



Massachusetts Institute of Technology  
Committee on the Use of Humans as Experimental Subjects  
77 Massachusetts Avenue Building E25-143B Cambridge, MA 02139-4307

**Submission Date:** Mar-05-2020

**Title:** E-2025, Effects of job post visibility reduction on hiring behavior and outcomes

**Principal Investigator:** Horton, John Joseph

**Department:** Sloan School of Management

**Faculty Sponsor:**

**Start Date:** Mar-10-2020

**End Date:** Mar-02-2021

**Determination: Exempt**

Your research activities meet the criteria for exemption as defined by Federal regulation 45 CFR 46 under the following:

**Exempt Category 2 - Educational Testing, Surveys, Interviews or Observation**

Research involving surveys, interviews, educational tests or observation of public behavior with adults or children and disclosure of the subjects' responses outside the research could not reasonably place the subjects at risk for criminal or civil liability or be damaging to the subjects' financial standing, employability, educational advancement, or reputation. Research activities with children must be limited to educational tests or observation of public behavior and cannot include direct intervention by the investigator. 45 CFR 46.104(d)(2)

All members of the research team must adhere to the policies as outlined in the [Investigator Responsibilities for Exempt Research](#). If the facts surrounding your evaluation change, you are required to submit a new Exempt Evaluation. Research records may be audited at any time during the conduct of the study.

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