

APPENDIX A

Informed Consent

CONSENT FORM

Research Title: *Exploring the Career Ascension of Senior-Level African American Males in Fortune 500 Companies: A Phenomenological Study*

I have been asked to participate in a research study exploring the career ascension of current senior-level African American males in Fortune 500 corporations, as part of a Doctorate of Business Administration degree dissertation requirement. I was asked to be a possible participant because of currently holding one of the following senior-level positions in a Fortune 500 company: (a) chairman, (b) chief executive, (c) president, (d) executive or senior vice president, or (e) executive and managing director. In addition, I meet the following minimum requirements: (1) 40 years of age, (2) 15 years within a perspective industry, (3) 10 years in management, and (4) possess a bachelor's degree. Furthermore, the organization which I am employed was recorded on the Fortune 500 list as of May 21, 2012.

A total of 10 senior-level African American male managers have been asked to participate in this study. The purpose of this study is to explore the upward mobility of African American males to top ranks of management in Fortune 500 companies. If I agree to be in this study, I will be asked to provide a tape recorded telephone interview to ensure an accurate transcription of my "lived experiences" as a senior-level African American male in a Fortune 500 company, along with explaining how these experiences influenced my career ascension beyond the glass ceiling.

The interview for this study will only take 45-60 minutes with the possibility of a brief follow-up interview in the event of any unclear responses. There are minimal risks associated with **harm or discomfort** to the participants in this study. Study participants may be concerned about the method in which their identities will be protected. The participant's names and places of employment in this study is confidential and will be coded using NVIVO Software to protect identity. In addition, some participants can potentially experience emotional distress at answering the questions. I understand that I am free to refuse to answer any of the questions that may make me uncomfortable and can withdraw from the interview or study at any time. The benefits of participation include sharing experiences, perceptions, and expanding research on the disproportionate percentages of Black men in senior-level positions by exploring their career ascension at Fortune 500 companies. I will receive no monetary compensation for participation.

The records of this study will be kept private. No words linking me to the study will be included in any sort of report that might be published. Research records will be stored securely and only Harlen Williams will have access to the records. All data collected during this study, to include tape recordings, will be stored in a locked fire proof safe at researcher's residence for three years, and then destroyed, as a means to protect participants as well as preserve the investment in research.

I have the right to get a summary of the results of this research if I would like to have them. I understand that my participation is strictly voluntary. My decision regarding my participation will not affect my current or future relations with Argosy University. If I decide to participate, I am free to refuse to answer any of the questions that may make me uncomfortable. I can withdraw at any time without my relations with the university, job, benefits, etc., being affected. I can contact Mr. Harlen Williams, at harlenwilliamsjr@yahoo.com or Dr. Dorothy Williams at djwilliams@argosy.edu with any questions about this study.

I understand that this research study has been reviewed and Certified by the Institutional Review Board, Argosy University–Atlanta, Georgia. For research-related problems or questions regarding participants' rights, I can contact the Institutional Review Board at:

Dr. Murray Bradfield, Jr. (IRB Chair)
Argosy University/Atlanta
980 Hammond Drive, N.E. # 100
Atlanta, Georgia 30328-6162
Email: Mbradfield@argosy.edu

I have read and understand the explanation provided to me. I have had all questions answered to my satisfaction, and voluntarily agree to participate in this study. I have been given a copy of this consent form. By signing this document, I consent to participate in the study.

Name of Participant (printed) _____

Signature: _____ Date: _____

Signature of Principal Investigator: _____

Date: _____

Information to identify and contact investigator: *Harlen Williams, Jr.*
706.414.4895
harlenwilliamsjr@yahoo.com