



Hello!

If you are a direct care worker that is 18 years of age or older and you provide any level of support for an older adult or person living with a disability – please read on. A team of researchers from IMPART Alliance at Michigan State University are conducting a Direct Care Worker study to learn more about your experience and how we can help. We invite you to participate in a very brief, anonymous online survey. Your participation will lead to improved DCW resources as well as the opportunity to receive **one of twenty \$50 gift cards as a token of appreciation.**

Instructions: Please read the consent statement that follows. If you wish to continue, please take the time to complete the short survey by clicking here [[DCW Survey](#)]. Thanks in advance for your contribution to this study.

Best wishes,

Dr. Luz, Dr. Freidus and the IMPART Alliance Research Team

Research Participant Information and Consent Form

Study Title: A Survey-Based Study to Understand the Characteristics, Challenges, and Successes of Direct Care Workers in Michigan

Researcher and Title: Andrea Freidus, PhD and Clare Luz, PhD

Department and Institution: College of Osteopathic Medicine, Michigan State University

Contact Information: freidusa@msu.edu, (813) 892-4457

PURPOSE OF RESEARCH

The purpose of this research study is to explore the challenges and successes experienced by direct care workers in their professional roles in the state of Michigan. Through this survey, we seek to gather data that will help illuminate the key factors influencing job satisfaction and retention, individual well-being, and challenges faced in DCW work lives. We also seek to document baseline workforce data including, but not limited to, demographic and geographic data, income, experience, and training.

WHAT YOU WILL BE ASKED TO DO

This is an on-line survey that should take no more than 15-20 minutes to complete. It will be administered to you one time. There is no additional obligation or follow-up to this particular survey. It is completely voluntary. If you agree to participate, you will be asked to answer a series of questions related to your work experience, background, and other

relevant factors. There are no right or wrong answers - please answer as honestly and accurately as possible. You are free to skip any questions that you would prefer not to answer. You may also stop taking the survey at any point without penalty. If you decide to withdraw at any point, your responses will not be used. All responses will be kept strictly confidential (see below for a description of the procedures we will ensure to maintain your anonymity).

POTENTIAL BENEFITS

You may not benefit personally from being in this study. However, we hope that, in the future, other people might benefit from this study. By sharing your experiences, challenges, and needs, your input will help researchers, policymakers, advocates, and organizations better understand the realities of your work. This can lead to evidence-based decision-making meant to improve the DCW experience and ultimately contribute to workforce development.

POTENTIAL RISKS

There are potential psychological or emotional risks that may arise as some survey questions may ask you to reflect on difficult or stressful aspects of your work, such as challenges with job satisfaction, workload, or interactions with clients. It is possible that answering these questions could cause emotional discomfort or stress. If at any point you feel uncomfortable, you are free to skip any questions or withdraw from the survey without penalty.

PRIVACY AND CONFIDENTIALITY

Every effort will be made to protect your confidentiality. All responses will be kept anonymous, and no identifying information will be linked to your answers. We will never share your individual responses with anyone that is not on the research team, and even then we will anonymize your responses once they are collected. This means, we will not have your data connected to your personal information. Any published results from this survey will be presented only in aggregate form, such as trends, patterns, or statistical summaries. Your individual responses will not be identifiable in any reports or

publications. Since this survey is conducted online, all data will be stored electronically in secure, encrypted databases. Access to your responses will be restricted to authorized research staff only. We use industry/academic-standard security measures, including encryption, to protect your data during transmission and storage. Survey responses will be kept for the duration of the study and securely deleted once the study is complete. Data will be stored for up to 3 years after the completion of the study, and at that point, all data will be permanently erased from our systems. If data is used for future research purposes, it will be anonymized, and no identifying information will be used.

YOUR RIGHTS TO PARTICIPATE, SAY NO, OR WITHDRAW

You have the right to say no to participate in the research. You can stop at any time after it has already started. There will be no consequences if you stop and you will not be criticized. You will not lose any benefits that you normally receive.

COSTS AND COMPENSATION FOR BEING IN THE STUDY

Completing the survey will give you an opportunity to receive one of twenty \$50 gift cards. These will be allocated on a first come, first serve basis. The first 20 to complete the survey will receive the gift card.

FUTURE RESEARCH

Information that identifies you might be removed from the survey. After such removal, the data could be used for future research studies or distributed to another investigator for future research studies without additional informed consent from you.

CONTACT INFORMATION

If you have concerns or questions about this study, such as scientific issues, how to do any part of it, or to report an injury, please contact

Dr. Andrea Freidus

freidusa@msu.edu

Impart Alliance, Research and Development Lead

Michigan State University

426 Auditorium Road

East Lansing, MI 48824

If you have questions or concerns about your role and rights as a research participant, would like to obtain information or offer input, or would like to register a complaint about this study, you may contact, anonymously if you wish, the Michigan State University's Human Research Protection Program at 517-355-2180, Fax 517-432-4503, or e-mail irb@msu.edu or regular mail at 4000 Collins Rd, Suite 136, Lansing, MI 48910.

DOCUMENTATION OF INFORMED CONSENT.

Submitting this survey indicates you are 18 or older and you consent to use these data for research purposes.



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Our mailing address is:

IMPART Alliance 909 Wilson Rd East Lansing, MI 48824-6410 USA

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