite you to complete an online survey to ask you about your thoughts on the program and assess your leadership capabilities.

To be eligible for this study, you will need to be a full-time OSU **undergraduate** student with little or no business leadership experience.

Duration: The study consists of three main parts: pre-program assessments, a leadership training and development program and post program evaluations. The program will last from September to December 2021. Before starting the program, we will ask you to complete two sets of online assessments to answer questions about yourself and your perceptions of your leadership capabilities. The pre-program assessments will take a total of 30 to 40 minutes to complete.

During the program, you will need to complete or participate in one leadership learning and development activity every week. Depending on the nature of the task and the study group you are in, you will need to spend between 30 minutes to 4 hours per week on activities during the study.

Upon the completion of the program, all participants will complete a set of post-program evaluation activities (including online assessments and participation in a case simulation activity). These activities will take a total of 5 hours to complete.

We will contact you again in June and December 2022 to invite you to complete online surveys to ask you about your thoughts on the program and assess your leadership capabilities. The surveys will take you 15 to 20 minutes to complete.

You may leave the study at any time. If you decide to stop participating in the study, there will be no penalty to you, and you will not lose any benefits to which you are otherwise entitled. Your decision will not affect your future relationship with The Ohio State University or your academic performance.

Risks and Benefits:

There is a minimal risk of a breach of confidentiality. However, researchers at the Ohio State University control the website you access. The site is password protected. Although every precaution has been taken to ensure your responses to the survey will remain confidential, it is important to point out that no guarantee of internet security can be given as, while unlikely, transmission can be intercepted and IP addresses can be identified. Any reports prepared will be aggregate results of how a large number of people responded.

During the study, you will need to work with other participants as a team from time to time. Others may also be aware of your participation in the study because you may be visible on your group members' computer screens while going through activities over Zoom or they may discuss the content of the activities with others outside of the study. We will make sure to

instruct all study participants to respect and protect others' confidentiality throughout the study.

Meanwhile, some of you may see your own progress during the study. The program has been designed so that your progress should only be visible to you and the researchers. We have made efforts to limit this information to only those approved to access it.

Your participation can help you gain valuable skills and knowledge that can help you prepare for a successful career, no matter which study group you are assigned to. It can also help OSU researchers to understand how leadership training and development programs can better serve college students. Your participation will help us fine-tune our leadership development program to help advance leadership development strategies in higher education.

Confidentiality:

We will work to make sure to protect the confidentiality of your online responses. We will use a randomly generated Unique ID to replace your name in all data files we collected through the study. After we match your responses from different assessments and properly distribute your rewards, we will delete the file that connects your name to the Unique ID. But, because we are using the Internet, there is a chance that someone could access your online responses without permission. In some cases, this information could be used to identify you.

Meanwhile, in rare occasions, others may break into a Zoom session without permission. To prevent this happening, we will create password protected Zoom meetings and only share the passwords and Zoom links with intended participants.

Traditional and our newly developed leadership development activities require group activities to help students develop their interpersonal skills. While we ask other group participants to keep the discussion in the group confidential, we cannot guarantee this. Please keep this in mind when choosing what to share in the group setting.

Also, there may be circumstances where this information must be released. For example, personal information regarding your participation in this study may be disclosed if required by state law. Also, your records may be reviewed by the following groups (as applicable to the research):

- Office for Human Research Protections or other federal, state, or international regulatory agencies;
- The Ohio State University Institutional Review Board or Office of Responsible Research Practices;
- The sponsor, if any, or agency (including the Food and Drug Administration for FDA-regulated research) supporting the study.

Future Research: Once each data collection has ended and incentives have been given, identifying information will be deleted and will be replaced with a coding system that will allow us to link surveys across time without keeping identifying information (e.g., person email or name) in the dataset. To meet requirements for academic journals, for example, your

de-identified information may be used or shared without your additional informed consent. We will not directly publish the data publicly.

Incentives: You will receive up-to \$100 gift card reward for participating in the study activities. More specifically:

- \$5 for participating in the pre-program assessment
- \$20 for participating in module 1
- \$20 for participating in module 2
- \$20 for participating in module 3
- \$20 for participating in module 4
- \$5 for participating in the post-program assessment
- \$5 for participating in the 6-month post-program assessment
- \$5 for participating in the 12-month post-program assessment

By law, payments to participants are considered taxable income.

Participant Rights:

You can refuse to participate in this study by simply closing the webpage. You can also choose to stop participating later, at any point in the study. You may refuse to participate in this study without penalty or loss of benefits to which you are otherwise entitled. If you are a student or employee at Ohio State, your decision will not affect your grades or employment status.

If you choose to participate in the study, you may discontinue participation at any time without penalty or loss of benefits. By agreeing to participate, you do not give up any personal legal rights you may have as a participant in this study.

An Institutional Review Board responsible for human subjects research at The Ohio State University reviewed this research project and found it to be acceptable, according to applicable state and federal regulations and University policies designed to protect the rights and welfare of participants in research.

Contacts and Questions:

For questions, concerns, or complaints about the study, or you feel you have been harmed as a result of study participation, you may contact Dr. Meng Li from Fisher Leadership Initiative at li.8959@osu.edu.

For questions about your rights as a participant in this study or to discuss other study-related concerns or complaints with someone who is not part of the research team, you may contact the Office of Responsible Research Practices at 1-800-678-6251 or hsconcerns@osu.edu.

Providing consent

I have read (or someone has read to me) this page and I am aware that I am being asked to participate in a research study. I have had the opportunity to ask questions and have had them answered to my satisfaction. I voluntarily agree to participate in this study. I am not giving up any legal rights by agreeing to participate. You can decline to participate by closing the webpage now.

To print or save a copy of this page, select the print button on your web browser.

Please click the button below to proceed and participate in this study. If you do not wish to participate, please close out your browser window.