

EXEMPT DETERMINATION

April 17, 2025

Ben Fagan

[LCB Management Students](#)

Dear Ben Fagan,

Type of Submission:	Initial Study
Title:	A qualitative study on individual identity and image in high-status roles
Investigator:	Ben Fagan
IRB ID:	2025-0138
Funding:	None
Documents Reviewed:	• Ben Fagan CV • Elaine Hollensbe CV • HRP-503E Exempt Protocol - high status identity - qualitative interviews v3.0
Type of Review:	Exempt
Review Category:	• (2)(ii) Tests, surveys, interviews, or observation (low risk)

On **4/17/2025**, the IRB reviewed the above submission and determined that this protocol meets the criteria for exemption from IRB review in accordance with 45 CFR 46.104.

The IRB has determined the following consent requirements:

- The IRB has waived the requirement to obtain DOCUMENTATION of informed consent for all adult participants.

PI NOTIFICATIONS:

Please ensure UC Information Security policies are followed for research data transcription, analysis and storage. For questions on whether software used is supported by UC IT, please consult UC Digital Technology Solutions ([DTS Submit ticket](#)) and/or UC Information Security (infosec@uc.edu).

This approval is through the IRB only. You may be responsible for reporting to other regulatory officials. Please check with your institution and department to ensure you have met all reporting requirements.

Ongoing IRB review and approval by this organization is not required. This determination applies only to the activities described in the IRB submission and does not apply should any changes be made. **If changes are made and there are questions about whether these activities impact the exempt determination, please submit a new request to the IRB for a determination.**

Note: The exemptions at 45 CFR 46.101(b) do not apply to research involving prisoners, fetuses, pregnant women, or human in vitro fertilization, Subparts B and C. The exemption at 45 CFR 46.101(b)(2), for research involving survey or interview procedures or observation of public behavior, does not apply to research with children, Subpart D, except for research involving observations of public behavior when the investigator(s) do not participate in the activities being observed.

Thank you for your cooperation during the review process.