DATE: November 14, 2006

MEMORANDUM

TO: David J. Parks
Andrew Kufel

FROM: Carmen Green

SUBJECT: IRB Exempt Approval: “Variation in the Willingness of Superintendents to Recommend Hiring Alternatively Licensed Principals”, IRB # 06-687

I have reviewed your request to the IRB for exemption for the above referenced project. I concur that the research falls within the exempt status. Approval is granted effective as of November 14, 2006.

As an investigator of human subjects, your responsibilities include the following:

1. Report promptly proposed changes in previously approved human subject research activities to the IRB, including changes to your study forms, procedures and investigators, regardless of how minor. The proposed changes must not be initiated without IRB review and approval, except where necessary to eliminate apparent immediate hazards to the subjects.

2. Report promptly to the IRB any injuries or other unanticipated or adverse events involving risks or harms to human research subjects or others.

cc: File