



Age and Length of Service Survey

Supplementary Report, 19 Dec 2012

(to be read in conjunction with ACR published Dec 2012)

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- a graphical analysis of some of the survey questions with brief observations
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Introduction

This report provides analysis and conclusions drawn from the survey entitled 'Preferred Age and Length of Service of an Archbishop'. The ACR has been discussing the potential age and length of service for the Archbishop to be elected in 2013. In order to encourage continued discussion, the survey was commissioned to elicit opinions of synod members.

The survey utilised an online response service, Survey Monkey. An email was sent to the ACR's list of synod reps with an explanation and web link. The recipients were asked to forward it to other synod reps to ensure a sizeable sample of the synod. Responses were collected over a five day period.

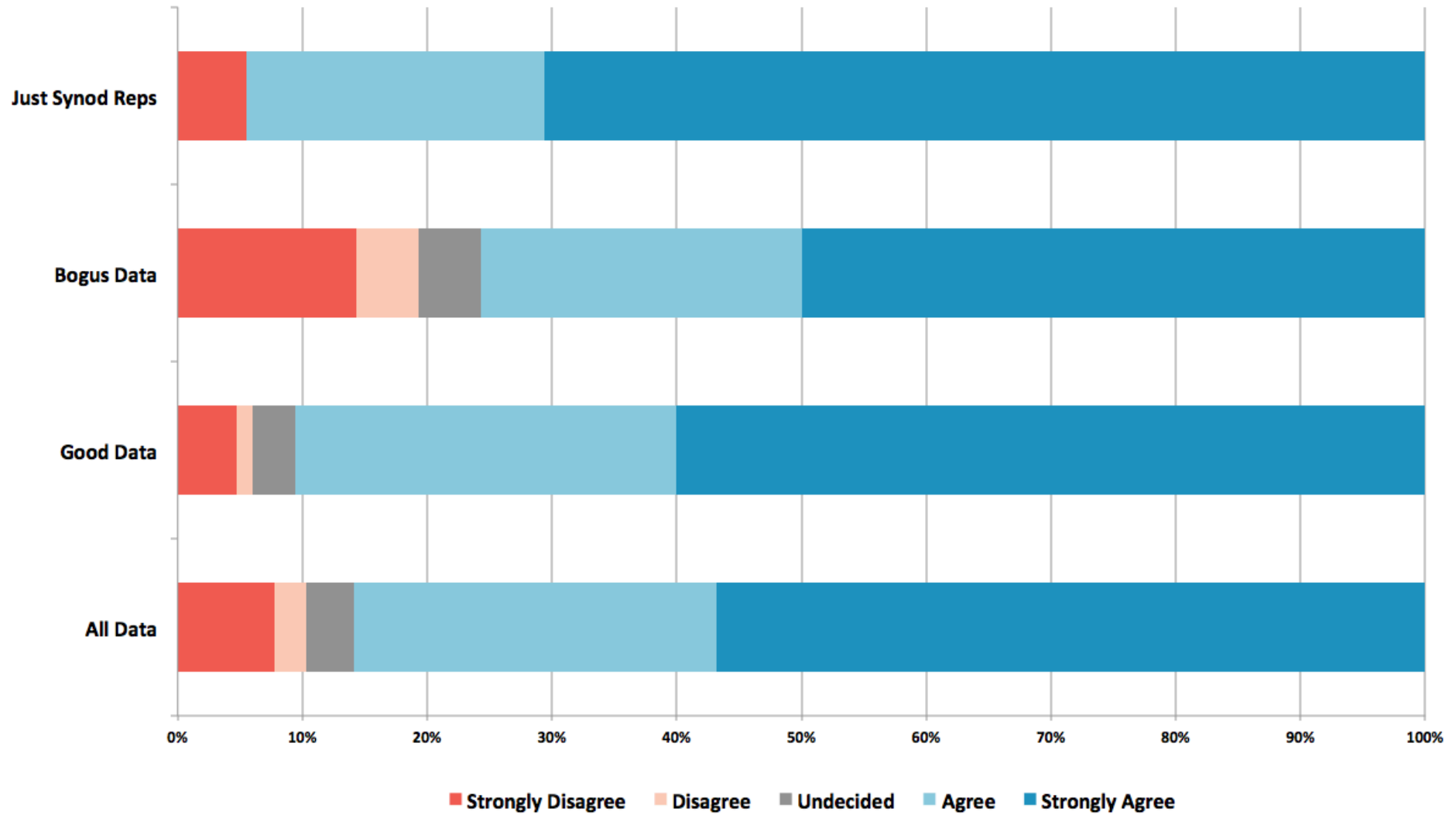
The survey was made up of 24 questions consisting of open, closed-ended, and demographic types of questions. Some of the questions required one answer whilst others required ranking and multiple answers. The survey instrument and full report can be downloaded from the ACR website. This is a supplementary report intended to help synod members analyse the data more easily through the use of helpful graphs.

A total of 463 responses were collected. In order to obtain the most helpful analysis, potential bogus responses were detected, although all data has been reported on. 112 suspected bogus responses were identified. Of the good data, 127 were reported to be synod reps. Not all respondents answered all questions.

Q1. The importance of the role of Archbishop.

- People were asked to respond to the statement, “the role of Archbishop is important in the life of our Diocese.”
- Possible responses were: strongly disagree, disagree, undecided, agree, strongly agree.
- 94% of Synod Reps who responded agreed or strongly agreed that the the role of Archbishop was important.
- When people disagreed with the statement they usually disagreed strongly with it.

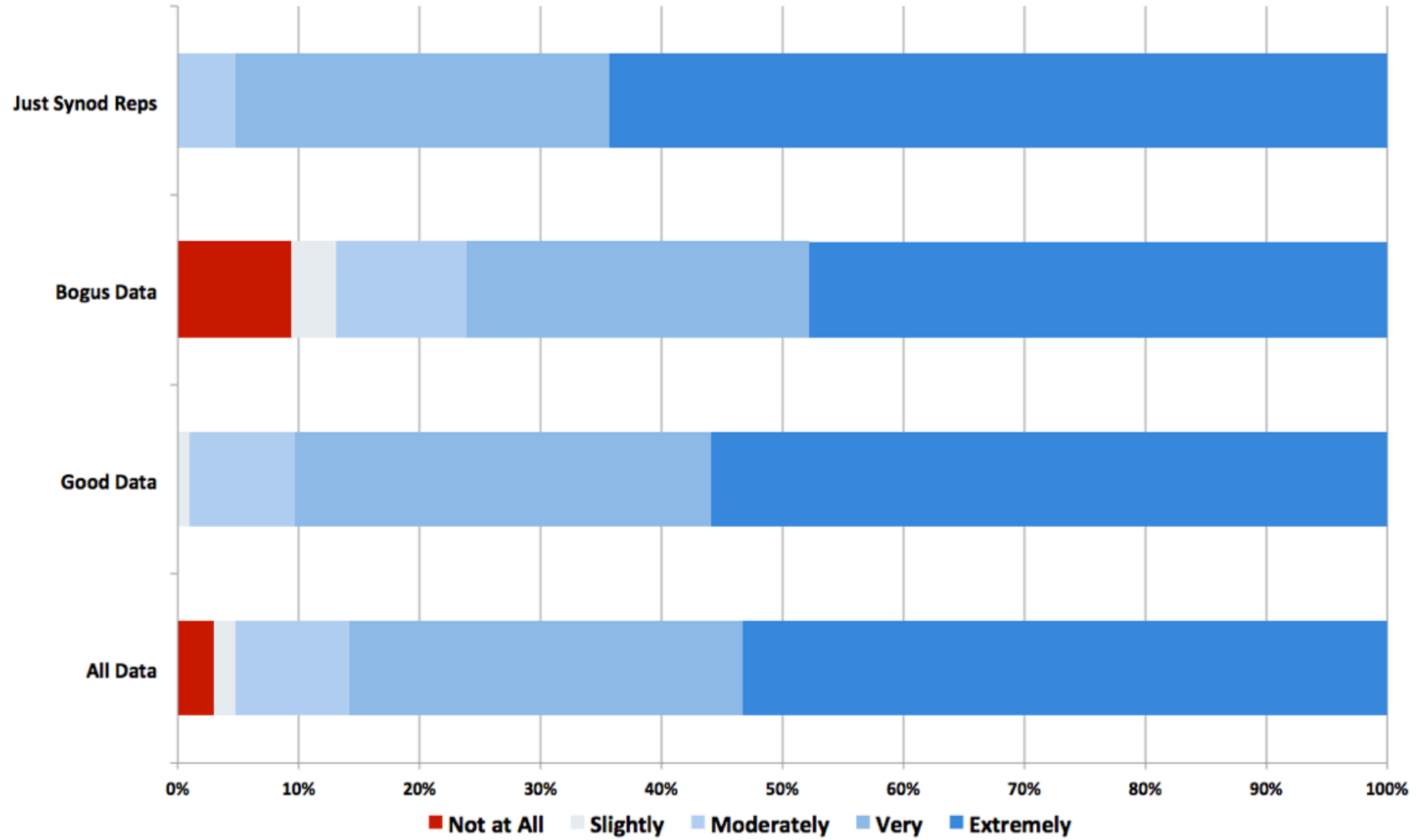
The importance of the role of Archbishop of Sydney



Q2. Concern for Finding the Right Man

- People were asked to respond to the question, “How concerned are you to find the right person for the office of Archbishop?”
- Possible responses were: Not at all, slightly, moderately, very, extremely.
- 95% of Synod Reps who responded were either very concerned or extremely concerned to find the right man for the office of Archbishop of Sydney.
- Even though this question was not used as a criteria for identifying bogus data, only bogus data responses were ‘not at all’ concerned to find the right person.

Concern for Finding the Right Man



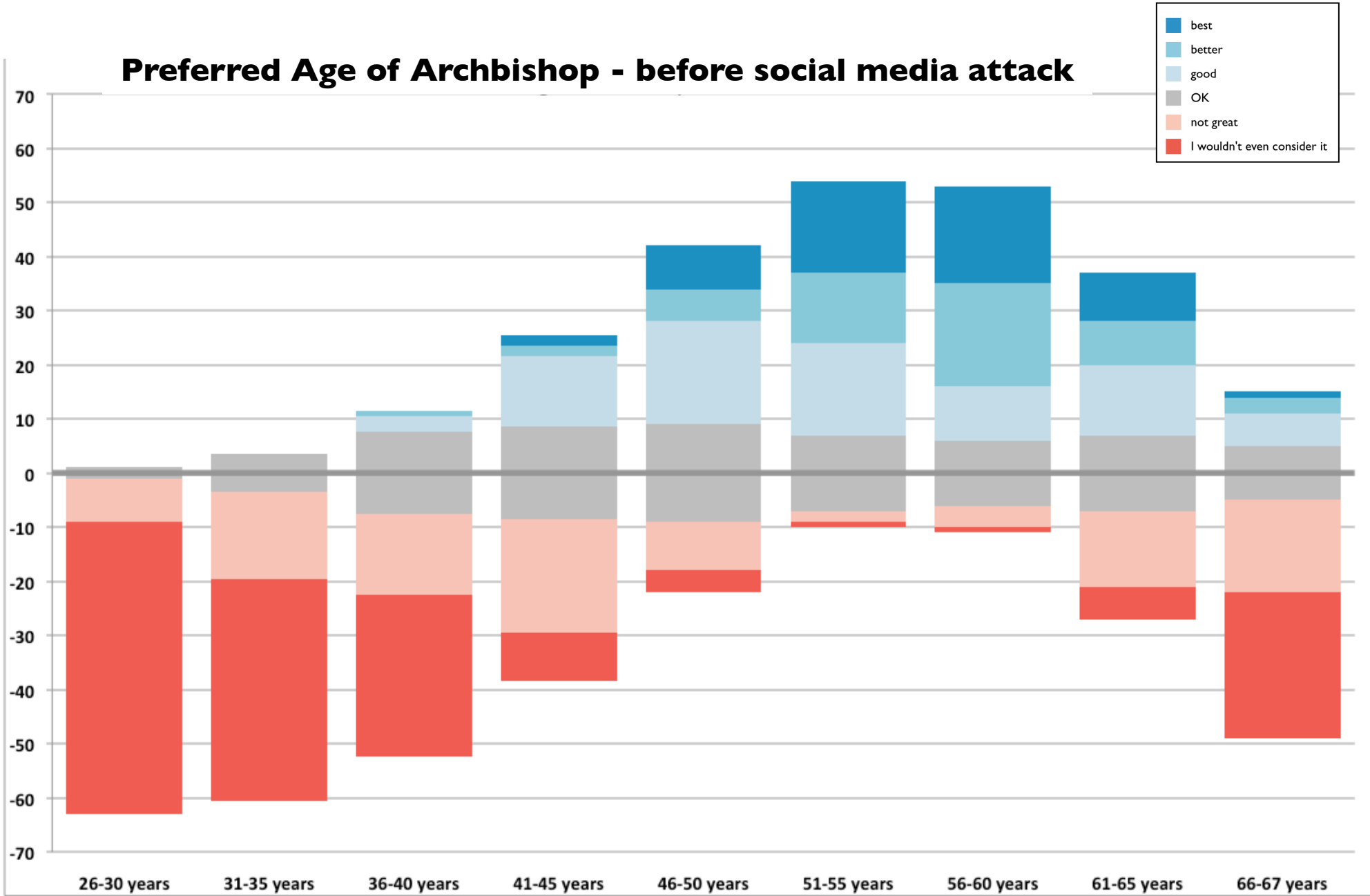
Q3. In an ideal situation, in your opinion, how old should the Archbishop be at the time he is elected?

- graphs are centred vertically around the response “OK”
- the vertical axes are the number of respondents
- horizontal axes are the ages of possible Archbishops
- the shape of the graphs can be compared since the scale of the vertical axes are adjusted for the different number of respondents

observation

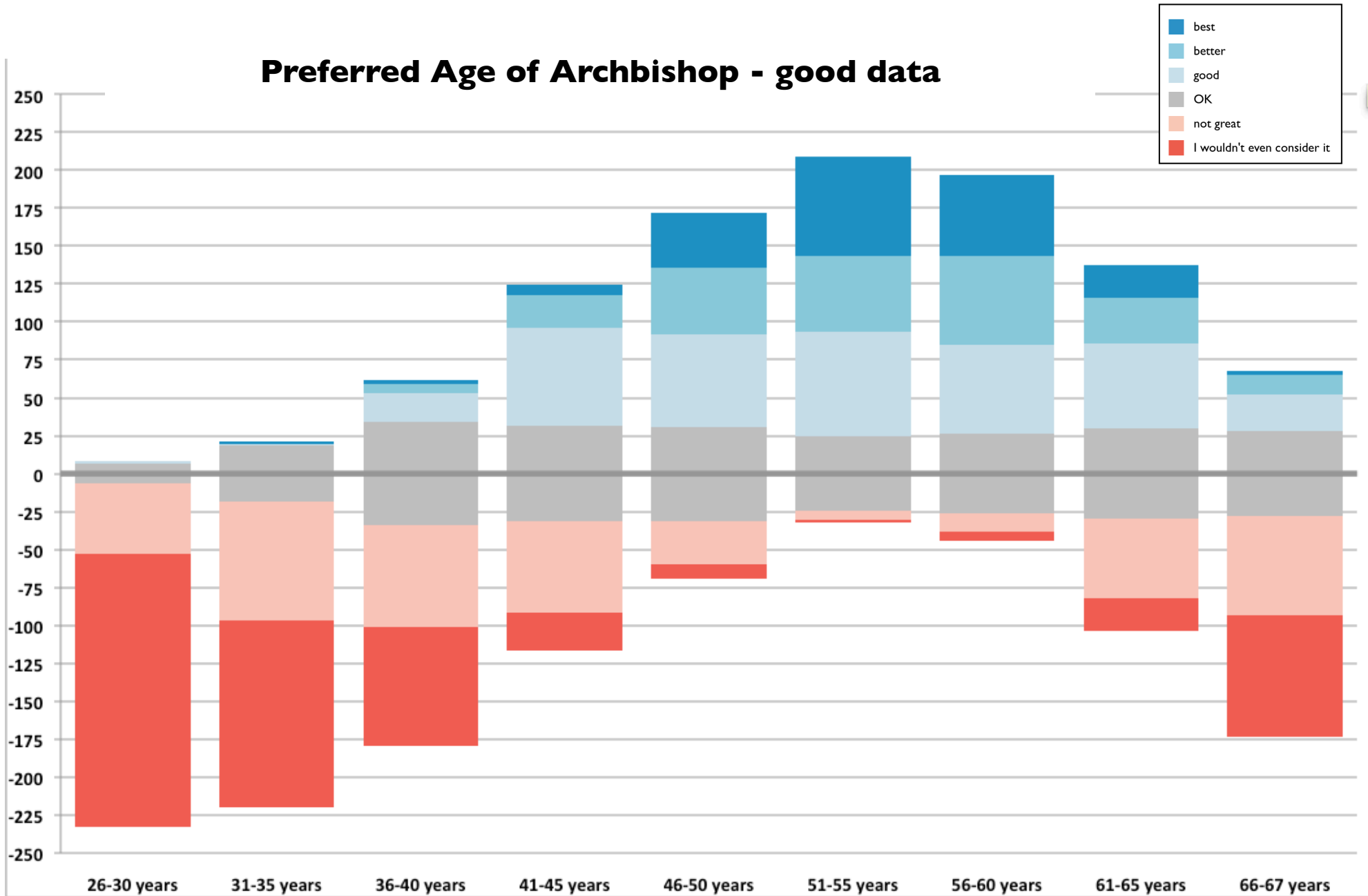
- all groups are expecting to find an Archbishop who is 51-60 years old.

Preferred Age of Archbishop - before social media attack



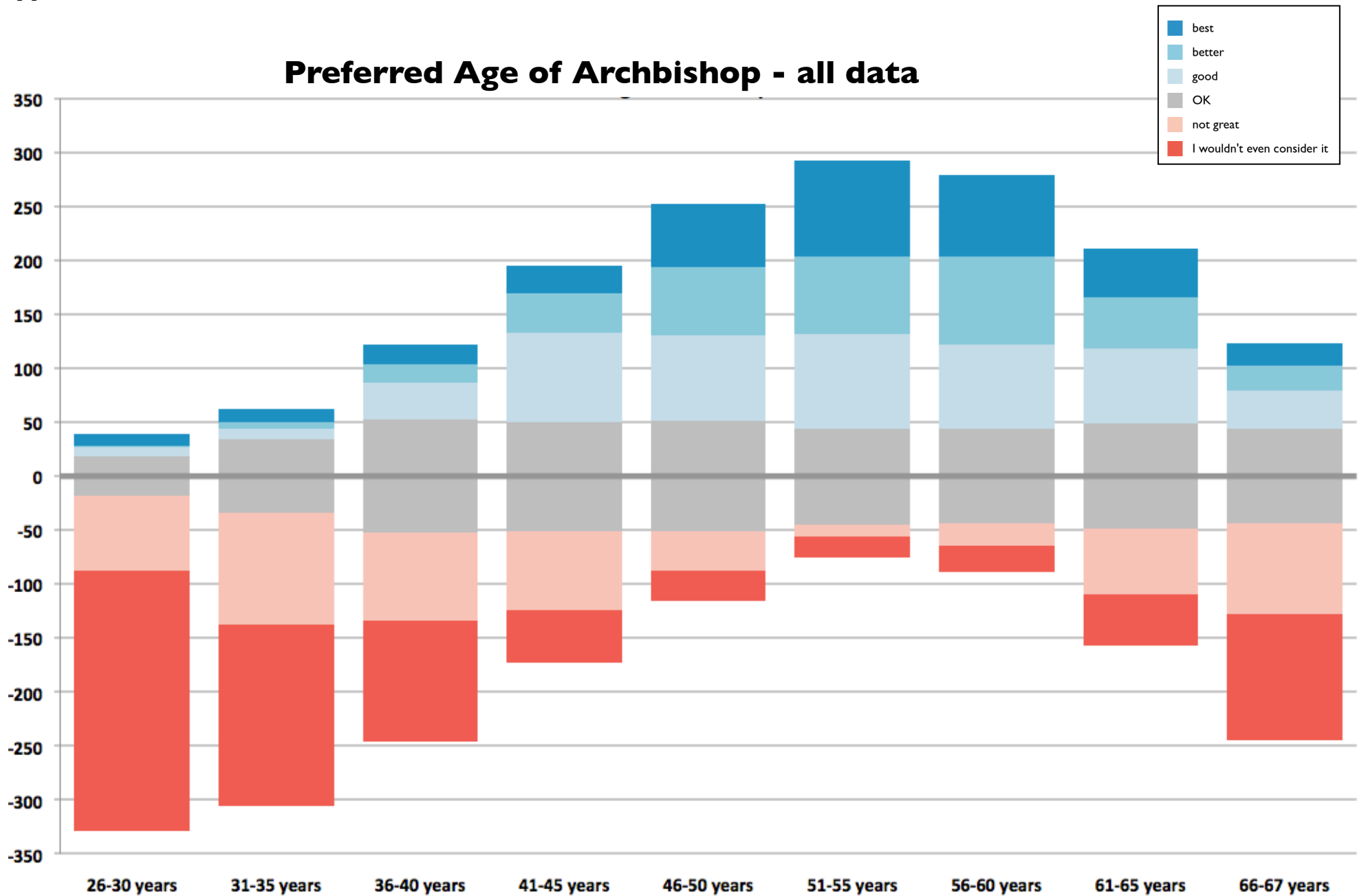
Age of Candidate

Preferred Age of Archbishop - good data



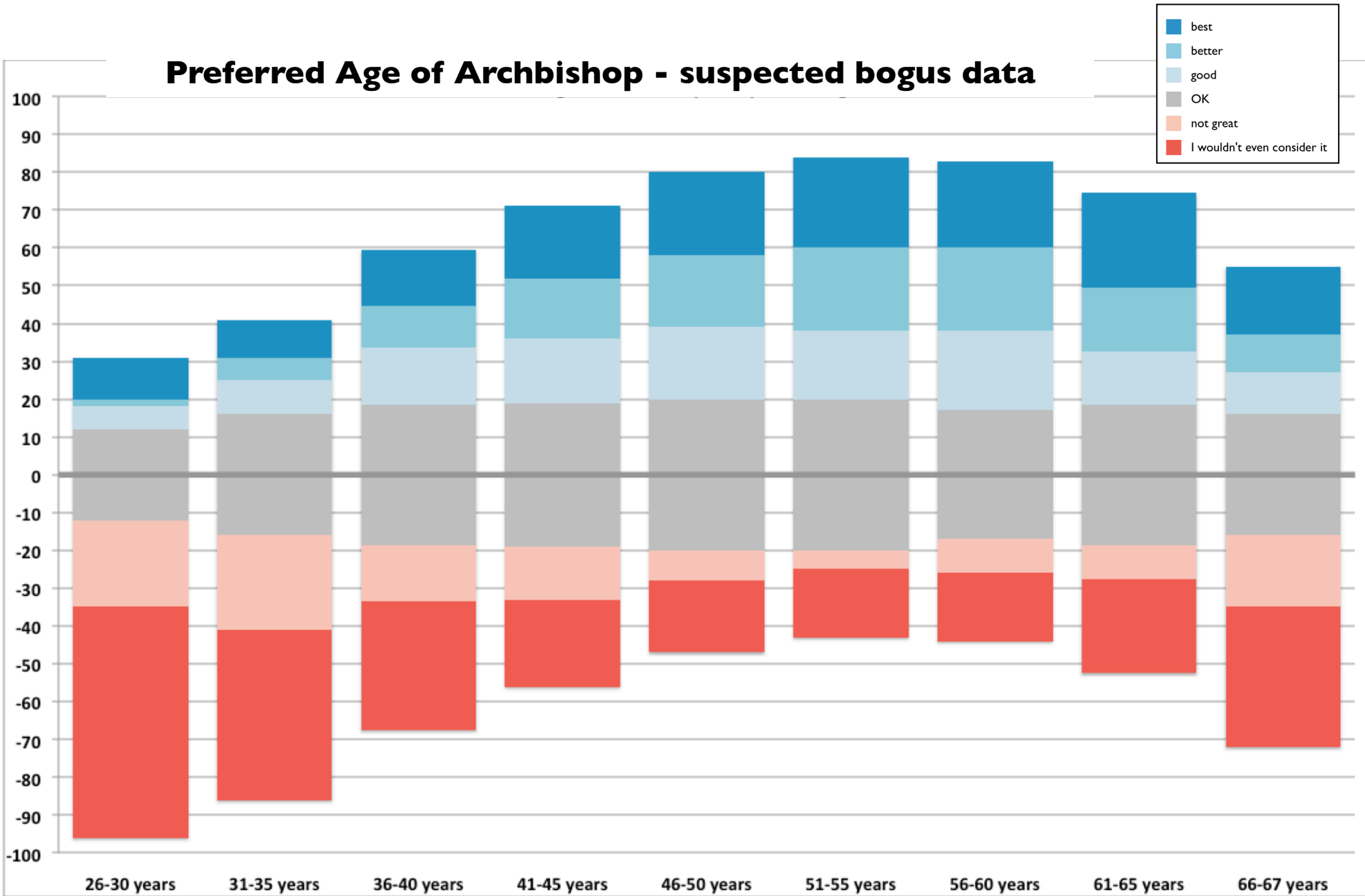
Age of Candidate

Preferred Age of Archbishop - all data



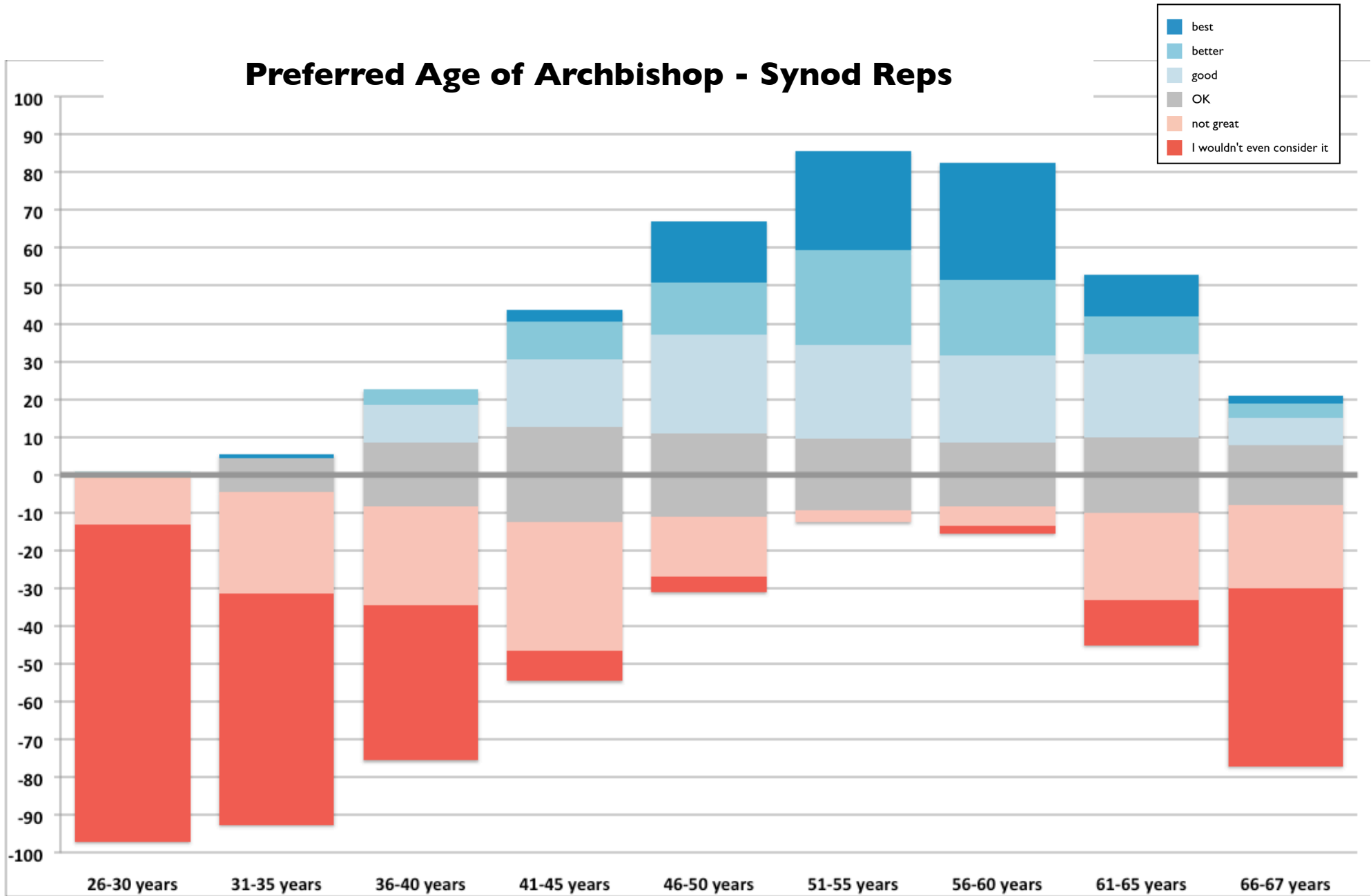
Age of Candidate

Preferred Age of Archbishop - suspected bogus data



Age of Candidate

Preferred Age of Archbishop - Synod Reps



Age of Candidate

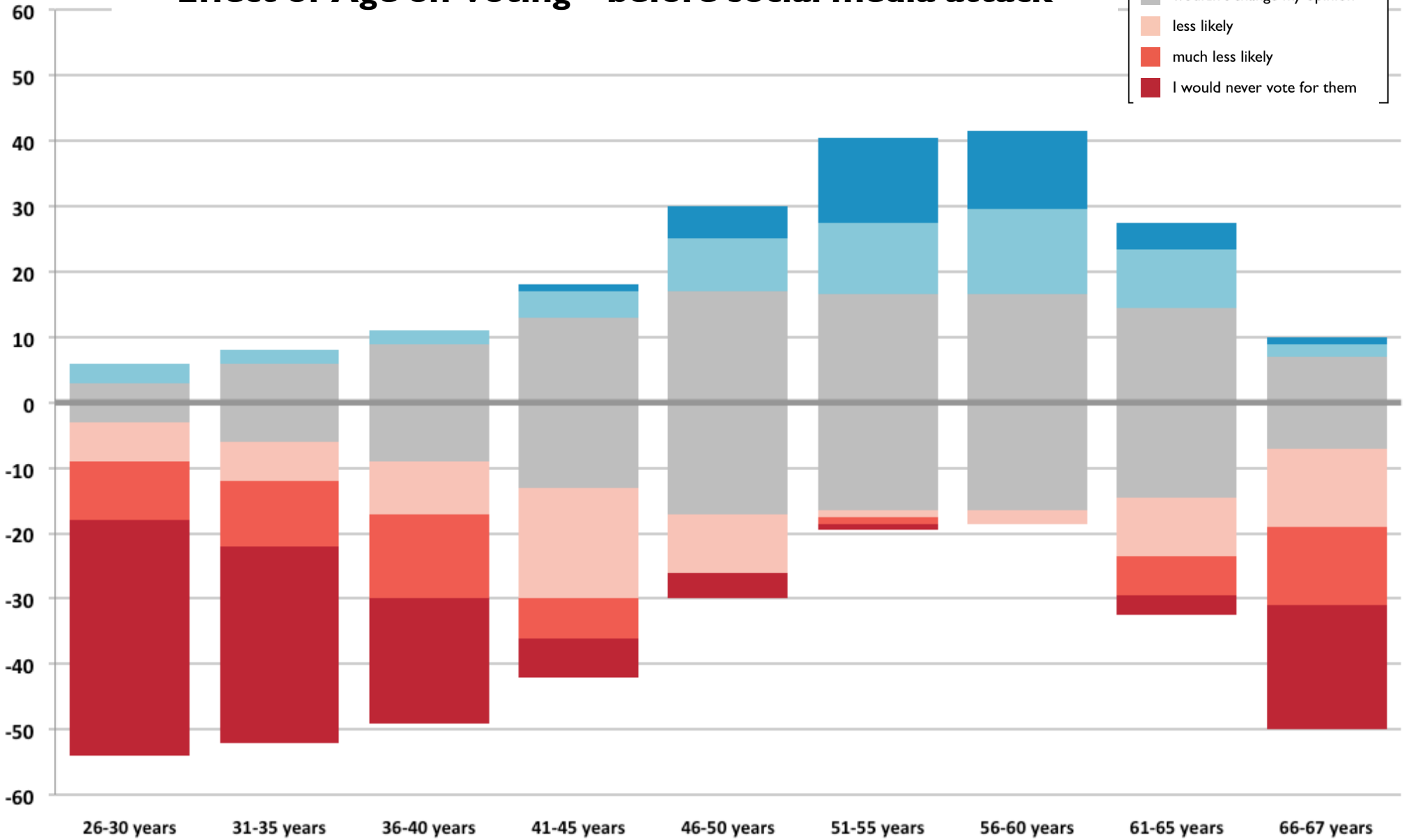
Q4. Imagine that you found the man who you really thought was the very best person to be our Archbishop. You now find out their age. How does their age affect how likely you are to vote for them?

- Choices for each age bracket were: I would never vote for them , much less likely, less likely, wouldn't change my opinion, more likely, much more likely
- This required people to imagine their 'favourite candidate' having a range of ages.
- the vertical axes are the number of respondents

observations

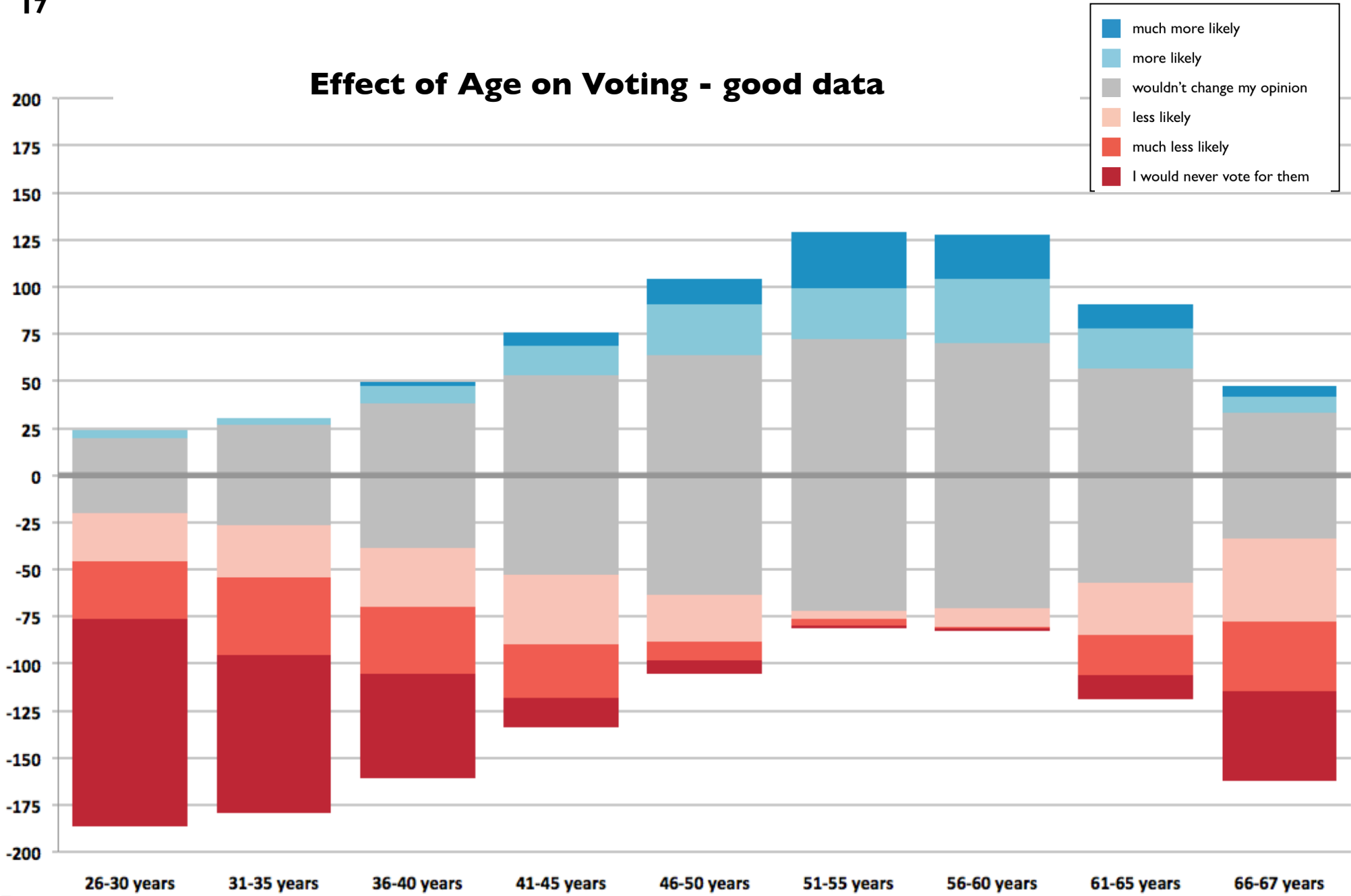
- all groups are more likely to vote for a candidate 51-60 years old
- the same age based preference is apparent in this question as it was for question 3, even though the respondent was answering for a person they “really thought was the very best person to be our Archbishop”
- Non-Synod reps are more open to an older or younger man

Effect of Age on Voting - before social media attack



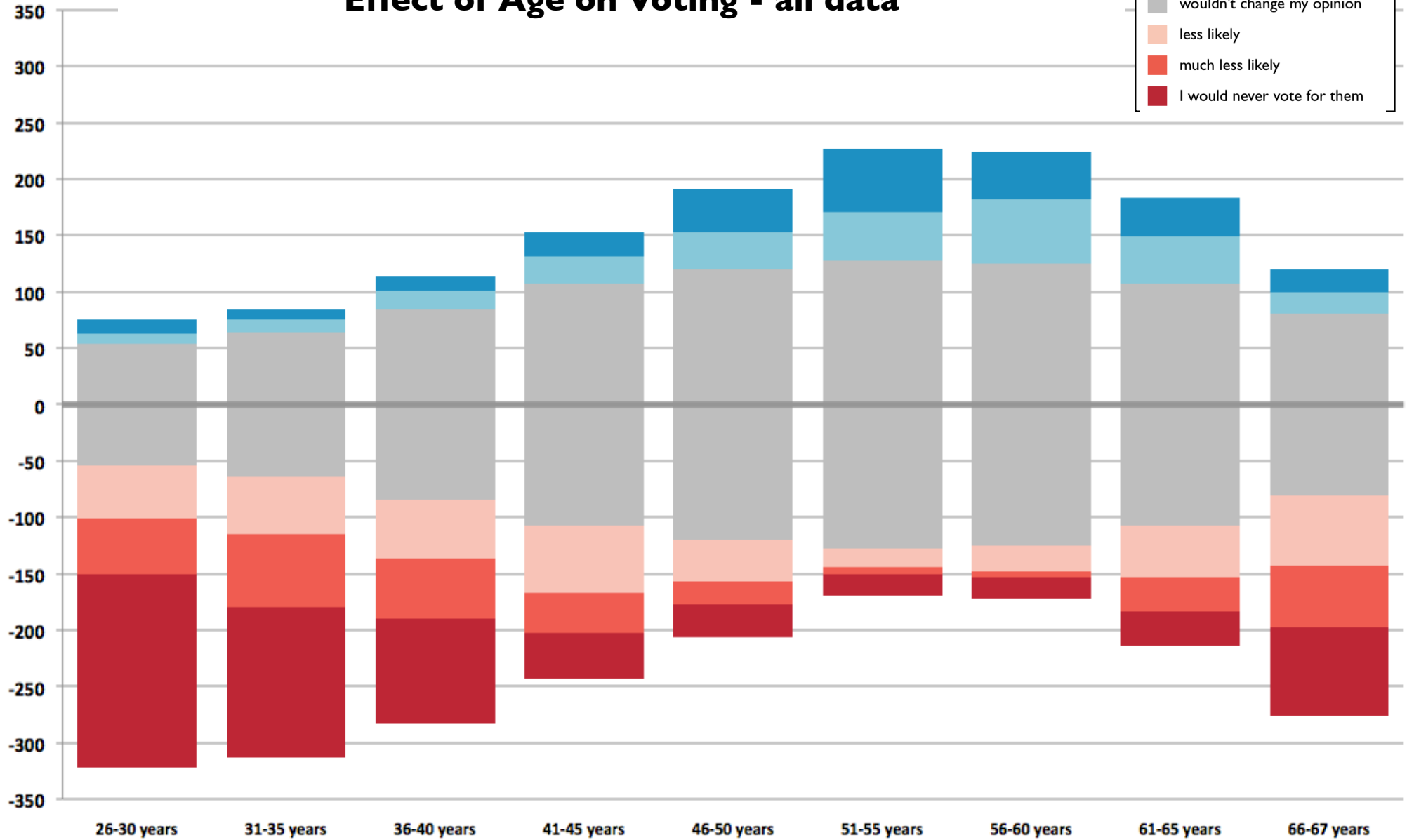
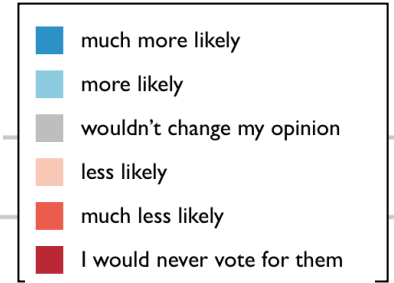
Age of Candidate

Effect of Age on Voting - good data



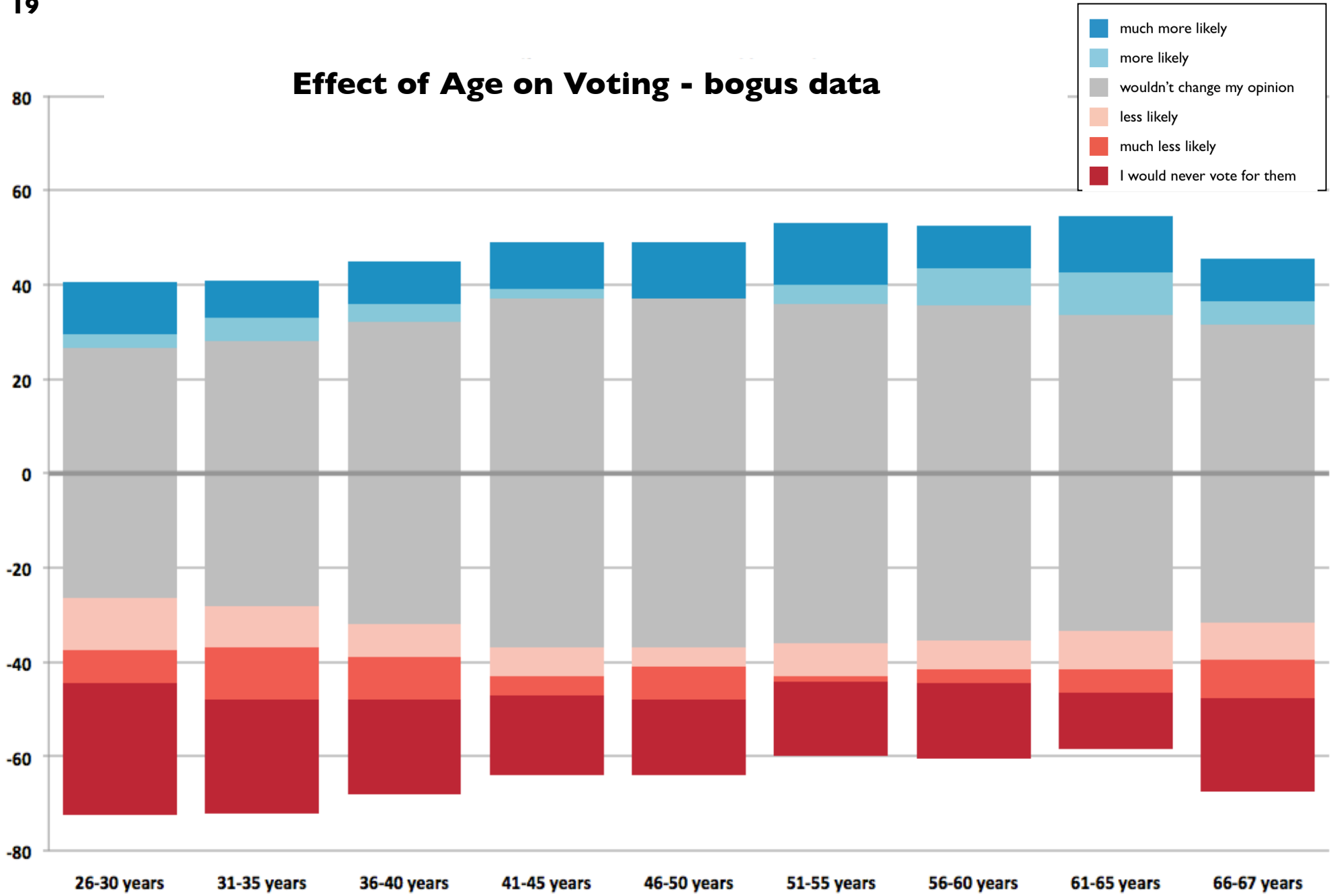
Age of Candidate

Effect of Age on Voting - all data



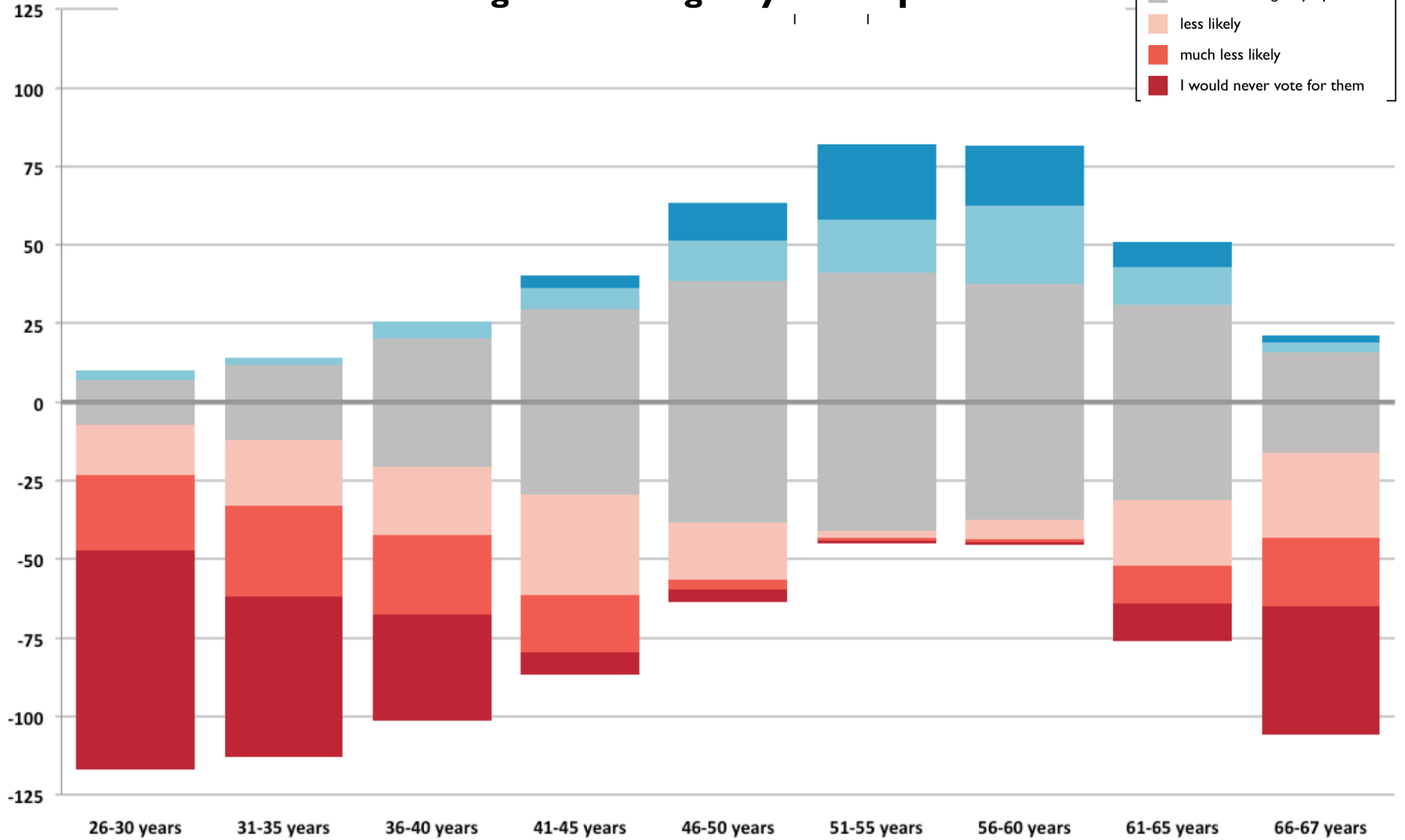
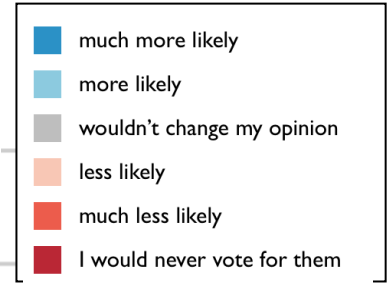
Age of Candidate

Effect of Age on Voting - bogus data



Age of Candidate

Effect of Age on Voting - Synod Reps



Age of Candidate

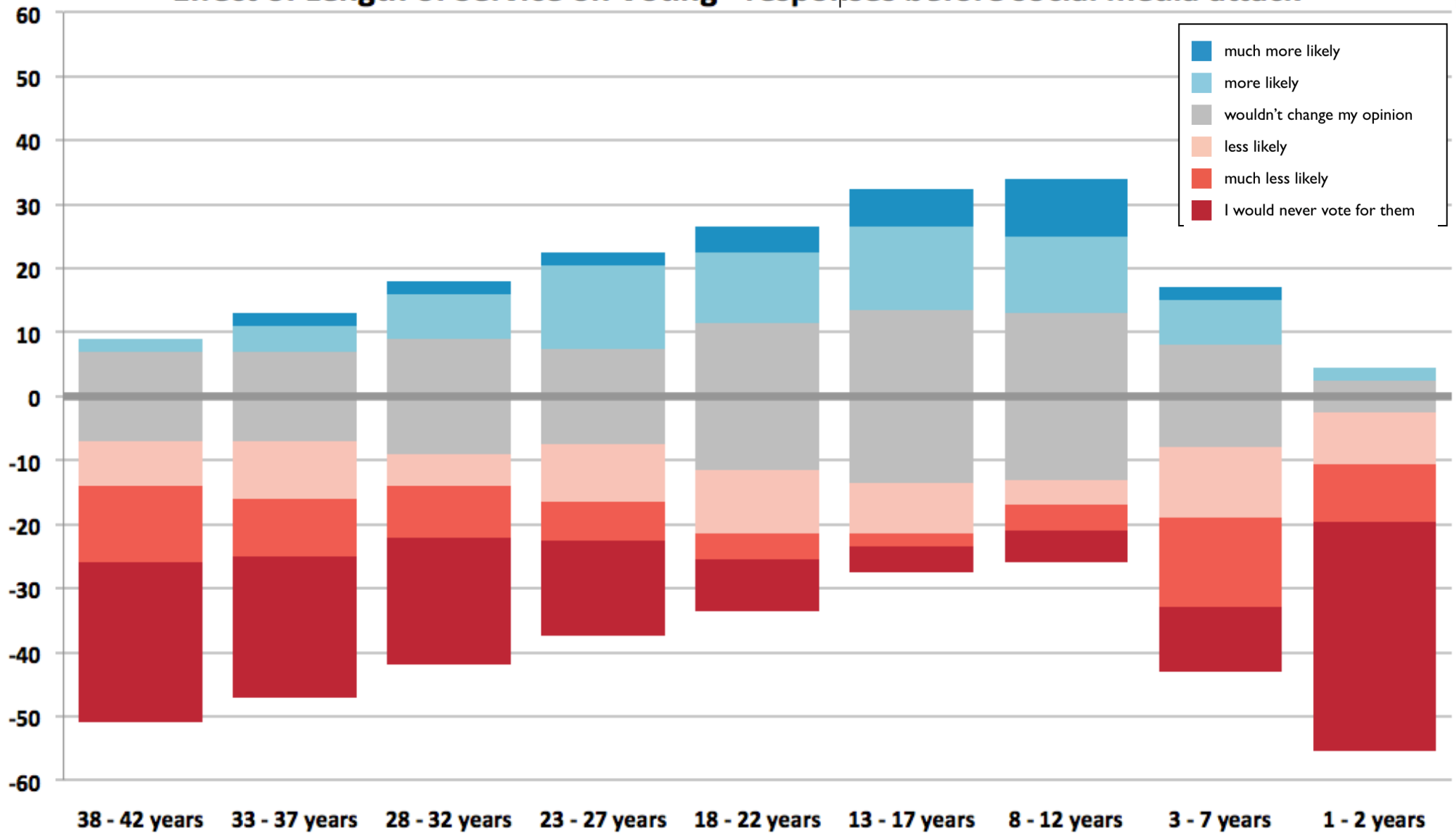
Q5. How does the length of service of your favourite candidate affect how likely you are to vote for them?

- Choices for each age bracket were: I wouldn't even consider it, not great, OK, good, better, best
- The ranges for lengths of service matched up with the ages of candidates given a retirement age of 68
- This question required people to imagine their 'favourite candidate' having different lengths of service
- the vertical axes are the number of respondents

observations

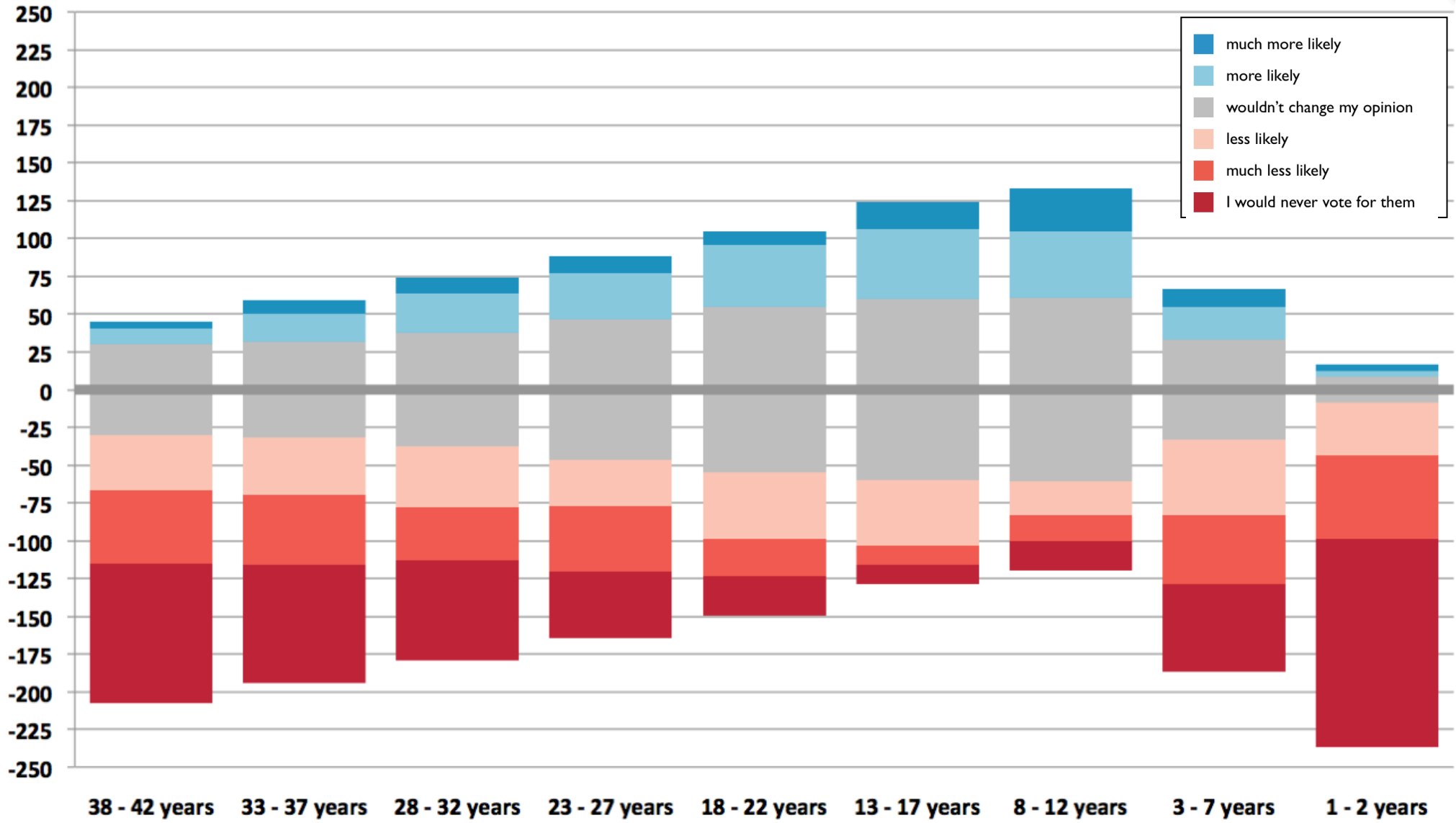
- all groups looking for service longer than 7 years
- Synod members are open to be persuaded of a length of service anywhere from 3 to 42 years (however, those against these extremes of age are a very large minority)

Effect of Length of Service on Voting - responses before social media attack



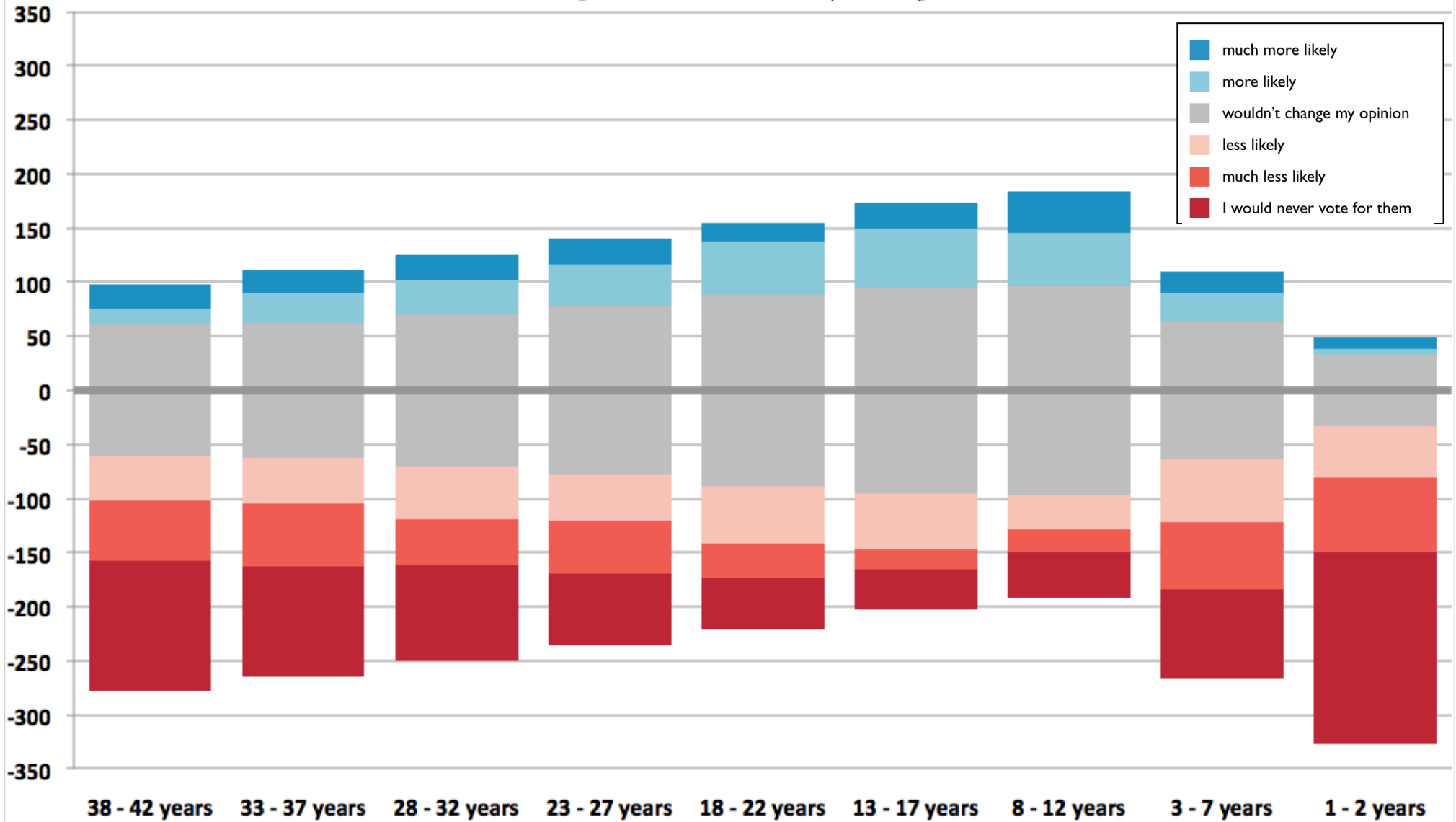
potential length of service

Effect of Length of Service on Voting - good data



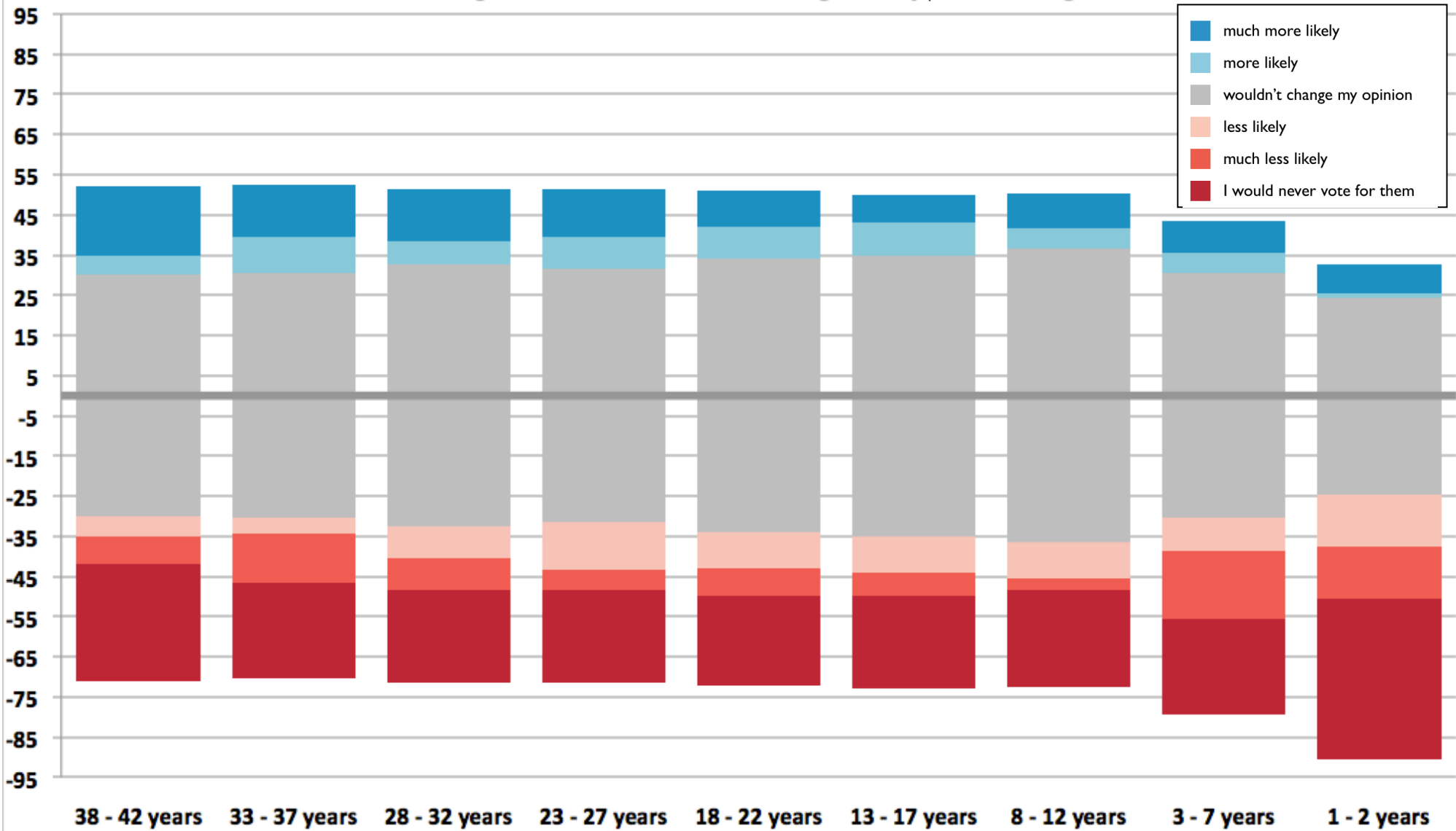
potential length of service

Effect of Length of Service on Voting - all data



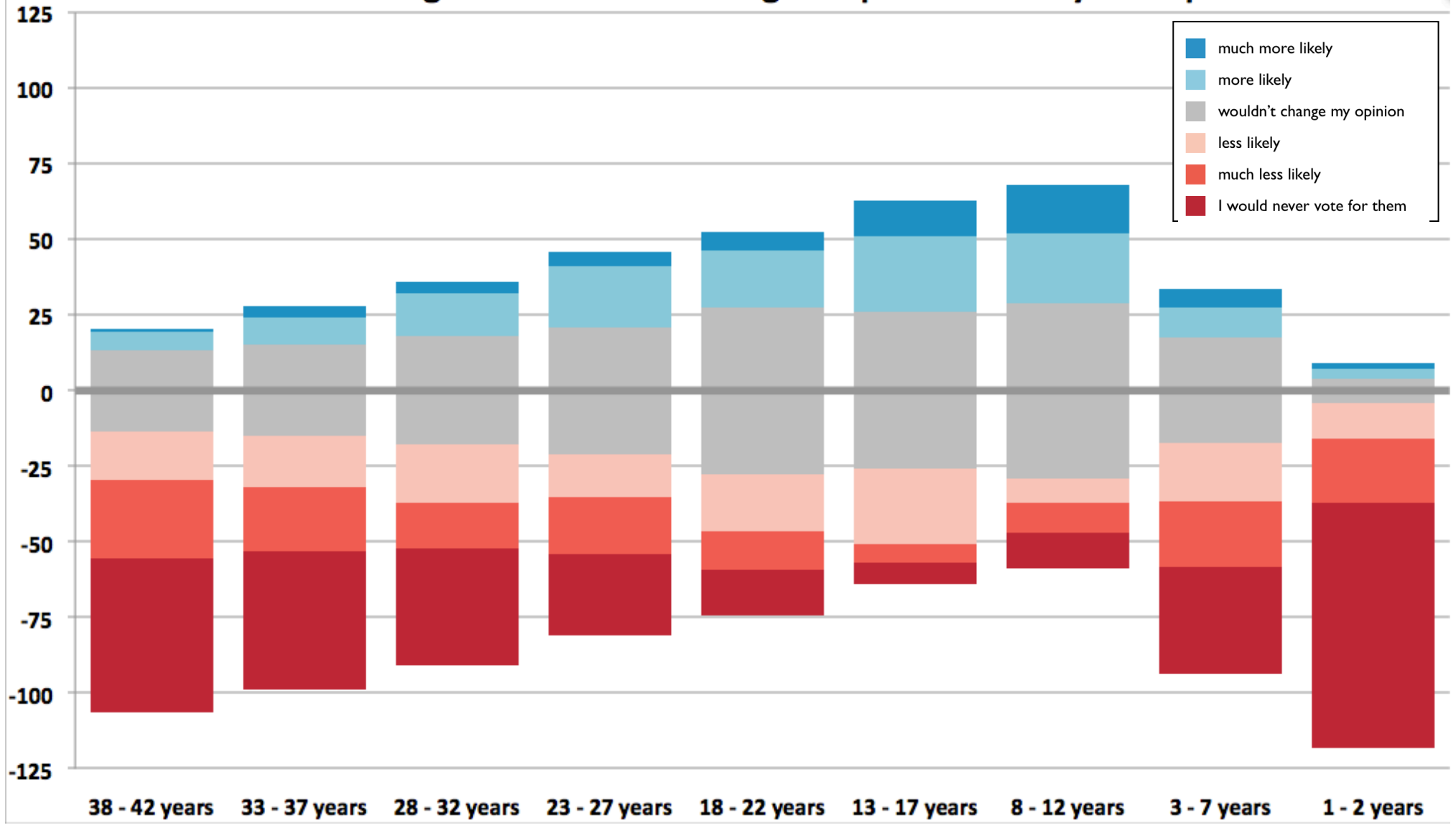
potential length of service

Effect of Length of Service on Voting - suspected bogus data



potential length of service

Effect of Length of Service on Voting - responses from Synod reps



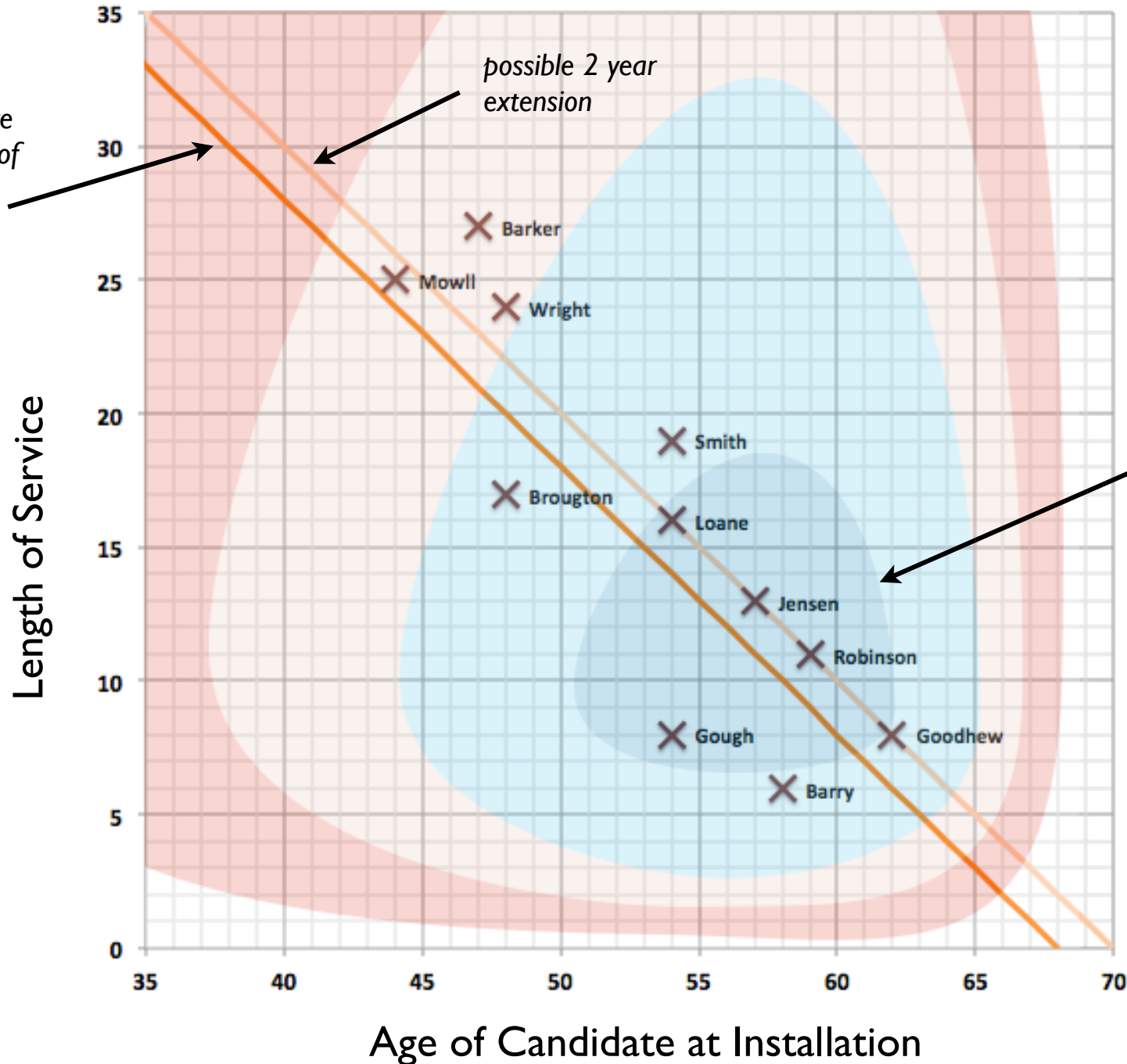
potential length of service

Combining Age and Length of Service Factors

- The two factors of Age and Length of Service were combined to produce the contour plot on the following graphs. A 'sweet spot' or 'concentration of voting likelihood' is clearly identified by this graph. This is not an exact science and the factors are probably somewhat already related by respondents, however it gives a feel for how Synod treats these two factors in combination
- The lines show how age and length of service are related for a current retirement age of 68 (and an extension to 70)
- Previous Archbishops' ages at installation and lengths of service are also plotted (partial years are counted as a whole year)
- The second of these graphs shows the effect of having a fixed term of 15 years for those that would not otherwise retire in this time

Previous Archbishops, their age and length of service

relationship between age and length of service determined by current retirement age of 68



Respondents state ideal age and length of service

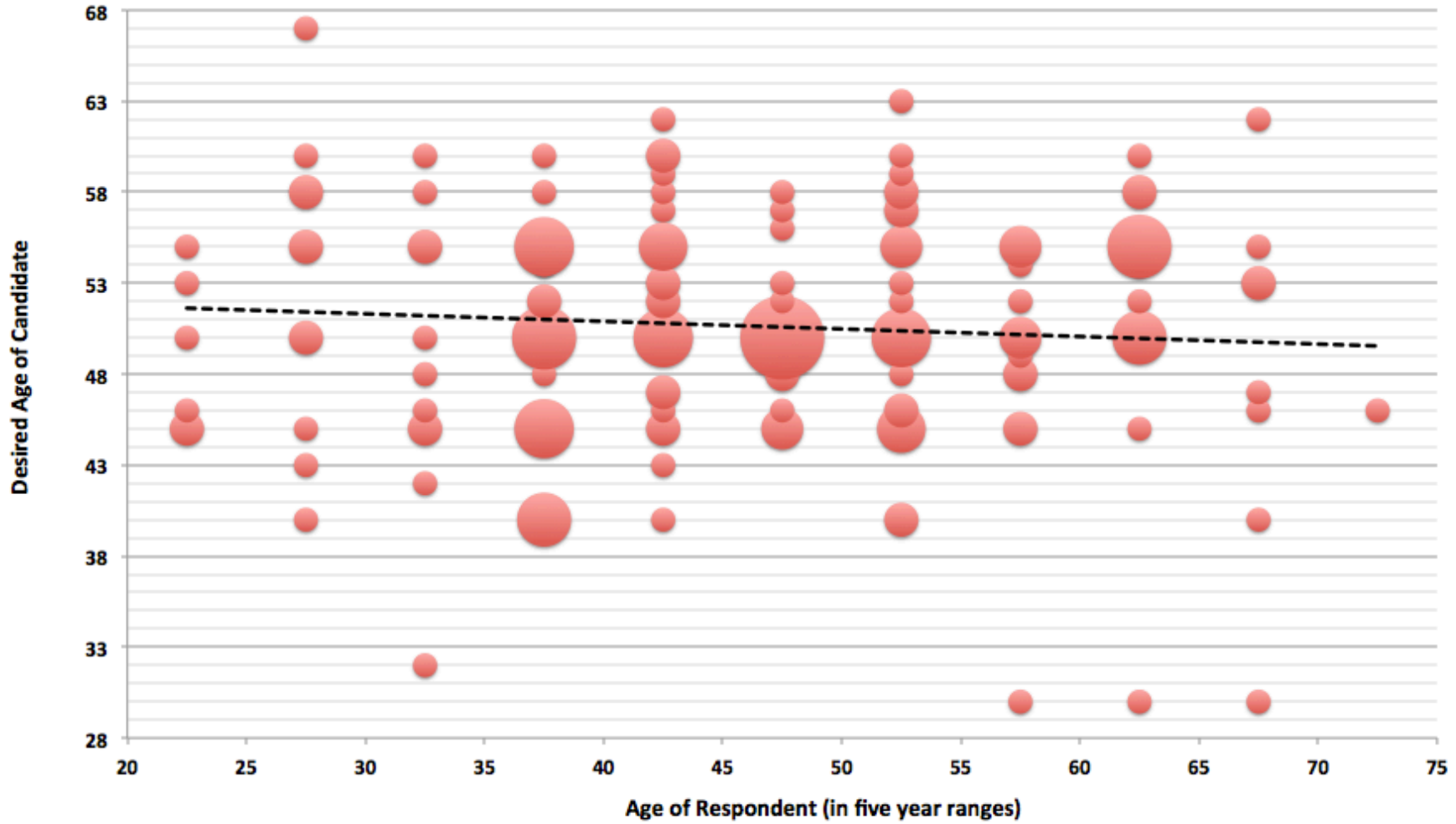
- Respondents who shared their age and answered Questions 8 and 12 are shown on the following three graphs ('good' data only)
- The graphs are aligned so they correspond to each other given the retirement age of 68.

Observations

- the band of acceptable ages of candidates is much wider than the band of lengths of service.
- people want a length of service of between 5 and 20 years.
- in answering these two questions, the respondents want an Archbishop who is younger but would then not be able to serve until retirement
- the expected length of service and ages is very similar for all ages of respondents
- older respondents are slightly more open to younger candidates and longer lengths of service than younger respondents
- the area of the circles is proportional to the number of responses

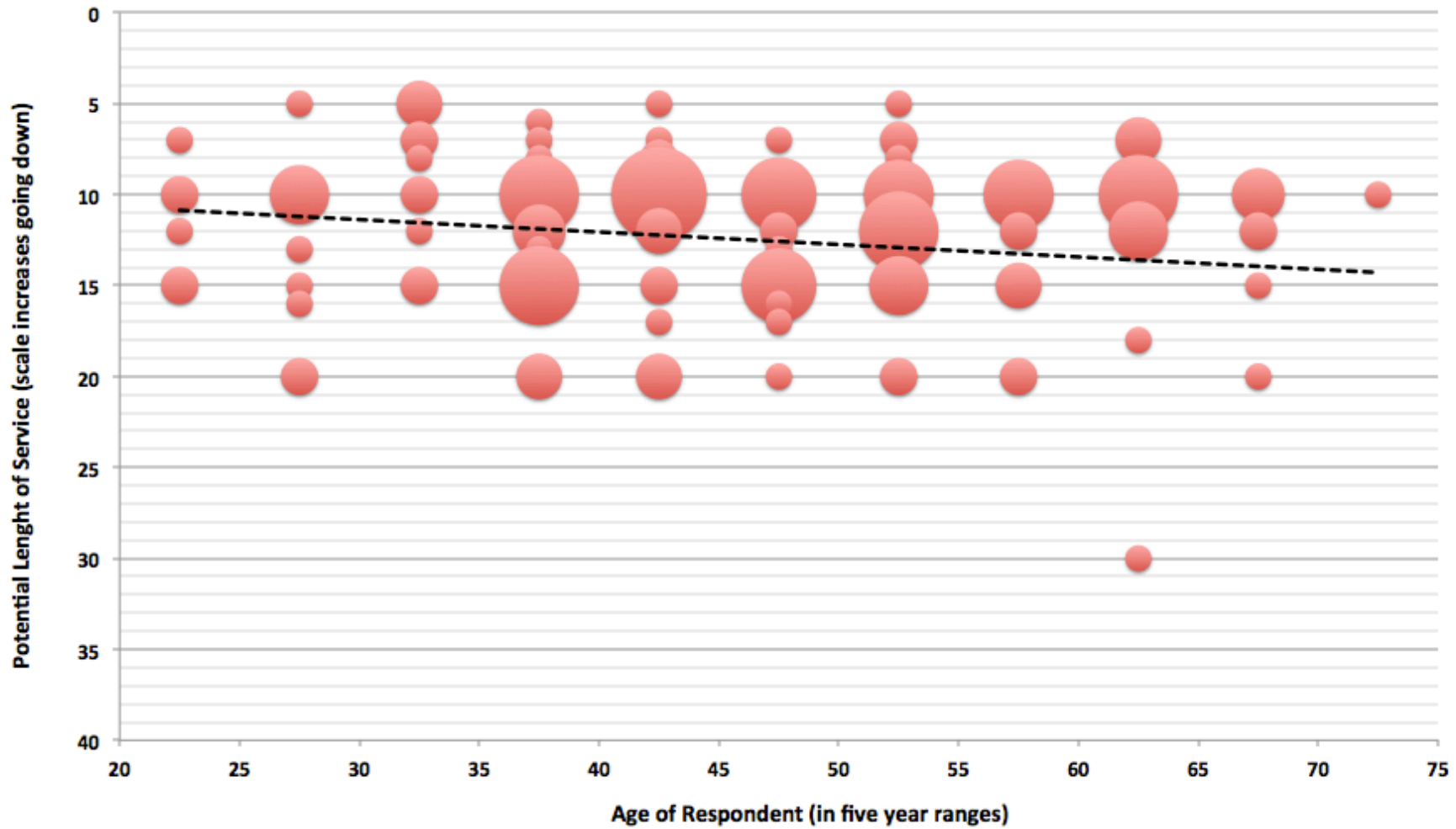
Q8.

Desired Age of Archbishop - respondents state just one ideal age

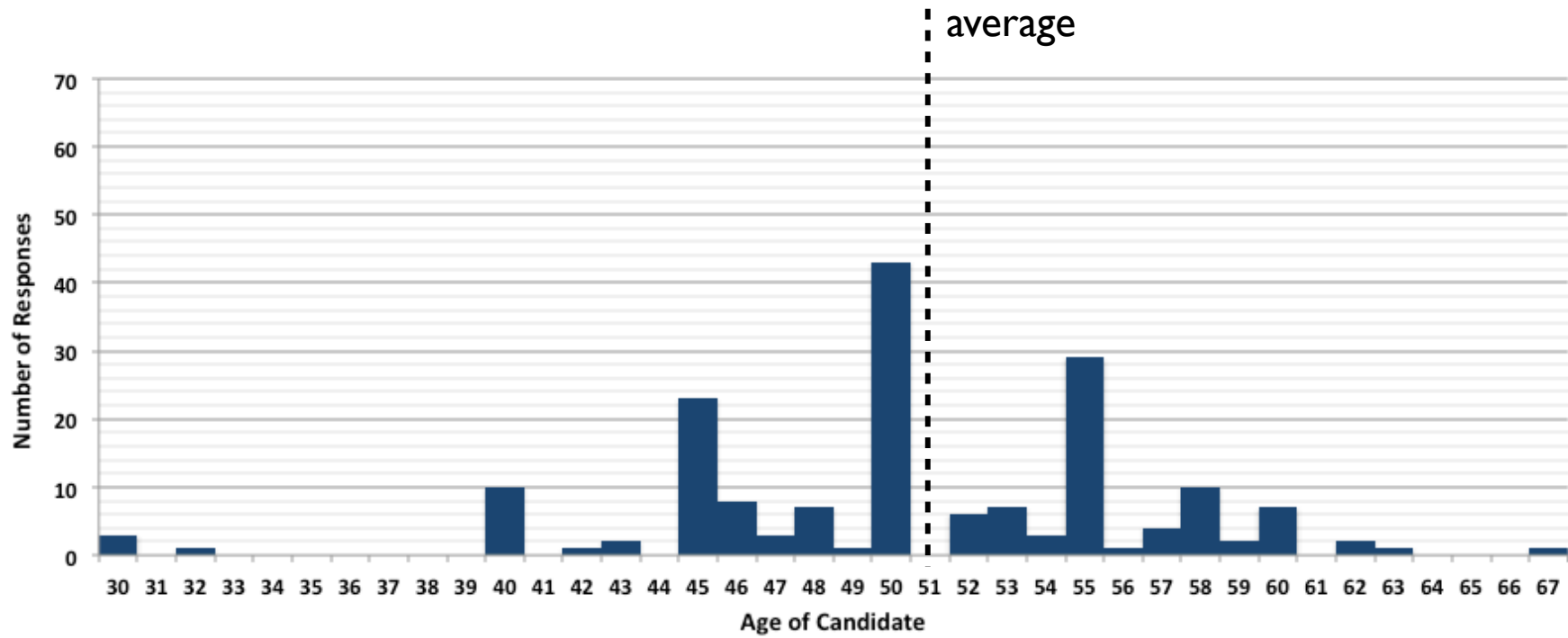


Q12.

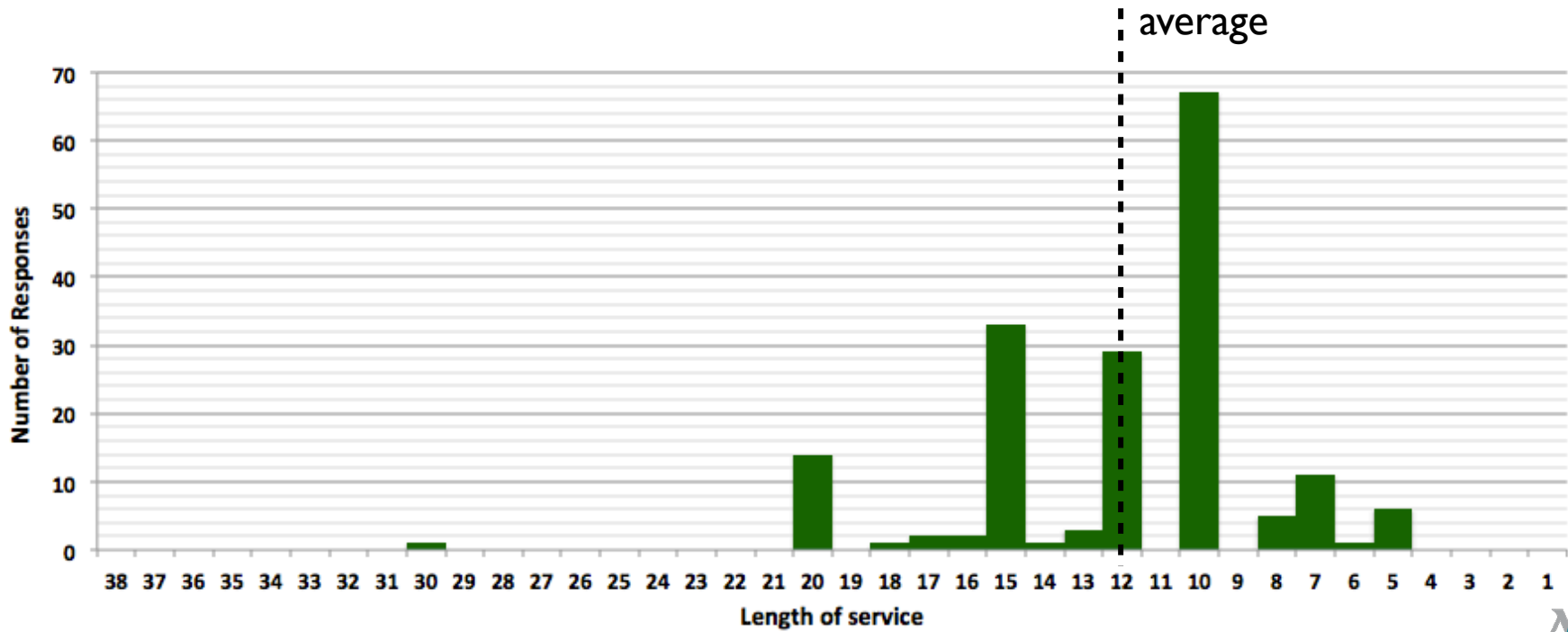
Desired Length of Service - respondents state just one ideal length



Q12.



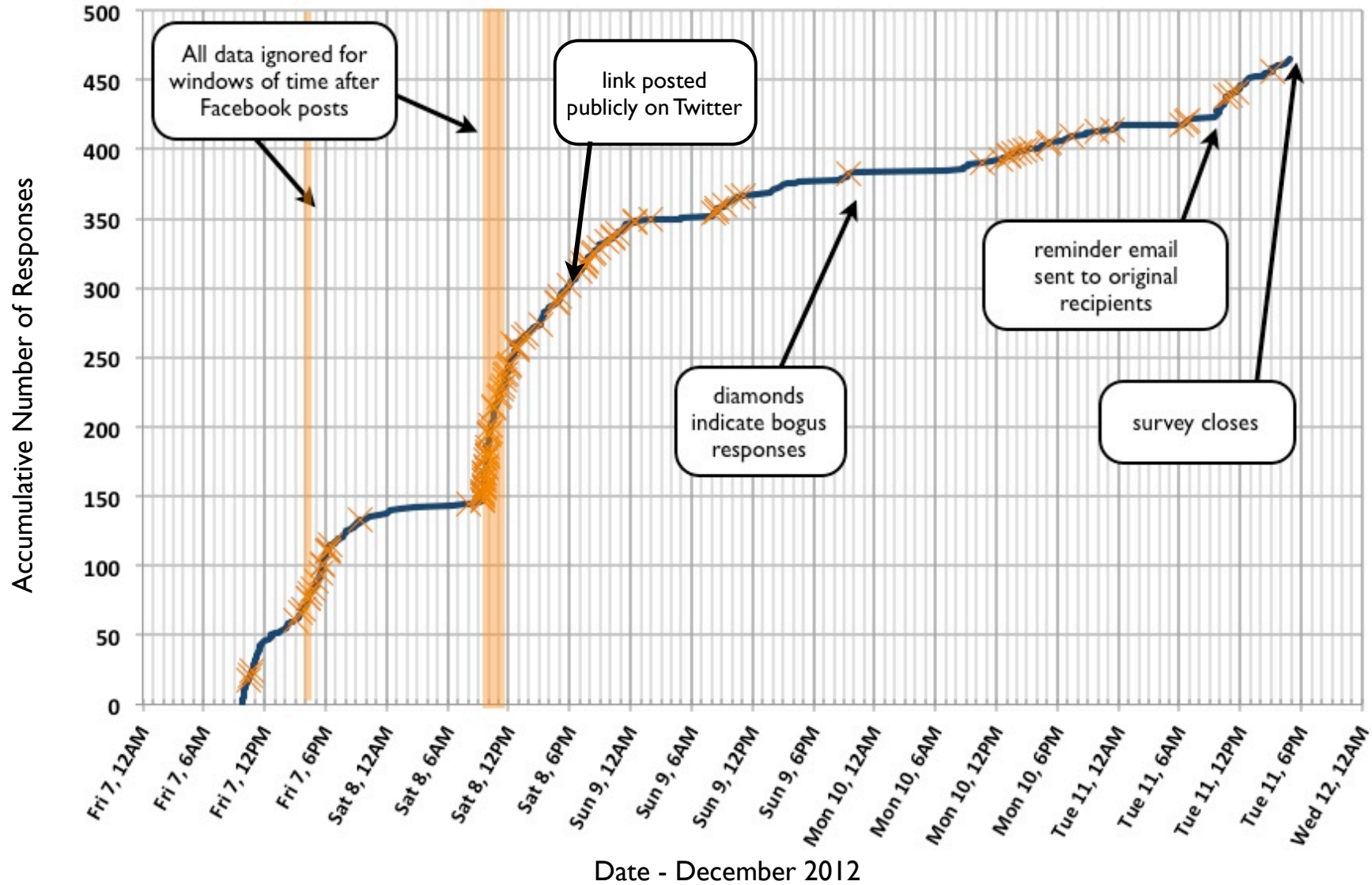
Q8.



Detection of Bogus Data

- Each response was analysed for coherence whilst not eliminating valid data, even if not anticipated. The bogus data was identified through observing one or more of the following criteria:
 - Repeated uniform responses
 - Internally inconsistent responses
 - Responses not cohering with reality
 - Being made aware of specific bogus data through social media posts boasting of such responses
- Ignoring all responses made around particular windows of social media activity where bogus data was encouraged (2 windows were identified and all responses ignored for a total period of less than 90 minutes).

Detection of bogus responses



Detection of non-Synod Reps

- The survey was intended for Synod Reps. In order to allow distribution to other Reps not on the ACR mailing list the link needed to be shared. It was anticipated that there might be others who were not Synod Reps completing the survey, so to encourage truthfulness (and therefore accurate data) and to positively identify a non-Synod Rep, a question had the response “I am not a member of the current Synod but an interested party”. Instead of encouraging people to lie, the survey included this alternate response.
- The responses for the first 5 hours were most likely to be from the recipients of the original email and have been analysed separately.
- In future, further steps will be taken to ensure the veracity of information gathered and eliminate the threat of bogus data.

Notes

- Colours used in graphing according to: http://www.perceptualedge.com/articles/visual_business_intelligence/rules_for_using_color.pdf
- Likert scales graphed according to: http://www.amstat.org/membersonly/proceedings/2011/papers/300784_64164.pdf