

Student Name Victor Marsh Student ID \*\*\*\*\*Doctoral ☐ Degree in Business Administration

Thesis Title:

EMPLOYEE PERCEPTIONS OF ORGANIZATIONAL PRACTICES:  
TAILORED VERSUS TURNKEY DIVERSITY PROGRAMS

Have you performed research involving human subjects which requires approval from the Institutional Review Board (IRB)? ☒ Yes ☐ NoIRB Protocol Number 20-0714Have you used live animals, animal tissue, or observational animal work which requires approval from the Institutional Animal Care and Use Committee (IACUC)? ☐ Yes ☒ No

IACUC Protocol Number \_\_\_\_\_

Attach the final copy of thesis/dissertation for committee review. While formatting changes may be requested by the Graduate School, the content of the attached document should be final.

**Approvals:**Committee Chair Name David HekmanSignature  Date Signed 4/12/2021Committee Member Name Stefanie JohnsonSignature  Date Signed 4/12/2021

The final copy of this thesis has been examined by the signatories, and we find that both the content and the form meet acceptable presentation standards of scholarly work in the above-mentioned discipline.