

Consent

Title of the Project: Adjustments to Strategic Leadership in College Football to Navigate the NIL and Transfer Portal Rules

Principal Investigator: Robert D. Wasurick, Doctoral Candidate in the School of Business at Liberty University

Key Information about the Research Study

You are invited to participate in a research study. To participate, you must

- Currently serve as the head football coach of a Northern Division I college football program and have at least seven full seasons of experience as a head coach
OR
Must currently serve as an assistant coach of a FBS Division I college football program and have at least one full season of experience as an assistant coach following the 2021 NCAA changes to NIL and transfer portal rules.
- Individuals who are currently under any formal investigation or disciplinary action by their university, athletic department, or the NCAA may not participate.

Things you should know:

1. The purpose of the study is to explore how college football coaches have adjusted their strategic leadership to effectively manage recent significant rule changes involving Name, Image, and Likeness (NIL) and the transfer portal. If you choose to participate, you will be asked to participate in an audio-recorded in-person interview that will take no more than one hour and to review the transcript of your interview and answer follow-up questions. This follow-up session will take no longer than 10 minutes.
- Participants should not expect to receive direct benefit from taking part in this study.
 - Taking part in this research project is voluntary. You do not have to participate, and you can stop at any time.

Please read this entire form and ask questions before deciding whether to participate in this research.

What is the study about and why is it being done?

The purpose of the study is to examine how head football coaches in Division I programs are strategically leading their programs in a rapidly changing environment. Coaches need to recruit and build relationships with players in an environment where they may only have the student-athlete for one year due to the open transfer portal, which can cause major challenges in formulating a sustainable culture throughout the program. How coaches navigate this utilizing the NIL availability is a major question in the college football world that is not being addressed in current research. The research will seek to determine how coaches can lead their organization to build a sustainable model for continued revenue growth.

What will happen if you take part in this study?

If you agree to be in this study, I will ask you to do the following:

1. Participate in an in-person, audio-recorded interview that will take no more than 1 hour.
2. Review the transcript of your interview and answer follow-up questions. This follow-up session will take no longer than 10 minutes.

How could you or others benefit from this study?

Participants should not expect to receive direct benefits from participating in the study.

Benefits to society include adding to the understanding of the role that leaders play in organizations and the function that they play as members of an organization in relation to the big picture. The examination of how college football programs adapt to significant rule changes like NIL and the transfer portal can provide a model for understanding how organizations in other industries manage change. The turbulent landscape of college football, with rapid rule changes and social shifts, makes it a relevant context for studying organizational adaptation. The study will also provide insight into ethical leadership based on Christian principles. The underlying emphasis on ethical considerations in leadership, particularly when navigating complex and potentially conflicting demands, has broad societal relevance.

What risks might you experience from being in this study?

The expected risks from participating in this study are minimal, which means they are equal to the risks you would encounter in everyday life.

I am a mandatory reporter. During this study, if I receive information about child abuse, child neglect, elder abuse, or intent to harm self or others, I will be required to report it to the appropriate authorities.

How will personal information be protected?

The records of this study will be kept private. Research records will be stored securely, and only the researcher and his doctoral chair will have access to the records.

- Participants' responses to interview questions will be kept confidential by replacing names with pseudonyms.
- Interviews will be conducted in a location where others will not easily overhear the conversation.
- Data will be stored on a password-locked computer and in an encrypted folder on Microsoft OneDrive. The researcher and his doctoral chair will have access to the data. After three years, all electronic records will be deleted.
- Recordings will be stored on a password-locked computer and in an encrypted folder on Microsoft OneDrive. The researcher and his doctoral chair will have access to the recordings. After three years, the recordings will be deleted.

Is study participation voluntary?

Participation in this study is voluntary. Your decision whether to participate will not affect your current or future relations with Liberty University. If you decide to participate, you are free not to answer any question or withdraw at any time without affecting those relationships.

What should you do if you decide to withdraw from the study?

If you choose to withdraw from the study, please contact the researcher at the email address/phone number included in the next paragraph. Should you withdraw, data collected from you will be destroyed immediately and not included in this study.

Whom do you contact if you have questions or concerns about the study?

The researcher conducting this study is Robert D. Wasurick. You may ask any questions you have now. If you have questions later, **you are encouraged** to contact him at (214) 709-6800 or rdwasurick@liberty.edu. You may also contact the researcher's faculty sponsor, Dr. Richard Sousane, at rsousane@liberty.edu.

Whom do you contact if you have questions about your rights as a research participant?

If you have any questions or concerns regarding this study and want to talk to someone other than the researcher, **you are encouraged** to contact the IRB. Our physical address is Institutional Review Board, 1971 University Blvd., Green Hall Ste. 2845, Lynchburg, VA, 24515; our phone number is 434-592-5530, and our email address is irb@liberty.edu.

Disclaimer: The Institutional Review Board (IRB) ensures that human subjects research will be conducted ethically as defined and required by federal regulations. The topics covered and viewpoints expressed or alluded to by student and faculty researchers are those of the researchers and do not necessarily reflect the official policies or positions of Liberty University.

Your Consent

You agree to participate in this study by signing this document. Make sure you understand what the study is about before you sign. You will be given a copy of this document for your records. The researcher will keep a copy with the study records. If you have any questions about the study after you sign this document, you can contact the study team using the information provided above.

I have read and understood the above information. I have asked questions and have received answers. I consent to participate in the study.

The researcher has my permission to audio-record me as part of my participation in this study.

Printed Subject Name

Signature & Date