



Qatar University Institutional Review Board QU-IRB

QU-IRB Registration: IRB-QU-2020-006, QU-IRB, Assurance: IRB-A-QU-2019-0009

DATE: February 19, 2026

TO: Ahmed Khalifa, PhD

FROM: Qatar University Institutional Review Board (QU-IRB)

PROJECT TITLE: 2401033-1 Developing Effective Policies for Talent Retention to Sustain Qatar's Prosperity

QU-IRB REFERENCE #: QU-IRB 419/2025-EM

SUBMISSION TYPE: New Project

ACTION: DETERMINATION OF EXEMPT STATUS

DECISION DATE: February 19, 2026

REVIEW CATEGORY: Exemption category # (2)

Thank you for your submission of New Project materials for this project. The Qatar University Institutional Review Board (QU-IRB) has determined this project is EXEMPT FROM IRB REVIEW according to Qatar Ministry of Public Health regulations. Please note that exempted proposals do not require renewals however, any changes/modifications to the original submitted protocol should be reported to the committee to seek approval prior to continuation.

We will retain a copy of this correspondence within our records.

Documents Reviewed:

- Consent Form - Consent_Form.pdf (UPLOADED: 02/15/2026)
- Proposal - The Proposal.pdf (UPLOADED: 02/15/2026)
- Qatar University - IRB Application - Qatar University - IRB Application (UPLOADED: 02/18/2026)
- Questionnaire/Survey - University Faculty Questionnaire.pdf (UPLOADED: 02/16/2026)
- Questionnaire/Survey - Top Students (Top 2% of Students) Questionnaire.pdf (UPLOADED: 02/16/2026)
- Questionnaire/Survey - Talents Who Left Qatar (Past 10 Years) Questionnaire.pdf (UPLOADED: 02/16/2026)
- Questionnaire/Survey - Startup Founders Questionnaire.pdf (UPLOADED: 02/16/2026)
- Questionnaire/Survey - Policy Makers Questionnaire.pdf (UPLOADED: 02/16/2026)
- Questionnaire/Survey - HR Executives Questionnaire.pdf (UPLOADED: 02/16/2026)
- Questionnaire/Survey - Employees (Technical Specialists, Top 10% of the Institution) Questionnaire.pdf (UPLOADED: 02/16/2026)

If you have any questions, please contact QU-IRB at 4403 5307 or qu-irb@qu.edu.qa. Please include your project title and reference number in all correspondence with this committee.

IRBNet ID#:	2401033-1
Approved Date:	February 19, 2026
Expiry Date:	
Qatar University Institutional Review Board (QU-IRB)	

Best wishes,



Prof. Emad Abu Shanab
Chairperson, QU-IRB



This letter has been issued in accordance with all applicable regulations, and a copy is retained within Qatar University's records.

Qatar University-Institutional Review Board (QU-IRB), P.O. Box 2713 Doha, Qatar
Tel +974 4403-5307 (GMT +3hrs) email: QU-IRB@qu.edu.qa

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