**Consent for Participation in a Research Study**

**Principal Investigator:** Dr. Natasha Segool and Dr. Jessica Nicklin  
**Study Title:** Work-Family Thriving in Academic School Psychology  
  
You are invited to participate in a research study to better understand the factors that influence people’s experience of work-family thriving. You are being asked to participate because you are a faculty member in a school psychology training program. Participation is voluntary. You can say yes or no. If you say yes now you can still change your mind later. You should consider all of the information in this document carefully before making your decision.  
  
Why is this study being done?  
The purpose of this research study is to better understand the factors that influence work-family thriving in academic school psychologists. Faculty shortages have been an ongoing focus in the field of school psychology. Graduate students, especially women, may seek professional roles other than academia (Demaray et al., 2020). This may be due to the observed difficulty faculty have balancing highly demanding careers and fulfilling family lives. This study is designed to better understand the factors that influence work-family thriving.  
  
What are the study procedures? What will I be asked to do?  
You will be asked to complete an online survey that asks you about different factors that impact your experiences of thriving at work and in your personal life. Participation will involve approximately 10-15 minutes of your time total.  
  
What are the risks or inconveniences of the study?  
The risks of this study are minimal. The principal risk is you may feel uncomfortable about some of the questions on the survey. These risks are similar to the frustration one might feel during a typical work day.  
  
What are the benefits of the study?  
The benefits of this research are scientific in nature. Results may provide information about ways to promote wellness for those working in academic training fields.  
  
Will I receive payment for participation? Are there costs to participate?  
There are no costs and you will not be paid to be in this study.  
  
How will my personal information be protected?  
The following procedures will be used to protect the confidentiality of your data. No identifying information will be collected as part of the survey. The researchers will keep all study records locked in a secure location. All electronic files (e.g., spreadsheet, etc.) containing survey information will be password protected and any computer hosting such files will have password protection. At the conclusion of this study, the researchers may publish their findings. Information will be presented in summary format and you will not be identified in any publications or presentations. We will do our best to protect the confidentiality of the information we gather from you but we cannot guarantee 100% confidentiality. No guarantees can be made regarding the interception of data sent via the Internet by any third parties. The University of Hartford IRB and Research Compliance Services may inspect study records as part of its auditing program, but these reviews will only focus on the researchers and not on your responses or involvement. The IRB is a group of people who review research studies to protect the rights and welfare of research participants.  
  
Can I stop being in the study and what are my rights?  
You do not have to be in this study if you do not want to. If you agree to be in the study, but later change your mind, you may drop out at any time for any reason. There are no penalties or consequences if you decide that you do not want to participate. You also do not have to answer any question that you do not want to answer. If a participant withdraws from the study, data that has already been collected will be used in the data analysis as appropriate.  
  
Whom do I contact if I have questions about the study? We will be happy to answer any questions about this study or if you have a research-related problem, you may contact the principal investigator, Natasha Segool at 860.768.5268. If you have any questions about your rights as a research subject, please contact the University of Hartford Institutional Review Board (IRB) at 860.768.5365. The IRB is a group of people that reviews research studies and protects the rights of people involved in research.

**Documentation of Consent:**  
I have read this form and decided that I will participate in the project described above. Its general purposes, the particulars of involvement and possible risks and inconveniences have been explained to my satisfaction. I understand that I can withdraw at any time.