

 JOHNS HOPKINS BLOOMBERG SCHOOL of PUBLIC HEALTH	Human Research Protection Program Policies & Procedures	
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Title: Recruitment of JHU Employees and Students as Research Subjects	Date Effective 10/08/2004	Supercedes P&P dated 4/09/04

Background

Ethical concerns arise when Johns Hopkins University staff or students serve as subjects in Johns Hopkins research studies. These concerns relate primarily to possible undue pressure to volunteer and to potential loss of confidentiality. On February 24, 2002 Provost Steven Knapp announced formation of a Johns Hopkins University Committee to examine and advise on this issue. Until a University-wide policy is adopted, CHR policy on recruitment of University employees and students will follow the guidelines proposed by the Committee and approved by the JHSPH Advisory Board.

JHSPH Guidelines

Requests to recruit University employees or students will be considered by CHR on a *case-by-case basis*. The proposed guidelines are summarized below.

- Recruitment of employees and students is allowed, but they may not be directly solicited on a personal basis. Acceptable recruitment methods are:
 - Posting of CHR-approved flyers or advertisements; and
 - Sending written CHR-approved notices or invitations to those who have previously agreed to receive such solicitations. Solicitations should not be in person or by telephone.
- Enrollment in research that CHR designates *minimal risk* is open to all University employees and students.
- Students and employees may also enroll in research that CHR designates as *greater than minimal risk*, but may *not* do so when the students or employees report directly to any of the investigators, or are taught directly by any of them. Individual exceptions will be considered by CHR for studies where there may be therapeutic benefit. CHR Co-Chairs or their designees may decide such individual cases.
- Investigators must have strict protections in place to ensure confidentiality, recognizing that the threats to confidentiality are greater when research subjects are members of the Johns Hopkins community, especially when they are known to the research staff.

- The above guidelines apply both to immediate family members of Johns Hopkins employees and students, as well as to the employees and students themselves.

Definitions

Minimal risk research: the probability and magnitude of harm or discomfort anticipated in such research are not greater in and of themselves than those ordinarily encountered in daily life or during of routine physical or psychological examinations or tests.