



**MARYWOOD UNIVERSITY
EXEMPT REVIEW COMMITTEE
Immaculata Hall, 2300 Adams Avenue, Scranton, PA 18509**

DATE: June 24, 2020

TO: William Craven, Masters In Public Administration

FROM: Marywood University Exempt Review Committee

STUDY TITLE: [1614708-2] *Exploring How Flexible Working Arrangements Could Affect Employee Retention in Small Nonprofits in Scranton Pennsylvania*

MU ERC #: 2020-E035

SUBMISSION TYPE: Amendment/Modification

ACTION: APPROVED

APPROVAL DATE: June 24, 2020

NEXT REPORT DUE DATE: June 24, 2021

EXEMPT CATEGORY: 2ii

Thank you for your submission of an Amendment/Modification to your Exemption Request for this research study. Marywood University's Exempt Review Committee has **APPROVED** your request for an Exemption. The project meets the criteria defined by federal regulations for an Exemption and involves minimal risk to participants. All research must be conducted in accordance with this approved submission.

We have applied the ERC's approval stamp to your final informed consent form and email recruitment message which have been uploaded with this letter in IRBNet. The stamp must appear on versions given to participants wherever possible. If not feasible to use a stamped version (e.g., for the email itself), please ensure that the language in the transmitted version is identical to the stamped version. You will be able to use the stamped informed consent form in person or when attaching to an email.

Please also note that:

- **A CLOSURE REPORT FORM is due upon completion. If not closed by June 24, 2021, a CHECK-IN REPORT FORM will be required by that date instead.**
- Any REVISION to the protocol must be submitted to and approved by the ERC prior to initiation.
- All DEVIATIONS from the described protocol, UNANTICIPATED PROBLEMS or SERIOUS ADVERSE EVENTS must be reported immediately to this office.
- All NON-COMPLIANCE issues or COMPLAINTS regarding this study must be reported to this office.

The appropriate forms for any of the reports mentioned above may be found on the ERC's website or in the Forms Library at IRBNet.

If you have any questions, please contact the ERC at 570-348-6211, x. 2418 or irbhelp@marywood.edu. Include your study title and MU ERC number in all correspondence with this office.

Thank you and good luck with your research!