

Guidance on Recruiting/Enrolling Upstate Employees and Students in Research Studies

Upstate employees and students may be asked to participate in research studies as healthy control subjects or because they receive health care services at Upstate and are eligible to participate in a particular research study. In either case, they may feel pressured to participate in order to appear supportive of the PI, Department or University. The PI and research team must be aware of and sensitive to such perceived pressures and take precautions to reduce the likelihood of unintended coercion. This can be accomplished by adding extra protections to ensure that participation is voluntary.

In addition, employees and students who participate in research studies should be afforded all the same protections afforded to subjects who are not employees or students, regardless of their Upstate position, education or background. Short cuts in the consent process (including assessing capacity to provide consent, disclosure of all information and use of all educational tools) and documentation of consent are not acceptable.

For any submission in which Upstate employees and /or students are eligible, please include what extra safeguards are planned to ensure voluntary participation and reduce the possibility of real or perceived coercion, in the IRB Application form (section VII-1).