

## **APPENDIX E**

IRB Approval

Institutional Review Board

Dr. David M. Moore  
IRB (Human Subjects) Chair  
Assistant Vice President for Research Compliance  
CVM Phase II- Duckpond Dr., Blacksburg, VA 24061-0442  
Office: 540/231-4991; FAX: 540/231-6033  
email: moored@vt.edu

DATE: October 11, 2004

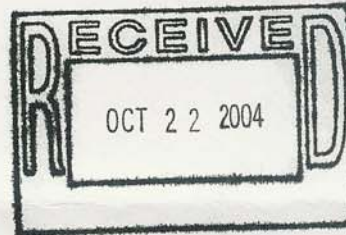
MEMORANDUM

TO: Travis W. Twiford Educational Leadership & Policy St. oc 0302  
Jeffrey Smith

FROM: David Moore *DM*

SUBJECT: **IRB Exempt Approval:** "Factors Affecting The Superintendency" IRB #  
04-484

I have reviewed your request to the IRB for exemption for the above referenced project. I concur that the research falls within the exempt status. Approval is granted effective as of October 7, 2004.



cc: File

**MAILED**

10-25-04

*Copy to Jeff Smith*