

EVALUATION

**BISHOPS
RESIDENCY
SURVEY (BRS)**

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From: Masterson, Suzanne (masterss) [MASTERSS@UCMAIL.UC.EDU]
Sent: Friday, September 03, 2010 11:29 AM
To: Ellie Rolfes; cmatthews@episcopalchurch.org
Cc: Masterson, Suzanne (masterss)
Subject: BRS Data: Update

Good morning to both,

First of all, I thank you both for your patience with the data entry/analysis process. Here is an update on where things stand; I am happy to do more after touching base with you, if there are particular things you want me to try to do.

I have entered and cleaned all of the data. In total, we have 76 surveys returned (I am not counting one of the surveys that was returned in May 2009 with no quantitative responses, only written comments).

May 2009 = 28 surveys

March 2010 = 21 surveys

May 2010 = 27 surveys

I have also gone back and matched responses over time. This gives us 44 bishops responding in total, with the following breakdown:

8 have responded at all three times (May 2009, March 2010, May 2010)

10 responded only in 2010 (March and May)

3 responded in May 2009 and March 2010

3 responded in May 2009 and May 2010

14 responded only in May 2009

6 responded only in May 2010

So, we have 24 bishops who have provided at least 2 data points, and 20 who have only provided 1 data point. Some of those 20 might have been bishops who responded in May 2009 but it was their last year (perhaps as many as 14); others are new bishops who are responding for the first time and will hopefully provide more data as we go forward.

When I use the full data set as 76 unique data points and look for trends across time, the only variable on which there is a difference is job satisfaction. There is a clear trend that bishops who are in their third year have lower job satisfaction (mean = 5.71 on a 7 point scale, 22 bishops) than bishops in years 0 (mean = 6.29, 8 bishops), 1 (mean = 6.30, 22 bishops), or 2 (mean = 6.24, 22 bishops).

If you recall last year, the eight 3rd year bishops also had the lowest job satisfaction, so I decided to take them out of the dataset and see what happened (because last year should have been their last year for reporting, if they were in their 3rd year of BRS). If those 8 are removed, there is no difference in job satisfaction among the different years; it seems like those 8 bishops' responses were driving the results. However, a different, interesting result appears: the remaining 3rd year bishops now show higher identification (mean = 5.59 on a 7 point scale, 13 bishops) than do bishops in years 0 (mean = 4.5, 8 bishops), 1 (mean = 4.88, 20 bishops), or years 2 (mean = 4.9, 22 bishops). This is somewhat promising, and is in the direction we would hope.

There are no differences in terms of the other variables, which are Person-Job Fit, Support Self Efficacy, Vocational Support, Perceived Insider Status, Affective Organizational Commitment, Psychological Contract Fulfillment, Perceived Organization Support, Organizationally-Based Self Esteem, and Generalized Self-Efficacy. However, this is still a very small data set on which to be running these statistics, and differences may become more apparent as other data points are added to the data set. In addition, a major caution in putting too much "stock" into these results is that, because some bishops are responding more than once in the data set, the data points are not really independent. We will be in a

much better position to understand trends when we have more individual bishops responding across time and can do more with that data set, as opposed to using their multiple responses as unique data points within a data set.

At the same time, with only 24 bishops with multiple data points, it is probably premature to try to do too much analysis in terms of trending. However, if there are some particular analyses you would like me to explore, please let me know.

Please let me know if there is more you would like me to do with this data at this point in time. Thank you again for the opportunity to work with you on this important project.

Best wishes,

Suzanne

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