



## HARBERT COLLEGE OF BUSINESS SCHOOL OF ACCOUNTANCY

NOTE: DO NOT AGREE TO PARTICIPATE UNLESS AN IRB APPROVAL STAMP WITH CURRENT DATES HAS BEEN APPLIED TO THIS DOCUMENT.

INFORMATION LETTER for a Research Study entitled "Workplace Task Completion"

**You are invited to participate in a research study** about manager decision-making in the workplace. The study is being conducted by Dr. Adam Bross in the Auburn University School of Accountancy.

**What will be involved if you participate?** If you decide to participate in this research study, you will be asked to participate in a workplace scenario involving completion of specific tasks with promotion decisions. Your total time commitment will be approximately 45 minutes.

**Are there any risks or discomforts?** This study presents no risks to participants beyond what might be experienced in everyday life. All data collected is anonymous and no attempt is made to identify participants as no identifying information is collected.

**Are there any benefits to yourself or others?** Your participation will help improve understanding of human decision-making in the workplace related to decision-making and task performance; however, no direct benefit may be anticipated beyond payment for participation in the study.

**Will you receive compensation for participating?** To thank you for your time you will be offered course extra credit. The amount of extra credit offered is at the discretion of your course instructor. Alternative, non-research options for extra credit are available from your course instructor. As part of this study, you are eligible to earn additional monetary compensation based on task performance. Your pay rate will be explained before each task, so please review it prior to starting. Depending on your performance, you can reasonably expect to earn between \$5.00 and \$25.00, with an average of \$10.00 per participant. You will receive compensation as long as you actively participate, but it is possible to earn \$0.00 in performance-based compensation if you do not participate in your assigned task.

**If you change your mind about participating,** you can withdraw at any time by closing your browser window. However, once you have submitted data it cannot be withdrawn.

**Any data obtained in connection with this study will remain confidential.** We will protect your privacy and the data you provide by keeping all of the data that you generate during the study confidential and storing it on approved platforms (Box and OneDrive) on a password protected laptops that we will maintain in our possession. Anonymized, deidentified information will be used by external collaborators on the study. Aggregated information from the study collected through your participation may be published in an academic journal and/or presented at an academic meeting. However, we will not share any individual data with anyone, only aggregated data will be reported/presented.

**If you have any questions about this study,** please contact Dr. Adam Bross ([awb0076@auburn.edu](mailto:awb0076@auburn.edu)) at the Auburn University School of Accountancy.

**If you have any questions about your rights as a research participant,** you may contact the Auburn University Office of Research Compliance or the Institutional Review Board by phone (334) 844-5966 or e-mail at [IRBAdmin@auburn.edu](mailto:IRBAdmin@auburn.edu) or [IRBChair@auburn.edu](mailto:IRBChair@auburn.edu).

HAVING READ THE INFORMATION PROVIDED, YOU MUST DECIDE IF YOU WANT TO PARTICIPATE IN THIS RESEARCH PROJECT. IF YOU DECIDE TO PARTICIPATE, THE DATA YOU PROVIDE WILL SERVE AS YOUR AGREEMENT TO DO SO. PLEASE CLICK TO CONTINUE.

YOU MAY PRINT A COPY OF THIS LETTER TO KEEP.

Dr. Adam Bross, Investigator

March 13<sup>th</sup>, 2026

LOWDER HALL  
405 W MAGNOLIA AVE  
AUBURN, AL 36849

TELEPHONE:

(334) 844-2896



AUBURN UNIVERSITY

Institutional Review Board  
Approved 4/8/2026 to 4/8/2029  
Protocol STUDY00001190