

## X-CULTURE ChallengeInstructions

Updated August 25, 2015, [latest version](#)

**Challenge Presented by:** System in Motion, Shanghai, China, [www.system-in-motion.com](http://www.system-in-motion.com)

**Company contact person:** Isabelle Hajjar, [isabelle.hajjar@system-in-motion.com](mailto:isabelle.hajjar@system-in-motion.com)

Contacting the company: There will be many teams working on the challenge. We would like to buffer our partner company representatives from email overload. If you have questions or need more information from the company, please contact [Admin@X-Culture.org](mailto:Admin@X-Culture.org) first. Chances are, the answer to your question is already in our database. If not, your question will be forwarded to **System in Motion**.

### X-Culture Webinars

We will have an online webinar with **System in Motion** in the first or second week of X-Culture. You will have a chance to meet the company manager(s), learn more about the company, and ask your questions. You will receive an email with the date and time of the webinar and the instructions for how to attend it.

### About the Company

System in Motion is a rapidly growing IT company capable of providing quality service and solutions to a wide range of clients.

The company was founded in 2004 by Stephane Monsallier & Denis Gihan. Today it employs 80 people.

The company specializes in developing software to support cost-effective and low risk business management solutions, based on the combination of technology expertise, the advantages of working with China and a guaranteed quality, up to Western standards and expectations. The company basically can write software to support a wide range of organizational needs.

Examples:

- **SugarCRM** is an affordable and easy to use Customer Relationship Management (CRM) platform, designed to help your business communicate with prospects, share sales information, close deals and keep customers happy. Thousands of successful companies use Sugar every day to manage their sales, marketing and support. As an open source, web-based CRM solution, Sugar is easy to customize and adapt day by day to your changing needs. Ideal either for small and medium-sized companies, or large enterprises and government organizations, Sugar can run in the cloud or on-site.
- **Openbravo ERP:** Openbravo's open source innovation offers a broad functional footprint, and a fully integrated set of tested extension modules. This allows Openbravo to be adapted to support your business, and spares you the challenges of changing your business to meet the limitations inherent in most legacy systems. Agile ERP from Openbravo is different: it features a lean, flexible architecture that allows you to adapt the software to the needs of your business, not the other way around.
- **Drupal** is one of the most popular content management systems allowing you to easily publish, manage and organize a variety of content on a website. Drupal runs on any technical architecture. Drupal is an open source software, maintained and developed by a community of more than 630.000 users and developers. This open development model means that people are constantly working to make sure Drupal is a cutting-edge platform, supporting the latest technologies that the Web has to offer. The Drupal project's principles encourage modularity, standards, collaboration, ease-of-use, and much more.
- **MyReport** is a reporting and decision support tool for Management, which can be made accessible to all personnel of your company. It allows you to easily access, use, analyze, and control data from any applications (ERP, accounting, payroll, business management, CRM, ...) and any files as source of data (XLS, CSV, TXT), to create, save, automatically update and distribute your dashboards & reports, using Excel® interface, and

distributed via a Web portal, email, or file sharing. Through MyReoprt, you will be able to easily follow-up your activity, performance, indicators, payroll, receivables, etc., perform data analysis and have a powerful support for decisions.

- **SAP C4C** is SAP's next generation cloud CRM solutions. It enables you to engage your customers in more meaningful ways, xby understanding what matters to them at a specific moment. SAP's cloud CRM portfolio brings marketing, sales, commerce, and customer service together – to deliver rich insight, flawless execution, and a contextual customer experience.

## Business Challenge

The Company's ability to keep up with the growing client base is threatened by a lack of sufficiently qualified IT specialists in Shanghai. The Company is exploring a possibility of using IT specialists and resources in other Asian Pacific countries, particularly Thailand, Philippines, Malaysia, Myanmar, and Vietnam. Thus, the Company is interested in a comprehensive analysis of IT resources in these countries, possibly in other countries, and is willing to consider different resource access modes, including outsourcing some of the work to those countries, setting up a wholly owned System in Motion subsidiary to provide a working space to the new hires outside China, a joint venture or partnership with an existing company outside China with the goal of eventually acquiring or merging with the company to assume full control of its operations.

Specifically, System in Motion seeks your help with:

1. **Staff:** Identifying new promising markets for recruiting IT talent: where can we find qualified and affordable IT specialists to staff our growing operations?  
Devising a strategy to use the talent in the new market: what is the best way to employ those people?
2. **Product:** Identifying new markets for the Company's services: where can we find new clients for our software?  
Developing a new market entry strategy, including pricing, promotion, and marketing strategy;

The Company is especially interested in the following:

1. Identify characteristics of the new markets that (1) could be a source of IT specialists/resources and (2) where System in Motion can offer its services to new clients.
2. Identify markets (countries) that meet those characteristics.
3. Conduct a thorough analysis of the economic, demographic, political, and cultural environments in those markets. With respect to the first component of the challenge, make certain to provide a detailed report on the availability of IT resources in those countries, including:
  - level of education, skillset of programmers, prevalent IT technologies, level of English communication written and spoken,
  - salary level and typical compensation structure (direct pay, indirect benefits, labor laws such as work week, holidays, maternal leave, etc.)
  - ease to create a business for a foreign company in this country (including registration, licenses, **capital**, banking, trans-border payments, etc.)
  - ease of taking minority/majority/totally share in an existing companies.Other cultural, legal, economic, and political factors that need to be considered by foreign companies interested in doing business, establishing IJV or subsidiaries and hiring employees in these markets.
4. Advice on staffing policies and entry mode:
  - IT resources component: optimal way to attract, use, and retain the IT specialists (set up a wholly owned subsidiary and hire your own employees, partner up with a local company and do the hiring and management together, use other forms of employment and control).
  - New market component: optimal way to enter the market (offer services without formal presence in the new promising market, set up a subsidiary, offer services through a partner company, etc.)
5. Advice on pricing and marketing:
  - IT resources component: Advice on the optimal ways to recruit IT specialists in these countries (through ads in newspapers, online recruitment, recruitment through professional associations, etc.), how much will it cost, preferably with the names of the resources, links, advertisement prices, etc.

New market component: Advice on optimal ways to advertise the company's services to potential new clients, again preferably with links to the resources, information on how much it would cost, etc.

**(Optional) Real-Life Test of Your Proposal:** Find a client in the new market for **System in Motion**.

After your team identifies a new promising market and develops a market entry plan and a marketing strategy for the **System in Motion** products, you are invited to put your plan to a real-life test and try to secure a sales contract (or a letter of intent) in the new market. If you are saying there is a market there for this product, prove it by finding a buyer.

If you succeed at getting a contract, you will:

- receive a **System in Motion** prize commensurable with the amount of 15% of the first contract value, offered as a gift or post-market commission to the team members (**after** the deal is closed and the customer pays for the product);
- greatly strengthen your resume and improve your credibility in the eyes of prospective employers;
- may impress **System in Motion** management enough to get an internship, sales representative or other offer.

If you would like to try it, please do the following:

1. Find potential client in the new market and get them interested in the product.
2. If the potential client is interested in buying the product or is interested in other forms of collaboration, connect the buyer with the **System in Motion** representative. Be prepared to assist in the negotiations between **System in Motion** and the prospective buyer/partner with respect to the terms of the contract, price, and delivery and distribution options.
3. It is unlikely that the deal will be fully finalized within the duration of the X-Culture project, but a letter of intent to make a deal from the prospective buyer/partner will be considered a success. The company representatives will continue working on the deal and the team members will receive their awards when the deal is closed.

Again, part of the challenge is **optional** and your team's decision to attempt or not to attempt to get a contract for the client company will not affect your performance evaluation. However, we encourage you to try putting your ideas to this optional ultimate test of effectiveness of your proposed market expansion plan. Your ability to sell the product will greatly improve your credibility and may lead to a long-term collaboration with the company. If you succeed, you will be properly rewarded in the form of the post-market commission, but even if you fail to secure a contract, you will still gain valuable business experience in the process.

## Project Management Schedule

Task	Deadline*
<p><b>Milestone 1. Pre-project Readiness Test:</b> All participants must review project materials and successfully pass the Readiness Test.  <i>You will receive an email with your personalized training test link several days before the deadline. The test will include questions about the project and online collaboration tools, as well as questions about your prior international experience and background.</i></p>	<p>Early track: Sun, Aug 23</p> <p>Late track: Sun, Oct 4</p>
<p><b>Official start of the project, students placed on teams</b>            Students whose semester starts later will be added to the existing teams once their semester commences.</p>	<p>Early track: Mon, Aug 24</p> <p>Late track: Mon, Oct 5</p>
<p><b>Milestone 2. Establish Contact and Meet your Teammates:</b> By this date, you are expected to exchange at least a few messages with your teammates. If some teammates are not responding, you are expected to send at least three email reminders to them by this deadline. Students who fail to establish contact with their team members may be excluded from the project. Once contact is established, please learn as much as possible about your teammates (background, interests, hobbies, interesting facts, etc.).</p> <p><i>Weekly progress survey:</i> Several days before the deadline, you will receive an email with a link to an online report on your progress with establishing contact with your teammates. You will be asked if you have communicated with all your team members. There will be also a few questions to test if you met your team members and learnt something about them. Even if some of your teammates don't respond to your emails, you must still complete the online form – just say they are not responding to your emails.</p> <p><i>Final report (optional):</i> You are encouraged to include a section in your report that contains bios and other interesting information about your team members and possibly a short summary of what each team member worked on, or any other relevant information about your team and experiences.</p>	<p>Early track: Fri, Aug 28</p> <p>Late track: Fri, Oct 9</p>
<p><b>Milestone 3. Describe System in Motion and its strengths, weaknesses, and opportunities</b></p> <p><i>Final report:</i> In the final report, you will have to provide a description of your client organization, including:</p> <ol style="list-style-type: none"> <li>1. A brief history of the company, including the history of its international operations (if applicable)</li> <li>2. A brief review of the existing products/services.</li> <li>3. A detailed analysis of the company's strengths, weaknesses, and opportunities. Pay special attention to analysis of the competition.           <ul style="list-style-type: none"> <li>o Staff: comparison to other IT companies in terms (a) how good would it be as a place to work, (b) compensation, (c) convenience, etc.</li> <li>o Product: comparison to competition in terms of (a) the product, (b) prices, and (c) threats and opportunities in the foreseeable future.</li> </ul>           This section should be given the most attention and should provide concrete numbers and comparative analysis.         </li> </ol> <p>Suggested section length: 2-4 pages.</p> <p><i>Weekly progress survey:</i> Several days before the deadline, you will receive an email invitation to report what organization your team chose as your client and provide a summary of the key results of your analysis. No need to write a full-text section, just list facts and numbers with respect to: key company history moments, products and prices, main competitors, prices compared to competition, sales, market share, threats and opportunities in foreseeable future, as well as what makes the company an attractive place to work at and what could be a problem for prospective employees(include 10-15 significant facts about your Company and Product).</p>	<p>Early track: Tue, Sep 1</p> <p>Late track: Tue, Oct 13</p>
<p><b>Milestone 4. Identify Market Success Factors</b></p>	<p>S</p>

*Final report:* This section of the final report needs to explain your choice of the key market characteristics that are critical to the economic success of **System in Motion** in a new market **and why**. For example,

**Staff:** the company may be able to find and employ people only in some geographic locations, only in markets with certain pay level, labor laws, travel restrictions, internet connectivity, etc.

**Product:** the product may be successful only if the market is characterized by a certain income level, population density, climate, Internet penetration, political stability, culture, or other factors.

It is recommended that you select 3-5 factors from the following:

- a. **Geography and demographics factors:** location, distance from the home office, climate, size, age distribution, education level, etc.
- b. **Economic environment factors:** Income levels, unemployment, infrastructure development, ease of doing business, lack of competition, etc.
- c. **Political and legal environment factors:** political and legal systems, political risk, government policy toward trade and foreign direct investment, property rights and intellectual property right protection, corruption, political freedom, etc.
- d. **Cultural environment factors:** cultural values, predominant religion(s), language(s), social class structure, customer preferences and tastes, other factors that may play a role in the design, packaging and marketing of your product/service.

Do not miss any important factors, but do NOT include market characteristics that are not critical to the success of your client organization in the new market. For **each** of the success factors, explain **why** it is essential for the success of the product in question. Suggested report section length: 1-2 pages.

*Weekly progress survey:* Several days before the deadline, you will receive an email invitation to report the key factors that your team believes are essential to the success of the company's hiring strategy and ability to provide services in the new market (bullet list of the success factors with very brief explanations for why they are important for the product in question, up to 300 words). Each team member has to complete the survey and all team members are expected to list the same success factors.

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### Milestone 5. Select a New Market

*Final report:* In the final report, this section should provide a list of markets (countries or regions) that satisfy your success criteria (as per Milestone 4).

**Staff:** Select one country where you believe **System in Motion** should establish a new office and hire more IT specialists.

**Product:** Select one country (same as in the Staff section or a different country) where **System in Motion** is more likely to succeed at finding new clients.

Provided a detailed analysis of the markets pointing out the most important political, economic, and labor factors that **System in Motion** must be aware of to succeed in the market.

Early track:  
Fri, Sep 11

Explain your choices.

Late track:  
Fri, Oct 23

Suggested report section length: 2-4 pages.

*Weekly progress survey:* Several days before the deadline, you will receive an email invitation to report your team's choice of the most promising markets. You will not have to provide a detailed analysis of the two markets in the weekly progress report, only in the final report. However, you will be required to say a few words as to why you selected these markets and where they stand compared to the rest of the world with respect to the success factors identified last week (up to 200 words).

Each team member has to complete the survey and all team members are expected to list the same success factors.

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### Milestone 6. Entry Mode and Staffing:

*Final report:* This section of the report will suggest the optimal new market *entry mode*.

It is strongly recommended that you first clearly specify what would constitute a viable entry mode and staffing strategy (for example, gives a balance of control, risk, and cost), then generate a list of viable options.

Early track:  
Fri, Sep 18

Late track:  
Fri, Oct 30

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For example, you may consider opening a new wholly owned subsidiary vs. a joint venture vs. hiring free-lancers, etc. You may suggest that **System in Motion** sends expatriates to manage the operations and client accounts in the new market or hire locals for all positions.

If you believe the product should be developed and/or distributed in a partnership with another company, provide additional details on how the partnership should be set up (contribution of each company, sharing of profits/losses, and how the partnership will be governed).

If you believe different staffing strategy should be used to staff different positions, explain how and why. It may be a good idea to provide your projections for the needed number of employees for each function under the proposed entry mode, their recommended pay level and pay structure (how much, and based on an annual salary, hourly wage, commission, etc.). If applicable, show sources for your numbers.

Make certain to base your explanation on the market analysis performed earlier (that is, keep geography, economy, politics and culture in mind and explain their role in your recommendation).

Suggested report section length: 1-2 pages each.

*Weekly progress survey:* Several days before the deadline, you will receive an email invitation to report your team's choice of the market entry mode and staffing and provide a brief explanation for why these decisions are optimal (up to 300 words). Each team member has to complete this survey. Each team member is expected to provide the same answer.

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### Milestone 7. Product and Pricing

*Final report:* Discuss how the **System in Motion** products should be presented to the consumers in the new market.

Staff: What sort of image should it adopt as an employer and how this image could be promoted? What would be the optimal pay level and structure?

Product: How should the **System in Motion** services be positioned, packaged, branding or service delivery to ensure product success in the new market

(e.g., Does the current brand name have any negative meaning in the local language? Are there any regulations or cultural differences that might necessitate changes to the product design or service delivery method?). What should be the pricing strategy?

Early track:  
Fri, Sep 25

Late track:  
Fri, Nov 6

Consider also analyzing the effects of the foreign currency rate fluctuations.

Suggested length: 1-3 pages each.

*Weekly progress survey:* Several days before the deadline, you will receive an email invitation to report your team's recommendation with respect to the (1) staff pay level and structure and (2) product pricing (up to 150 words each). Each team member has to complete this survey. Each team member is expected to provide the same answer.

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### Milestone 8. Promotion

*Final report:* Describe how **System in Motion** should do recruitment of the staff and promotion of its services.

What advertising channels would be most effective, why, and how exactly the recruitment could be done and the product could be advertised (not just where, but also how). Be as detailed as possible. Explain the exact steps needed to launch and run the advertising campaign (for example, how an ad could be placed in the proposed newspaper, TV program, or social media site) and how much it will cost. For example, if you're suggesting advertisement on TV, specify what TV stations should be used, when the ads should be aired, how much they will cost, and what would be the main message of the ads. Or if you suggest advertisement through social media, explain what social media platforms will be used, how the ads or messages will be distributed (e.g., pay-per-view or pay-per-click or viral), the main theme of the messages, expected audience and expected cost. Also keep in mind that your promotion strategies cost money and should be balanced with the revenues you generate through pricing strategies. Therefore be realistic in your recommendations. If applicable, include suggestions for the ad design, slogan, graphics, etc. Make certain to base your explanation on the market analysis performed earlier (that is, keep geography, economy, politics and culture in mind and explain their role in your recommendation). Suggested length: 1-3 pages each.

Early track:  
Fri, Oct 2

Late track:  
Fri, Nov 13

*Weekly progress survey:* Several days before the deadline, you will receive an email invitation to provide a brief description of your promotion strategy, including: the proposed recruitment/marketing

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channel (for example, TV, newspapers, social media, word of mouth, etc.), approximate cost, and a brief summary of the key elements of the advertising/promotion campaign (up to 250 words total). Each team member has to complete this survey. Each team member is expected to provide the same answer.

**Milestone 9. Team Report DRAFT and Progress Survey:** By this date, you must submit a draft of your team report. The report does **not** have to be fully completed by this date.

*Several days before the deadline, you will receive an email invitation with a link to a progress survey. Each team member has to complete the progress survey, but only one team member has to submit the draft team report via TurnItIn using the instructions provided further in this document (Submitting Team Reports section, two pages down).*

Early track:  
Fri, Oct 9

*Please note, after the report draft is submitted to TurnItIn, the system will generate a plagiarism report (takes several hours to produce, the system checks millions of sources). It will identify all parts of the report that have been copied and pasted, so you will be able to see if any parts of the report have been plagiarized. If plagiarism is detected, your team will have one week to fix the problem and submit a plagiarism-free final report. Only the team member who submits the team report on behalf of the team will see the plagiarism report, so that person must share it with the rest of the team.*

Late track:  
Fri, Nov 20

**Milestone 10. FINAL Team Report:** by this date, one of the team members must submit the final copy of the report on behalf of the team – only one submission per team!

Early track:  
Fri, Oct 16

*Please submit your report draft via TurnItIn using the instructions provided in this document (Submitting Team Reports section, two pages down).*

Late track:  
Fri, Nov 27

**Milestone 11. Post-project survey:** Once the final team report is submitted, each student must complete the Post-Project survey. You will be asked to comment on your experience and evaluate the performance of your teammates. Your answers are extremely important and will help us improve the project in the future. Peer evaluations will NOT be shared among the members of the team and will be seen only by the instructors.

Early track:  
Sun,  
Oct 18

*Several days before this deadline, you will receive an email with a link to this survey. Each team member must complete the post-project survey.*

Late track:  
Sun, Nov 29

\*All deadlines are set for 11:59 pm (23:59), New York Time. You can check the current time in New York [here](#).

**Important:** Occasionally emails with invitations to take a survey are filtered into the Junk/Spam email folder. Please check your Junk/Spam email folder (search for messages with “X-Culture” in subject line) if you don’t receive a survey invitation message around the date specified in the table above.

### Report Format

Your team must collaboratively produce and submit *one* team report that addresses all questions listed above. The report must be 15 to 35 double-spaced pages, including the reference section and appendices with statistics, charts, maps etc.

The final report must include all of the sections listed above (one for each milestone 3-8). Additionally, please provide at the beginning of the report an **Executive Summary** that includes (1-4 sentences per point, up to 1 page total):

- Organization information
- Product/service description
- Key market characteristics needed for the product/service to be successful
- Suggested market and a brief review of how it’s the optimal choice for the product/service distribution
- Market entry mode
- Staffing strategy
- Marketing strategy

A picture is worth a thousand of words, so use of figures, graphs, pictures, as well as tables is encouraged. It is recommended these are included in the main body of the report. However, if you feel compelled to add additional important information that your client organization will have to see to fully understand your proposal, feel free to add an appendix.

Please format your report according to the following:

- Use the template provided at the end of this document for the title page of your team report (Appendix 1). The title page of the report must contain your team number and names of all teammates. If some of your teammates did not participate in the project, list their names on the title page of the report, and add a note indicating that these students did not participate.
- Number all pages in your team report.
- Margins should be 2.5cm (one inch) at the top, bottom, and sides of the page.
- Font type should be 12-point Times New Roman throughout the report.
- Double-space all body text.
- Indent the first line of a new paragraph.
- The text should be left-aligned.
- In-text citations should include only the name of the author(s) and the date of the publication. Full references (author, year, title of the publication, volume, issue, page numbers, publisher; for website sources, use proper referencing for website addresses and include date of access – see APA style) should be provided at the end of the report. APA reference style is required. Please consult <http://www.library.cornell.edu/resrch/citmanage/apa> for additional guidelines.
- Wikipedia is an excellent resource to begin your research, but it is an inappropriate source to cite in your paper. Instead, you must find the source behind the Wikipedia entry and verify its accuracy.

**Submitting Team Reports**

We use a centralized electronic team report submission system that works on the TurnItIn platform. When the team report is completed, one student (per team) will electronically submit the report on behalf of their team. Each team is required to submit only **one** report.

To submit your team report through TurnItIn, the member of the team who will be handling the submission on behalf of the team will have to follow these steps (if you need more information, see [X-Culture Readiness file](#) for more detailed instructions with screenshots):

*Part 1. Create a TurnItIn account (time required: 60-90 seconds).*

1. Go to [www.turnitin.com](http://www.turnitin.com).
2. Under the email box in the upper right corner, click on the link “Create Account”.
3. On the next window, under the “Create a New Account” heading, click on the “Student” link.
4. Each submission has its own Class ID. It is very important that you select the correct one:

	Early Track (Aug-Oct)	Late Track (Oct-Nov)
To submit the <b>preliminary draft</b> (Milestone 9):	10343001	<a href="#">10343022</a>
To submit the <b>final</b> report (Milestone 10):	<a href="#">10343037</a>	<a href="#">10343042</a>

Class enrollment password: [xculture](#)

Note: if you already have a TurnItIn account, simply log on using your “old” login information, click on the “Enroll in Class” tab on the top, and repeat step 4.

*Part 2: Submitting the paper (time required: 60-120 seconds)*

5. Once the form is completed, you can log into your account. Your home page will list your classes. Select the correct track (**Early** or **Late**) and the correct Milestone (Milestone 9: **Draft** or Milestone 10: **Final** Report).
6. Click on the "Submit" button.
7. Choose Single File Upload.
8. For the title of your submission, enter your team number (for example, . 123, DO NOT add words such as “team” or “report”, the name of the file must only contain the number of your team).
9. Click on "browse" to locate the paper saved to your computer.
10. Click on the file and click "open".
11. Click the "upload" button at the bottom.
12. Click "submit" to confirm your submission. Once the submission is finalized, you will see “Your submission was successful” on the top of the page. If you wait a few minutes, you will see you “originality report” that shows how much and what parts of your report have been plagiarized.



Use this template for the title page of your team report.

You can [download this page in MS Word format here](#).

You may add another more creative and graphic cover page for your report (as page 2), but the first page must use this template for easy identification of your report.

Team # \_\_\_\_\_

Client (Company):

Chosen target country:

Product/Service (a brief description, 3-10 lines):

Number of pages, including title page:

Team members:

Name	Country	Summary of the tasks or report sections completed by each student. Please put "Did not participate" if the student did nothing.

Please note that an electronic copy of this report must be submitted through [www.turnitin.com](http://www.turnitin.com) (see above for submission guidelines). Individual instructors may request hard-copy submissions in addition to the centralized electronic submission – please consult your instructor for further instructions.

## Appendix 2. Consent to Act as A Human Participant

Project Title: International Student Collaboration Project: Dynamics and Performance in International Virtual Teams  
Project Director and Principal Investigator: Dr. Vasyl Taras.

One of the requirements of your International Business course is to complete an international collaboration exercise. You will be teamed up with several other students who are enrolled in similar International Business courses at universities around the world. Working as a team, you will be required to develop a business plan for an international company.

To help you better understand and interpret your experiences and to give you a chance to compare your own experiences with those of other students participating in the exercise, data about your prior international experiences and perceptions about international collaboration will be collected before and after the exercise. In addition, you will be asked to provide peer evaluations once the project is over, and the quality of the team reports will be evaluated by the instructor. A summary will be presented to you at the end of the project, so you can see how your experiences compare to those of other students, how attitudes and perceptions about international collaboration have changed, on average, over the course of the project, and how team composition and prior international experiences tended to affect group dynamics and performance.

Once the project is over, all personal information will be deleted from the dataset, and the data will be completely unidentified, making it impossible to match responses with the names of the people who provided them.

Most of the data will be collected online. Absolute confidentiality of data provided through the Internet cannot be guaranteed due to the limited protections of Internet access. Please be sure to close your browser when finished, so no one will be able to see what you have been doing.

The risks associated with your participation in the study are minimal.

Please note the data collected during the project may be used for the purposes of research, the results of which may be published in scholarly journals. Any publication will contain only a general summary of the results. No personal information will be reported or shared.

Because your performance in the exercise is counted towards your course grade, the research project is treated as one of the required course exercises/tests. You have the right to refuse to participate or to withdraw at any time. Your grade in the course will be adjusted accordingly, just as it would if you chose not to write a test or complete a homework assignment. If you choose to withdraw, you may request that any of your data which has been collected be destroyed unless it is in an unidentifiable state.

While participation in the project is required as part of your course, it is your right to disallow the use of the de-identified data you provide for research-related purposes. If you do not object that the data you provide during the project can be used for research-related purposes, and the results of the study can be disseminated through scholarly publications, keep this consent form for your records. If you object to the use of the data you will provide during the course project, please indicate so at the bottom of this form. Return the form to your instructor, and your data will not be used for any research-related purposes. The results of the study based on the data you provided will not appear in any resulting publications. Your decision to allow or to deny the use of the data you provide during the project for research related purposes will have no effect on your grade.

If you have any concerns about your rights, how you are being treated or if you have questions, want more information or have suggestions, please contact Eric Allen in the Office of Research Compliance at UNCG at (336) 256-1482. Questions, concerns or complaints about this project or benefits or risks associated with being in this study can be answered by Dr. Vasyl Taras who may be contacted at (336) 256-8611 or [v\\_taras@uncg.edu](mailto:v_taras@uncg.edu).

If significant new information relating to the study becomes available which may relate to your willingness to continue to participate, this information will be provided to you.

For a copy of the approval letter from the Office of Research Compliance of the Institutional Research Board, please visit [www.vtaras.com/11-0260\\_IRB\\_Approval.pdf](http://www.vtaras.com/11-0260_IRB_Approval.pdf)

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I do not grant the right to use the de-identified data I will provide during the project for research-related purposes or disseminate the data through a publication in scholarly journals or in any other form. I understand that my decision to not allow the use of the data for scholarly research will have no effect on my course grade.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_