



Research on College Extracurriculars and Career Outcomes

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Key Information

The following is a summary of this study to help you decide whether to participate.

Why am I being invited to take part in a research study?

We invite you to take part in a research study because you are recent undergraduate degree alumni (last 5 years), aged 18 or above, from one of the eight Ivy league universities. Your experiences and activities during your college years are valuable to our investigation into how participation in various activities and extracurriculars affects the success of college students after graduation.

What should I know about a research study?

- Someone will explain this research study to you.
- Whether or not you take part is up to you.
- Your participation is completely voluntary.
- You can choose not to take part.
- You can agree to take part and later change your mind.
- Your decision will not be held against you.
- Your refusal to participate will not result in any consequences or any loss of benefits that you are otherwise entitled to receive.
- You can ask all the questions you want before you decide.

Why is this research being done?

The purpose of this research is to understand the impact of participation in extracurricular activities on hiring decisions and post-graduation success of college students across different industries, such as finance, law, and tech. We aim to determine if students involved in extracurricular activities are more likely to be hired, if the value placed on such involvement varies by industry, and if recruiters perceive skills gained from these activities as more beneficial than classroom-developed skills. This study addresses the gap in empirical evidence on the hiring advantage provided by extracurricular involvement and identifies which specific skills are most valued by recruiters. The insights gained will benefit job seekers in tailoring their resumes, guide educational institutions in advising students, and inform hiring practices for more inclusive and effective recruitment strategies.

How long will the research last and what will I need to do?

You will be in this research study for approximately 5-10 minutes. You will need to complete a basic survey and upload your resume. The survey is designed to gather information about your potential job industry preferences. Your resume will be used to create fictitious resumes for our experiment, where recruiters will evaluate these resumes to help us understand their hiring preferences.

Is there any way being in this study could be bad for me?

We don't believe there are any risks from participating in this research. We will do our best to protect your data during storage and sharing. However, there remains a possibility that someone could identify you. There is also the possibility that unauthorized people might access your data and samples. In either case, we cannot reduce the risk to zero.

Will being in this study help me in any way?

We cannot promise any benefits to you or others from your participation in this research. However, possible benefits include matching your potential job industry preferences with relevant recruiters. Based on your preferences, we will share your actual resume with recruiters for possible internship or job opportunities, which may enhance your chances of securing positions that align with your career goals. By providing voluntary consent at the bottom of this form, you opt-in and consent to allow us to share your resume with recruiters for the aforementioned opportunities. Please note that we are not promising a guaranteed job but simply facilitating the sharing of your resume based on your own job and industry preferences.

What happens if I do not want to be in this research?

Participation in research is completely voluntary. You can decide to participate, not participate, or discontinue participation at any time without penalty or loss of benefits to which you are otherwise entitled.

What happens if I say yes, but I change my mind later?

You can leave the research at any time; it will not be held against you.

If I take part in this research, how will my privacy be protected? What happens to the information you collect?

Efforts will be made to limit the use and disclosure of your Personal Information, including names, demographics, and job preferences, to people who have a need to review this information. We cannot promise complete secrecy. Organizations that may inspect and copy your information include the IRB and other representatives of this organization. Data will be stored in a Level 4 (L4) location on Harvard Business School (HBS) servers. Access to this data will be controlled by Professor Paul Gompers. If identifiers are removed from your identifiable private information that is collected during this research, that information could be used for future research studies or distributed to another investigator for future research studies without your additional informed consent. We will protect the confidentiality of your information to the extent possible. Your data will be coded to protect your identity before they are shared with other researchers. Prof. Paul Gompers and the HBS-affiliated team will have a code key that can be used to link to your identifying information. The code key will be securely stored. At the conclusion of the study, the coded data, along with securely stored identifiable information, will be retained for record-keeping in accordance with institutional policy. This information will be preserved for future research use by the principal investigator, Professor Paul Gompers.

Can I be removed from the research without my OK?

The person in charge of the research study can remove you from the research study without your approval. Possible reasons for removal include:

- Not belonging to the focal group (Not a recent alumnus of one of the eight ivy league universities – last 5 years).
- Not being aged 18+ at the time of enrollment into the study.

Who can I talk to?

If you have questions, concerns, or complaints, or think the research has hurt you, talk to the research team at pgompers@hbs.edu.

This research has been reviewed and approved by the Harvard University Area Institutional Review Board (“IRB”). You may talk to them at (617) 496-2847 or cuhs@harvard.edu if:

- Your questions, concerns, or complaints are not being answered by the research team.
- You cannot reach the research team.
- You want to talk to someone besides the research team.
- You have questions about your rights as a research subject.
- You want to get information or provide input about this research.