

INFORMED CONSENT DOCUMENT

Title of Study: College of Veterinary Medicine Diversity Climate Survey

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This form describes the research project. It has information to help you decide whether or not you wish to participate. Research studies include only people who choose to take part—your participation is completely voluntary. Please discuss any questions you have about the study or about this form with the project staff before deciding to participate.

Introduction

The purpose of this study is to determine the diversity climate at the College of Veterinary Medicine. Diversity is broadly defined to include race, ethnicity, gender, age, sexual orientation, class, physical and mental ability, family composition, social economic status, and spiritual practice which all relate to individual differences among individuals in our veterinary college community. You are being invited to participate in this study because you are identified as a current member of the CVM student body, faculty or staff.

Procedure

Participation in this study consists of participating in this singular survey. The web-based survey includes 60 questions and should take about 15-20 minutes to complete. The survey questions include numerous demographic questions as well as questions about your perspectives related to diversity issues within your institution. The survey includes questions on sensitive topics including but not limited to race, gender, sexuality and religion.

Benefits & Risks

If you decide to participate in this study you will have the opportunity to contribute to program improvement of diversity climate at CVM. It is hoped that the information gained in this study will benefit the CVM community by leading to result-driven training for faculty and staff to insure that all individuals' differences are affirmed and that everyone at CVM is inspired to reach full potential in the classroom and the workplace. This is important because the AAVMC believes in inclusive classrooms and an inclusive workforce.

There are no known risks to participating in this study. The survey instrument does include questions which may be perceived to be sensitive in nature. Participants may refuse to answer any questions they chose throughout the survey. Participants with concerns about survey risk will be referred to campus counseling resources at their home institution.

Costs and Compensation

You will not incur any costs from participating in this study. You will not be compensated for participating in this study.

Participant Rights

Participating in this study is completely voluntary. You may choose not to take part in the study or to stop participating at any time, for any reason, without penalty or negative consequences. If you have

any questions about the rights of research subjects or research-related injury, please contact the Virginia Tech IRB Chair, Dr. David M. Moore at moored@vt.edu,

Confidentiality

No identifying information will be gathered during this study as it is an anonymous survey. All individual responses will be kept confidential. Participants who choose to complete the survey instrument can do so in privacy. All potentially identifiable data will be kept confidential. All completed survey instruments will be received by the American Association of Veterinary Medical Colleges in Washington DC.

All data files will be pass code protected and all original files will be housed on the AAVMC servers for a period of at least seven years. Only the researchers will have access to the master data file.

If you are not comfortable with the level of confidentiality provided by the Internet, please feel free to print out a copy of the research survey, fill it out by hand, and mail it to the researcher at the address given below; please do not include a return address on the envelope.

You may download the survey here: TBD

Please mail it to:

Diversity Climate Survey
C/o Lisa Greenhill
655 K Street, NW; Suite 725
Washington, DC 20001

If results are published, participants' identity will remain confidential.

Questions

You are encouraged to ask questions at any time during this study. For further information about the study, please contact Lisa Greenhill at lgreenhill@aavmc.org or 202-371-9195 x147 with questions and concerns regarding the research survey.

Consent and Authorization Provisions

Your signature indicates that you voluntarily agree to participate in this study, that the study has been explained to you, that you have been given the time to read the document, and that your questions have been satisfactorily answered.

You may download a copy of the written informed consent prior to your participation in the study by visiting: TBD

By clicking yes below, I voluntarily agree to participate in this study, that the study has been explained to me, that I have been given the time to read the document, and that my questions have been satisfactorily answered.

- Yes (1)
- No (2)