*(Dr. Brush): What did you gain from the program/certification?
–(Jess): difference between confidentiality and privacy/anonymity
–(NOTE): Also do Module 1: Research Integrity
–(Dr. Brush): Privacy=people; Confidentiality=info linking people and information
Subjects name/code (01) must be locked in a secure place and kept confidential
–(Dionicia): Anonymity=Information is collected with no reference to the participant

*(Dr. Brush): Where do people learn about privacy, etc.?
–(Brian & Dionicia): The consent form and the investigator
–(Dr. Brush): Also, the participant can call the IRB.

*Categories of research/review which must be approved by the IRB:
1. Expedited: Shorter, fewer people and must involve only minimal risk
2. Full: Longer, the entire board and involves more than minimal risk
3. Exempt: Exemption is only from informed consent form. May be issued when:
   –Participants are safer without the informed consent form
   –Minimal risk is involved.
   –Research consists of archived information (data and records) – except for medical records, which are covered by a new federal law call HIPPA (Health Information Privacy and Protection Act).

*Main interest of IRB: To protect human subject’s dignity, welfare and privacy.
–(Mandy): Subjects are protected by being informed of possible harm and risks
–(Lisa): Boundaries for the researchers are set immediately

*Human subjects are protected by:
–gaining informed consent
   Why: b/c of harm/risks, human rights
–being informed
–making the study ethical and voluntary

*Why were past experiences considered unethical?
–(Balaal): Subjects were not fully informed of risks.
–(Leigh): Subjects were not capable of decision-making.
–(Mandy): Subjects were coerced.

*What makes research/consent forms ethical?
They inform subject of risk, confirm that the subject’s participation is voluntary, and advise the subject of any possible harm.

*(Dr. Brush): The politically-tricky question: Is what we are doing “research”?
- Must contribute to new knowledge
- Must be generalized to the public
- It could be argued that we are not doing “research”, but we are going for an authentic experience.

*IRB’s:
- Approval means you have a clear picture of the research you are performing is ethical and clearly described to the subjects
- Protects the company/university/subject
- Helps frame what we are doing
- Makes research comply to federal law

*This is beneficial to both the researchers (us) and participants, despite its bureaucracy factor.

*The issue of conflicts of interest:
- (Bilal): Assistant Editor of Pitt News—> This would make a great news story.
  ———Solution Brainstorming———
- (Dana): Bilal could hold-off until the end of the semester to write the story
- (Lauren): Would it still be a conflict of interest if he was not in this class?
- (Lisa): In a focus group, the researcher must write that he/she “cannot guarantee confidentiality of information”... How does this play into the solution?
- (Dr. Brush): Since we are the researchers, we will have to sign a confidentiality agreement.

*What are the stakes? Are we making assumptions about the results?
- 4 Entities about whom we care/who are at risk:
  1. Subjects: Job-jeopardization, psychological distress, etc.
  2. University: Loss of face, funding, lawsuits, staff rebellion, recruitment, image, DISCRIMINATION as a legal issue.
     (If you can’t get it through negotiation, you can get it through litigation.)
  3. Students: Expulsion, etc.
  4. Dr. Brush
*By asking participants questions, we may inadvertently affect the results.

*We will all have to sign a confidentiality agreement.
- Individual names will not be in the IRB application
- Find templates of confidentiality agreements for Tuesday.
- No questions may be asked of anyone until IRB passage.

*What is occupational sex segregation?
(John): Nickel and Dimed (B. Ehrenreich); the relegation of unskilled women into low-wage work
(Janelle): Job separation based on traditional roles of men and women
(Kristin): Women in services, men in labor or intellectual roles
(Elizabeth): At Panera, women are cashiers, men are managers
(Marcia): The ‘glass-ceiling’ effect.
(Kurt): Reference to the remarks made by the President of Harvard

**the division of labor by gender/ double standards
*This study will solely examine staff: does not include faculty, administration, or human resources (for our purposes)

Questions to consider:
What are the measures/ degrees?
Is there an explanation?
What are job families at Pitt?
Where do we look?

Next Class: Think of an ideal research plan