



**University and Medical Center Institutional Review Board
Office of Research**

300 E. 1st Street
East Carolina University | Greenville, NC 27834
252-744-2914 office | umcirb@ecu.edu

Not Human Subject Research Certification

From: Social Behavioral IRB
To: Lee Eason
Date: 02/11/2026

To Whom It May Concern:

This activity was reviewed on July 22, 2025, by the UMCIRB Director. Lee Eason, a student in the Department of Technology Systems at East Carolina University, was involved in a study to offer practical guidelines for optimal team sizes in geographically distributed software teams to reduce productivity and knowledge loss caused by turnover using data obtained from a software engineering company, BlueOptima. At the time of the review, Mr. Eason confirmed there would be no interaction or intervention with human subjects and no identifiable data was provided in the dataset. As such, Mr. Eason's activity did not meet the definition of "human subject" research and no local IRB approval was necessary.

If you have questions or require additional information, please feel free to contact the UMCIRB office at 252-744-2914.

Sincerely,

Date 2/12/2026

Neil Gilbird, MPH, CIP
Director, Human Research Protections
University & Medical Center Institutional Review Board
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