**OGS IRB Application**

Dissertation Title: Association Between Traditional and Generative AI Enhanced Resume Interview Selection Rates Among Diverse STEM Employment Candidates: A Quantitative Quasi-Experimental Study

Candidate’s Name: Gina Marshall-Johnson

Candidate’s Email Address: gina@werthejohnsons.net

**Recruitment Method**

☐ In-person recruitment at a research site

☐ Electronic recruitment requiring permission (ie, email to a specific organization/group)

**X** Social media snowball sampling

☐ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

☐ I have secured permission to conduct my study from my research site (if applicable).

**Verification of Ethical Procedures**

I assure the Institutional Review Board of the following:

**X** I have discussed the ethical considerations of my study with my chair.

**X** I will protect the confidentiality and rights of participants.

**X** My study does not involve vulnerable populations such as minors or the incarcerated.

**X** I will uphold the ethical standards of the Belmont Report (Justice, Beneficence, and Respect for Persons) and OGS’s policies.

**X** I have completed the NIH/CITI certificate for protecting human subjects in research.

**X** I will ensure data are kept securely for up to three years and then destroyed.

**Attachments**

**X** Research Proposal (Chapters 1-3)

**X** Completed Informed Consent Document

**X** Recruitment Letter or Email

☐ Site Permission (if applicable)

**Researcher’s Statement**

I hereby confirm that the information provided is accurate and that I will conduct the research following the ethical guidelines and policies of Omega Graduate School, including adherence to the details outlined in the attached informed consent document.

Researcher’s Signature: \_Gina Marshall-Johnson\_\_\_\_\_\_

Date: \_\_\_\_\_\_June 12, 2024\_\_\_\_\_\_\_

**Omega Graduate School (OGS) Informed Consent Form**

**Sent to Participants to Solicit Consent**

Dissertation Title: Association Between Traditional and Generative AI Enhanced Resume Interview Selection Rates Among Diverse STEM Employment Candidates: A Quantitative Quasi-Experimental Study]

Candidate’s Name: Gina Marshall-Johnson

Candidate’s Email Address: gina@aiethicsfoundation.org

Chair’s Email Address: President@ogs.edu

**Introduction**

This form is to provide you with information about the research study and to seek your informed consent to participate. Your participation is voluntary, and you can withdraw without penalty.

**Study Description**

**Brief Summary of Research**: The purpose of this study is to examine the association in interview selection rates among marginalized groups in STEM fields according to the use of Generative AI for resume creation or enhancement.. Many companies use AI to pre-screen resumes prior to interview selection. Participation in this study will help quantify the impact of Generative AI in interview selection rates.

The target population for this study will be diverse STEM college or university-educated job seekers from socially connected networks. Participants must be 18 years or older to participate in this study. Snowball sampling will be utilized to encourage broader participation on social media for a period of four weeks until the end of the recruitment period.The study consists of a researcher-developed and validated, survey instrument comprised of seven questions: two demographic screening questions, four binary (Yes/No) questions, and a single Likert-style question

**Duration of Participation**: The commitment of time is minimal. The entire survey will take three to five minutes to complete.]

**Confidentiality**

☐ I understand that my data will be kept confidential and stored securely.

☐ I understand that my data may be used for future research or educational purposes but will remain anonymous.

**Risks and Benefits**

☐ I acknowledge that the researcher has explained the potential risks associated with this study.

☐ I understand that the research may not provide direct benefits to me.

**Voluntary Participation**

☐ I understand that my participation is voluntary and that I am free to withdraw at any time without giving a reason and without any negative consequences.

**Compensation**

☐ I understand that I will/will not (select one) receive compensation for my participation. [If applicable, describe the compensation]

**Participant Rights**

☐ I have been informed of my rights as a participant in this study.

☐ I understand that I can ask questions about the study anytime.

☐ I am 18 years or older and of sound mind.

**Contact Information**

If you have any concerns or questions about the research, please contact:

**Researcher**: survey@aiethicsfoundation.org

**IRB Office**: Omega Graduate School, Chief Academic Officer (cao@ogs.edu)

**Consent**

By checking the boxes and signing below, I confirm that I have read and understood this consent form and agree to participate in the research study.

Participant's Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (or electronic field)

Participant's Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (or electronic “I Consent” button)

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (or electronic field)