

MEMO

Research Participation Requirement Program: Study Participation Option

Online Sign-up: <http://unm-anderson.sona-systems.com>

All students enrolled in MGMT 306 and MGMT 506 are required either to: (a) participate in research conducted by members of the Department of Management or (b) review published research in Organizational Behavior (OB). There are important reasons for this requirement.

The first is educational. The field of OB is a scientific discipline. The laws of behavior you are studying are based on research findings. Thus, an awareness of the research process is essential to an understanding of the basis of OB. The best way to learn about research is to participate in research directly or to review published research findings. If you choose to participate in one of the approved studies, you will see the process from the inside and can ask questions about research. If you choose to review a published study, you can discover how researchers translate theoretical questions into testable hypotheses while adding new results to the field. Both options are available to you, although most students choose to participate in studies. Either experience will give you insight into the research process.

The second is scientific. OB is a rapidly growing field, expanding on many fronts. There are many questions to be answered, hypotheses to be tested, and problems to be solved. Most professors in the Department of Management are active researchers, and results from these studies - the very ones you may participate in - shape current and future developments in OB. Your textbook may even include research results from faculty here at the Anderson School of Management. By participating in research you contribute directly to the development of the science you are studying. By reviewing a published article, you see the finished product of research.

The third is altruistic. Many students are surprised to discover how research-driven OB is. Formal research in disciplines contributing to the field of OB (e.g., psychology, sociology) extends back to the mid-1800s, and journals publishing research relevant to OB appeared as early as the late 1800s. For the past 100 years, a substantial portion of the published research findings in OB-related fields has come from university students who have chosen to participate in studies. Virtually all principles in OB, both applied as well as theoretical, can be traced to research findings obtained from research labs. Participating directly in the studies should enhance your knowledge of OB while maintaining the continued development of theory in OB.

Student Protection:

Experiments are reviewed and approved; articles are from refereed journals. If you participate in one of the approved experiments, you should know that all research conducted in the Department of Management has been carefully reviewed by the

University Institutional Review Board (IRB). The function of the IRB, in part, is to ensure the safety, rights, and dignity of participants. If you decide to review a published research study, you will be provided with a selection of possible articles to review. These articles have been carefully reviewed by other colleagues in OB prior to publication. Because these journals accept only refereed studies, the studies contain research findings that have followed sound and established principles of science.

Participation in experiments entails additional safeguards:

Withdrawing from an Experiment. You may withdraw from any study at any time for any reason without penalty, as long as you inform the experimenter of your decision (although you are not penalized, you will not earn credit for any experiment not completed).

Consent. Each posted experiment contains a brief description of what the experiment is about, e.g., whether the study focuses on leadership or organizational culture or group decision-making, etc. When you sign up for a study, you are giving your consent to participate in that study. This means that you have willingly selected a study to participate in. Some studies may require an additional consent form for participation. In these cases, the consent form is kept on file in the departmental office. Giving your informed consent does not negate your right to withdraw from any study for whatever reason.

Confidentiality. All data collected are kept strictly confidential, to the extent permitted by law. The only persons with access to data are those directly associated with the experiment. Data are typically kept in locked files in locked lab rooms.

Here's How It Works:

The requirement is very simple. You must complete the required research credits by the posted close date. Failure to do so will result in a score of 0 for the research participation component of your grade. There are two kinds of research credit, called lab research participation credit and article review credit, detailed below. Each is worth 1 credit for research participation.

LAB Research Participation Credit. Research participation credit, 1 credit per study, is awarded for participating in an experiment conducted in the Anderson Behavioral Lab (MCM 4010)

OR

Article Review Alternative Assignment Credit. Research participation credit is awarded for reading and summarizing a research study article published in an academic journal. Please see "Article Review Instructions" document for details.

The student has the option to mix these credits, e.g., 1 Lab Research Participation credit and 1 Article Review credit. What is critical is that they total 2 credits.

How to Sign Up For Research Participation Credit

1. Go to <http://unm-anderson.sona-systems.com>
2. Log in with your UNM NetID and password by clicking the button "UNM NetID Log In" on the home page.
4. Click on "My Profile." Make sure your information is correct. Click on "Update" if you make any changes.
5. Click on "Studies." Click on a study name to view the description of that study. Click on "View Time Slots" to sign up for the experiment.
6. Click on "My Schedule" to view the experiments you have signed up for and for credits you have earned.

Canceling Appointments:

You may cancel your session on SONA Systems up to one minute in advance of the session. You can do so by logging onto <http://unm-anderson.sona-systems.com>, click on "My Schedule," then click on the cancel button next to the experiment that you have signed up for. You can sign up for another session with any open timeslots. If you have an emergency that causes you to miss your session and you were unable to cancel, please send an e-mail to asmbehavior@unm.edu. If you miss without canceling or arrive late to two sessions, you will be ineligible to sign up for more studies and will have to complete the alternative assignment to earn credits.