



IRB Approval Letter

Principal Investigator: Amy Woodsmith

From: Institutional Review Board

Subject: IRB Approved (1208-0922)

Project title: Leadership styles during a crisis and their effect on teacher retention

Approval Date: 09/26/2022

Thank you for submitting your materials to the IRB office. The above referenced research project has been reviewed by the University of the Cumberland IRB and has been declared **exempt** under 45 CFR 46.101(b). This approval is limited to the approved protocols described in the application which have been reviewed as acceptable activities outlined by the Office of Human Research Protections (HHS.org).

However, if there are changes to research project in the following areas a modification form must be submitted to the IRB office:

- Substantial change to recruitment materials or consent documents
- Change in the data collection process
- Change in the location of the study
- Change in key personnel
- Change in instrumentation

Principal investigators are responsible for ensuring that studies are conducted according to University protocol. As a principal investigator, you have multiple responsibilities to the IRB, the research subjects and the faculty partner. If you have questions, please feel free to email me at IRB@ucumberland.edu

Please continue to work with your dissertation advisor as you proceed.

Michalina Hendon

Michalina Hendon, PhD

IRB Chair

Graduate School, Director of Research and Ethics University of the Cumberland