

HOUSING AND ITS INFLUENCE
ON LIFE AND JOB
SATISFACTION

By

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CHAPTER 1

INTRODUCTION

Statement of Problem

During the past twenty years, researchers have found relationships exist between and among housing satisfaction and quality of life and job satisfaction (Morris, Crull, & Winter, 1976; Henderson, 1987; Andrews & Withey, 1974). Satisfaction with different aspects of housing is influenced by characteristics of the family and the current housing situation (Stewart & McKown, 1977). Housing that does not meet the cultural and family norms tends to lead to dissatisfaction. This research hypothesizes that when characteristics of one's housing are inconsistent with housing preferences or needs, the family will try to adjust the housing, adapt the family to the housing, or relocate. Housing that does not conform to cultural norms may result in withdrawal and loss of self-respect (Morris & Winter, 1975).

The impact of housing on many aspects of an individual and family is understandable when one realizes that previous research has identified housing as more than a shelter to the occupants. Housing is often considered an extension of one's self and a symbol by which the majority of Americans judge status (Hayward, 1977; Goffman, 1967). The use of housing as a means of communicating status indicates that housing is needed not only to fulfill the need for shelter, but the desire for the right kind of shelter (Morris & Winter, 1978).

In addition to the impact of housing on the individual, housing can have an impact on satisfaction with one's job. Individuals who were satisfied with their housing were more likely to report satisfaction with their jobs (Weaver, 1974). Another study identified total housing satisfaction as a strong predictor of job satisfaction among university

professors (Henderson, 1987). The degree of satisfaction the professors had for their current housing situation appeared to affect their degree of job satisfaction.

Housing was identified as one of the twelve domains of life that contribute to the overall quality of life satisfaction (Andrews & Withey, 1974; Campbell, Converse, & Rodgers, 1976). Because of its influence, housing satisfaction is positively related to overall satisfaction with life (Peck & Stewart, 1985; Marans & Rodgers, 1975).

Based on previous research, there appear to be relationships between housing satisfaction and factors such as job satisfaction and life satisfaction. The extent to which employer provided housing, such as the parsonage system for clergy, meets housing needs and the resulting satisfaction is unknown. Religious organizations that provide housing for their clergy would benefit from understanding the role housing plays in improving the level of satisfaction with one's job and life. There are implications for other individuals and families who live in employer provided housing, such as the United States military.

Purpose and Objectives

The purpose of the study was to examine the relationships among the variables of housing satisfaction, job satisfaction, and life assessment among clergy and spouses of an Oklahoma religious organization. The specific objectives were:

1. To identify sources of housing satisfaction and dissatisfaction.
2. To identify relationships among housing satisfaction, life satisfaction and job satisfaction.
3. To discuss implications and make recommendations regarding housing changes that may facilitate improved environment, job satisfaction, and life satisfaction.

Null Hypotheses

The following hypotheses were examined:

1. There is no significant relationship between housing satisfaction and life satisfaction among clergy.
2. There is no significant relationship between housing satisfaction and job satisfaction among clergy.
3. There is no significant difference in the perceptions of housing satisfaction between the clergy and spouse.

Assumptions and Limitations

1. It is assumed that the respondents answered truthfully to the testing instrument.
2. It is assumed that the sample surveyed is representative of the population from which it was drawn.
3. The sample was limited to the clergy households of one religious organization.
4. The instrument was limited to the perception of the respondent.
5. The instrument provides limited socio-demographic information.

Definitions of Major Variables and Terms

Housing satisfaction - a subjective individual response to housing need gratification provided by his/her current housing situation (Brink & Johnston, 1979).

Life satisfaction - an individual's assessment of his/her overall quality of life.

Job satisfaction - an individual's assessment of his/her overall job situation in terms of his/her expectations.

Clergy household - a family consisting of one or more individuals living in the same housing unit where one or more members of the family are employed by a religious denomination.

Cultural norms - formal and informal rules or standards for the conduct and life conditions for members of a particular society (Morris & Winter, 1978).

Employer provided housing - a dwelling owned by an employer and inhabited by an employee's household.

Family norms - a set of rules or ideals for behavior and conditions arising from within the family itself (Morris & Winter, 1978).

Normative deficit - a gap between actual, current conditions and those prescribed by norms (Morris, & Winter, 1978).

Parsonage - a dwelling provided by a religious organization for its appointed clergy household.

CHAPTER II

REVIEW OF LITERATURE

Housing satisfaction influences various aspects of an individual's satisfaction with life and job. Because of this influence on all individuals, including clergy and their families, the role of housing satisfaction and its major components will constitute a large portion of the review of literature. Ministerial concerns will constitute the other major section of the review. Together, these two areas form the framework for this study.

Housing Satisfaction

Previous researchers have examined many aspects of housing through the eyes of occupants and the level of satisfaction the housing unit provided. Housing satisfaction has been described as a "continuous subjective individual response to housing need gratification, which results because the consumer is constantly engaged in an evaluative process comparing his housing expectations, housing aspirations, and his previous home experiences to his present time" (Brink & Johnston, 1979, p. 340). In this definition, housing expectations refer to anticipated characteristics developed partly as a result of housing experience. Based on this experience, features of housing enjoyed in the past are desired and improved upon over time. Housing aspirations are ideals influenced by the housing of a reference group and the members of the group to which an individual belongs.

Morris and Winter (1975) theorized that family and cultural norms are used to judge a family's housing condition. Cultural norms are the formal or informal rules or standards for conduct and life conditions within a particular society. Family norms are standards determined with respect to the family's behavior and conditions (Morris &

Winter, 1978). Examples of such norms include person-to-room ratio, tenure status, and structure type. Morris and Winter (1975) asserted that housing norms in America are widely agreed upon, quite specific, and important in the sense that sanctions are widely applied and deeply felt by families. Because sanctions often take the form of a withdrawal of respect and a loss of self-respect, families go to great lengths to conform to cultural housing norms.

When a family's current housing condition does not meet the existing family and cultural norms there is a normative deficit. A deficit also exists when the current housing condition does not meet the special needs of individuals who are elderly or disabled. A deficit gives rise to dissatisfaction which in turn, calls for action. The family responds by moving, adapting the residence, and/or adapting the family in order to reduce the deficit. Among the actions households can take to adapt the residence are additions, alterations, remodeling and changing the functions of rooms. Adaptation of the family includes actions that may be taken to alter the composition of the family to fit the current housing situation through actions related to childbearing and entrance and departure from the family members (Morris & Winter, 1975). Employer provided housing, in which a household may not be able to move or modify the housing, presents an interesting situation for determining housing satisfaction.

Morris and Winter (1978) presented a model of hypothesized influences on residential satisfaction (see Figure 1). Five areas of possible housing deficiency were identified: housing tenure status, structure type, space, quality and expenditure, and neighborhood. Five demographic and socioeconomic characteristics were also identified as related to housing satisfaction: education, occupation, family structure, stage of family life cycle, and income. These five socio-demographic variables were hypothesized to affect the areas of possible housing deficits. Neighborhood deficits were hypothesized to influence neighborhood satisfaction which, along with the other identified housing deficits, result in housing satisfaction.

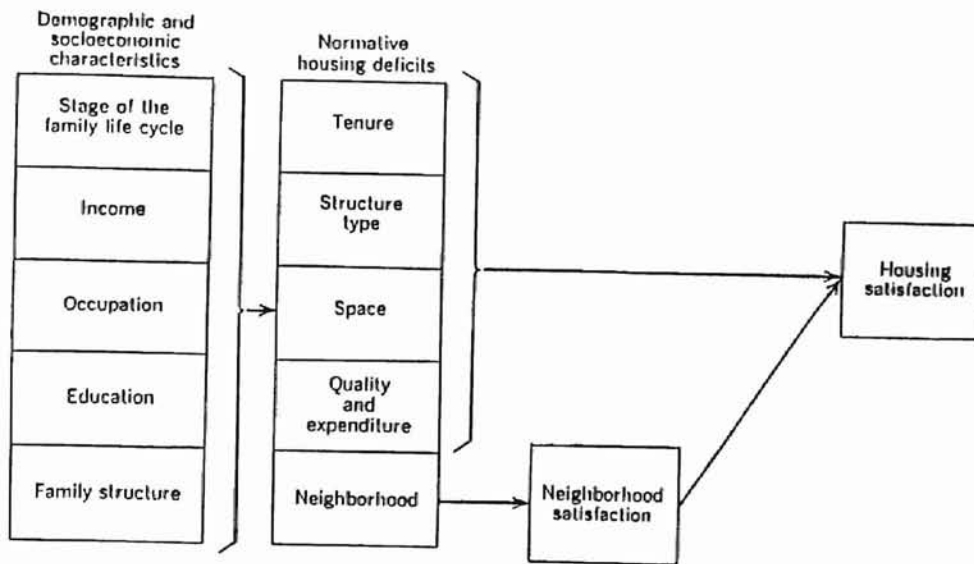
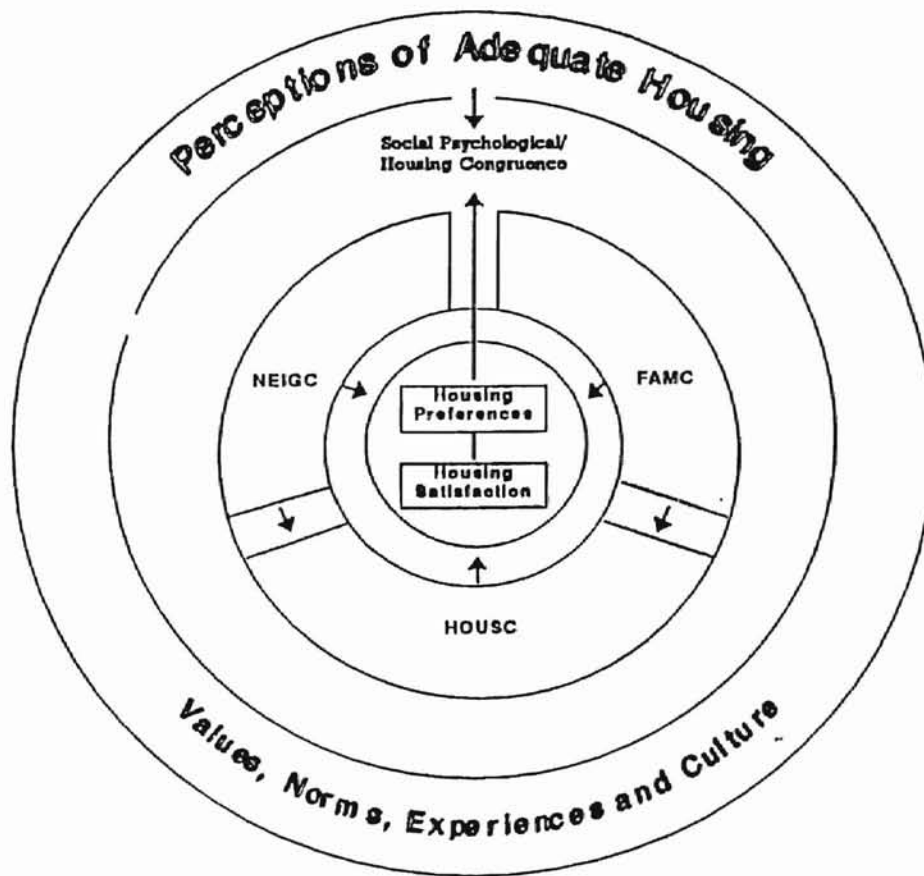


Figure 1. Hypothesized influences on housing satisfaction

A more recent paradigm (see Figure 2) was proposed to explore the relationships among variables identified in the study of housing (McCray, Conley, Weber, Ha, & Nealeigh, 1992). Variables similar to the Morris and Winter (1978) model were included in this paradigm: neighborhood characteristics, location, and services, family characteristics, housing characteristics, and perceptions of adequate housing as obtained through values, norms, experiences, and culture. The variable of socio-psychological/housing congruence was added to the formula to represent the overall fit between the housing situation and its ability to support the needs, activities, and other requirements of the household members. According to the paradigm, housing preferences and housing satisfaction make up one level of influence. Family, housing, and neighborhood characteristics comprise another level of influence that interacts directly

with housing preferences and housing satisfaction. This level also interacts indirectly with the level of congruence between socio-psychological needs of household and the housing situation. Perceptions of adequate housing, which are shaped from the combination of housing norms, values, cultural background, and prior housing experience, form the boundary around these variables that influence the congruence between the housing unit and the socio-psychological needs of the household.



NEIGC - Neighborhood Characteristics, Location and Services
FAMC - Family Characteristics, Economic and Non-Economic
HOUC - Housing Characteristics

Figure 2. Perception of interaction of housing variables

The Morris and Winter (1978) model and the McCray, et al. (1992) paradigm served as a framework for this study. To better understand housing satisfaction, the physical and socio-demographic characteristics of housing identified in the models, as well

as socio-psychological aspects involving self identity, self esteem, status, and privacy (Hayward, 1977, Lindamood & Hanna, 1979), were examined in light of previous research.

Housing tenure and structure

Two closely related aspects of housing are tenure status and structure type. Tenure status, whether occupants own or rent their home, has been identified as a major component in housing satisfaction. Home ownership has been connected with higher reports of satisfaction in housing than have other tenure situations. In a study by Montgomery and McCabe (1973), the most frequent reason for moving from one dwelling to another was the desire for home ownership. The importance of ownership was also demonstrated by the fact that 79% of the study's respondents were home owners.

The importance of home ownership was supported in several other studies. Henderson (1987) found the rent/own variable to be the strongest predictor of total housing satisfaction. Another study showed that renters reported less satisfaction with housing than did owners (Speare, 1974). Renter deficit was found to be a factor in dissatisfaction, the desire to move, and the expectation to move (Morris et al., 1976).

In a study that examined residential satisfaction in a public housing system, Onibokun (1976) found that previous tenure was a significant factor in the level of satisfaction with public housing. It was observed that respondents who had moved from home ownership situations to public housing tended to be less satisfied with public housing than those who had moved from rented homes. This difference of satisfaction among former homeowners and other public housing tenants could be explained to some extent by the concept of relative deprivation. To former home owners, the move into public housing represented a loss of status and control that required a greater adjustment to the new housing situation than for others who had never experienced home ownership. This adjustment may have been reflected in the greater degree of dissatisfaction.

Related to home ownership is the preferred type of structure. The single family detached dwelling has been identified by several researchers to contribute positively to housing satisfaction. Among available housing situations, owning a single-family home was ranked first by the largest percentage of respondents in a study by Dillman, Tremblay, and Dillman (1979).

The aspects of tenure status and structure type play roles in the level of housing satisfaction perceived by an individual. Home ownership and a detached single family dwelling were both found to be positively related to housing satisfaction.

Space and quality

Other aspects found to be related to housing satisfaction are those of space and quality. Cultural norms concerning space depend, in part, on family size and composition. The roles of family norms, standards with respect to the family's behavior and conditions, can clearly be seen in preferred space norms. For example, bedroom needs were identified as a separate bedroom for (a) the parental couple, (b) each adult child, (c) each pair of same sex children between the ages of 9-17, whose ages differ by four years or less, and (d) each pair of children, both under age 9 whose ages differ by four years or less (Morris, et al., 1976).

Housing satisfaction and crowding were found to have a negative relationship in a study by Speare (1974). Riemer (1945) found that crowding played a significant role in maladjustment to the family home. Lane and Kinsey (1980) indicated that housing characteristics, such as number of rooms, were of greater importance in determining housing satisfaction than were the demographic characteristics of the housing occupants.

Another housing characteristic identified as being important in determining housing satisfaction is the physical quality of housing (Lane & Kinsey, 1980). Harris (1976) established that housing quality affected overall housing satisfaction but played only a small part in overall satisfaction in housing. On the other hand, Peck and Stewart (1985)

found that structural quality was a strong variable in relation to housing satisfaction. Another study identified the quality of housing to be among the most influential factors of residential satisfaction and suggested that improvement of the quality of homes is likely to positively influence residential satisfaction (Ha & Weber, 1994).

Quality has received less attention in the research than the other factors mentioned. One explanation for this is that the perceived and actual quality of a housing situation are difficult to measure. Space, which can be more easily measured, was found to be important in determining housing satisfaction in terms of cultural and family norms concerning crowding.

Neighborhood

The surroundings of a housing unit, or the neighborhood, were found to play a significant role in determining housing satisfaction. Morris et al. (1976) found neighborhood satisfaction to have the strongest influence on housing satisfaction. In a more recent study of the relationship between housing satisfaction and overall quality of life, Peck's (1981) findings supported that of Morris et al. (1976) and showed that neighborhood satisfaction was the strongest contributor to housing satisfaction. This suggests that housing is not only evaluated by its own merits, deficits, and character, but also by the attributes of its surroundings. Both housing satisfaction and neighborhood satisfaction had strong negative influences on the desire to move. Thus, the higher the satisfaction with neighborhood and housing, the lower the desire to move.

In a study examining community satisfaction, Marans and Rodgers (1975) found a respondent's perception of the upkeep of neighboring houses to be an important predictor of neighborhood satisfaction. In another study, older households were concerned more with physical surroundings and shopping convenience and availability. Younger households valued cultural, recreational, educational, employment, and housing appearance dimensions (McAuley & Nutty, 1982). These dimensions of shopping,

cultural, recreational, and educational availability and physical surroundings are included in the setting or neighborhood in which a house is located.

Speare (1974) found that satisfaction with housing tended to increase as the proportion of friends and relatives nearby increased and as age increased. Social networks such as having local friends and knowing one's neighbors by name had a strong positive effect neighborhood satisfaction (Adam, 1992). Similarly, an individual's assessment of the neighbors was identified as an important predictor of neighborhood satisfaction in a study by Marans and Rodgers (1975).

Neighborhood characteristics have been evaluated in terms of upkeep, conveniences and available services, and social networks. These characteristics contribute to satisfaction with the neighborhood, which in turn, contributes to the level of housing satisfaction.

Socio-demographic characteristics

Socio-demographic characteristics have been linked to housing satisfaction. Morris and Winter (1978) hypothesized that stage of family life cycle, income, occupation, education, and family structure influenced the areas of possible normative housing deficits that influenced housing satisfaction.

Dillman et al. (1979) identified age as the most important of the household variables. Younger respondents preferred single-family home ownership. As age increased, preference for single-family home ownership decreased. Earhart, Weber, and McCray (1994) found that elderly respondents reported greater housing satisfaction and were more satisfied with individual housing features than were the younger respondents. This finding supported an earlier study that found increasing age to be significantly related to increasing probability of housing satisfaction.

Both age and marital status were identified as significantly related to housing preference (Dillman et al., 1979). Married respondents preferred owning a single-family

home and owning a mobile home and lot to a greater extent than other groups. Single households tended to prefer renting a single-family home and owning a townhouse. The widowed group were more apt to prefer the multiple-family dwellings such as a rented duplex or apartment.

Dillman et al. (1979) found that the preference for single-family home ownership increased as household size increased. The findings suggested that ownership was important to large households, as well as the implied outside space and larger size of a detached housing structure.

Preference for single-family home ownership increased as income, education, and occupational prestige increased (Dillman et al., 1979). In a study that examined satisfaction with public housing, Onibokun (1976) found that respondents with higher education, higher occupation and employment status, and higher income tended to have lower degrees of satisfaction.

Socio-psychological aspects

A large portion of the housing research of the past has focused on the structural and functional features of housing and has overlooked the psychological importance of housing. For the study of housing satisfaction, it is necessary to understand the meaning individuals give to housing and the role it plays in their lives. In an attempt to give meaning to housing, Hayward (1977) found nine basic dimensions of meaning regarding the concept of home. These included family, social network, self identity, privacy, continuity, personalization, behavior, childhood home, and physical. These multiple dimensions indicate that the concept of home is more complex than simply a physical structure.

In Hayward's (1977) study, the respondents distinguished the physical environment into the changeable, personalized environment, and the unchanging, larger-scale, structural environment. This indicates a distinction between home as a personalized space, and

home as a physical structure. For this reason, housing should include the opportunity for personalization as well as provide the necessary basic shelter.

The self identity dimension is supported by other researchers (Cooper, 1974; Lindamood & Hanna, 1979) who affirmed that the house and the housing environment act as a source and symbol of self identity and self esteem. Goffman (1967) referred to the home as a stage for manipulation of the environment in order to manage the impressions made on others. Housing is used to present self to others, therefore it is important that an individual be able to create a home that reflects favorably on self image and identity with the surroundings.

Likewise, housing is considered an extension of one's self and a symbol by which the majority of American observers judge status. The use of housing as a means of communicating status indicates that housing is needed not only to fulfill the need for shelter, but the desire for the right kind of shelter (Morris & Winter, 1978).

Weber, McCray, and Ha (1993) identified the lack of socio-psychological variables in previous research, such as personal satisfaction, feeling of self-worth, provision for socialization, and privacy. An instrument was developed for their study that incorporated socio-economic dimensions with physical and environmental dimensions of housing to assess factors that influence housing decisions. Examining housing in relation to these socio-psychological variables follows Rapoport's (1969) suggestion that houses are built to satisfy psychological needs rather than to fulfill essential physical requirements.

Structural and functional features of housing are not the only aspects that determine housing satisfaction. A house is more than a physical structure. It is an extension of the occupant and sends a message to viewers about the occupant.

Housing Satisfaction and Quality of Life

To assess the quality of an individual's life has been the goal of many research projects. A recent study conceptualized that an individual's overall sense of life quality is the result of a combination of several life "domains" (Andrews & Withey, 1974). After examining and analyzing respondents' values and areas of concern identified in previous research, social indicators identified by government agencies such as the U.S. Department of Health, Education, and Welfare, and responses from personal interviews, twelve domains were selected. These domains involved the individual person (yourself and health); time (time to do things and spare time); what the individual did with his/her time (activity with family, family life, occupation and amount of fun); and surroundings (money, house/apartment, goods and services and national government). Combinations of these twelve domains explained 50-60% of the variance in overall life quality (Andrews & Withey, 1974).

A study by Campbell, Converse, and Rodgers (1976) identified twelve similar domains of life. Among the twelve, five domains were found to contribute most strongly to overall life satisfaction: family life, marriage, financial situation, housing, and employment. Housing was named as an important domain in the overall satisfaction with life in both the Andrews and Withey (1974) and Campbell et al. (1976) studies. Marans and Rodgers (1975) found that the satisfaction with residential environments is related to satisfaction with life as a whole. This idea was supported by another study that found housing satisfaction to be significantly related to overall satisfaction with quality of life (Peck & Stewart, 1985). These findings suggest the important role that housing satisfaction plays in an individual's assessment of the quality of life.

Housing Satisfaction and Job Satisfaction

Job satisfaction has been the topic of many research projects over the years. Only recently has job satisfaction been linked with housing satisfaction. Job satisfaction and dissatisfaction were defined by Locke (1969) to be "a function of the perceived relationship between what one wants from one's job and what one perceives it as offering or entailing" (p. 316). He later indicated that the causes of job satisfaction are not only in the job nor the man, but are found in the relationship between the job and man. Therefore, the prediction of job satisfaction requires an interactive approach. Since a link has been established between housing satisfaction and quality of life, it would follow that job satisfaction would be influenced by housing satisfaction.

The relationship between housing satisfaction and job satisfaction has received little attention in research. The existing studies indicate that housing satisfaction does play a role in job satisfaction, but the extent of this influence has not been determined. In a study concerned with missionary burnout, Dymont (1989) identified housing satisfaction as a significant factor in burnout. The relationship indicated that as dissatisfaction with housing increased, reported feelings of burnout also increased.

Weaver (1974) used information from four Gallup polls from 1963 to 1969 to explore the relationship of job satisfaction with several dimensions of the respondents characteristics. It was found that employees who reported satisfaction with their housing situation were more likely to report satisfaction with their job. In a recent study, Henderson (1987) found total housing satisfaction to be the strongest predictor of job satisfaction among university professors. She suggested that houses that offer extra amenities such as office space, room for professional type entertaining, and storage space for work related materials may contribute to job satisfaction. This strong link between housing satisfaction and job satisfaction indicates the important relationship between the two domains of life.

Previous research found the prediction of job satisfaction to be an interactive approach (Locke, 1969). Although the studies have been few, housing satisfaction was one of the domains of life found to be a predictor of job satisfaction.

Ministerial Concerns

Because this study focuses on housing satisfaction among clergy, the unique challenges that the religious ministry presents to a family through its relationship to a local congregation should be discussed. The parish ministry is a unique environment that influences the clergy family. When considering the clergy family, its relationship to this environment must be considered in order to better understand the family (Lee & Balswick, 1989).

The parsonage system has a long history. According to Harmon (1974), before 1800, many clergy were unmarried and continually moved from place to place. In 1800 it was suggested that friends or people of a congregation buy a piece of land and build a house and provide "heavy furniture" for the clergy. By 1828, clergy often had a family and, although still itinerant, had the needs of the family to consider. Because of the frequency of moves by the clergy, the churches accepted the responsibility for maintaining the parsonages by appointing stewards or trustees. The parsonage became a symbol of pride and regulations were developed to acquire and maintain the properties.

Since the 1800's the parsonage system has developed and changed. Today, general standards of maintenance differ among church associations and geographic locations. Some associations set basic standards for the number of rooms, type of car shelter, and amount of storage that each parsonage should have. Other standards are established regarding how much, if any, of the furnishings will be provided by the church. Some associations provide completely furnished parsonages while others provide major

appliances only. All of these standards are encouraged but are often left to the local congregation for execution and compliance.

A clergy family's life has been referred to as a "goldfish bowl experience" or "life in a glass house". A sense of intrusion is felt by the family as a result of unclear boundaries between the family and the church (Lee & Balswick, 1989). Supporting the concept of unclear boundaries between the family and the church, Marciano (1990) described the church in organized religion as the corporate church system. Because ministerial family's personal life and work life comeingle, she described the ministerial occupation as "embedded". In contrast to employees of secular corporations, ministers and their families are highly visible and constantly evaluated by the congregations, communities, and the corporate church. Secular measures of success tend to create conflicts over ministers' standard of living, recognition, and time spent with family compared to time spent in ministerial duties.

Madsen (1985) referred to the "life in a glass house" when he wrote of a minister's former wife feeling that she lived in the shadow of the church while living in a parsonage. In some cases, people intruded upon the clergy family unannounced. Madsen observed that some church members may see the house as theirs and feel it should be used for various functions of the church. While the parsonage is provided by the church for the clergy family to live in during their appointment with the local congregation, the clergy family may feel stress in the situation.

Lee and Balswick (1989) noted that beside the physical intrusion of privacy, a psychological intrusion may be present within the parsonage system. Such intrusion may be perceived with a sense of not being given the rights to privacy and appreciation that is usually given to all others. Rankin (1960) observed that the parsonage itself is symbolic of the relationship between the congregation and the clergy and presents the problem of balance between the material and spiritual aspects of church life.

The responses of one study indicated that living on church property was generally a stressful experience for clergy families, but depending on how it was viewed, the impact varied from person to person (Lee & Balswick, 1989). A common problem mentioned in the survey was that of privacy. Although many respondents believed the solution was to put distance between the clergy family's house and the church building, a congregation can learn to respect the family's boundaries even if this is impossible.

Coupled with the lack of privacy were the problems of time and taking care of the clergy family itself (Lee & Balswick, 1989). Research found that younger clergy are less willing to place career before family than are their older counterparts (London & Allen, 1986). As these younger leaders move into the corporate church system, some changes are likely to occur. Marciano (1990) noted that with these younger clergy as sources of change, clergy family patterns may grow to resemble non-clergy as the clergy pull away from the embeddedness of life and church.

Within some denominations, occasional relocations of ministers is routine. In research involving the effects of relocation, it has been found that reactions to relocation vary. Some individuals may thrive on the challenges and new experiences brought about by relocating while others experience stress (Stokols & Shumaker, 1982). Carlisle-Frank (1992) stated that relocation not only changes the location of housing but is a complex dynamic personal, social, and environmental transition that affects almost every aspect of life.

A study that addressed ministerial family adaptation to stress found that families with higher levels of hardiness and coherence were more able to adapt to stress than those with low levels of these characteristics (Ostrander, 1991). Because relocation has been considered a possible source of stress, the family relationship of a ministerial family may influence the family's ability to adapt to a new location and/or a housing situation that is a source of dissatisfaction.

The "goldfish bowl experience" presents the clergy household with possible physical and psychological intrusion into its family and home life. These intrusions resulting from unclear boundaries may be a source of stress for the household. Relocation was found to be another possible source of stress for the clergy household. These aspects unique to the clergy environment may be factors in determining the level of housing satisfaction.

Summary

Previous research has examined many aspects of housing. Morris and Winter (1978) presented five areas of possible housing deficiency: tenure, structure type, space, quality, and neighborhood. These physical characteristics of housing, as well as some socio-psychological aspects, have been identified in relation to housing satisfaction. Home ownership and a detached single family dwelling were both found to be positively related to housing satisfaction (Montgomery & McCabe, 1973; Henderson, 1987; Speare, 1974). Structural quality was a strong variable in relation to housing satisfaction (Lane & Kinsey, 1980; Peck & Stewart, 1985; Ha & Weber, 1994). Space, which can be easily measured, was important in determining housing satisfaction in terms of cultural and family norms concerning crowding (Speare, 1974; Riemer, 1945; Lane & Kinsey, 1980). Neighborhood characteristics have been evaluated in terms of upkeep, conveniences and available services, and social networks. These characteristics contribute to satisfaction with the neighborhood, which in turn, contributes to the level of housing satisfaction (Morris, et al., 1976; Peck, 1981; Marans & Rodgers, 1975; McAuley & Nutty, 1982). Several socio-demographic characteristics have been linked to housing satisfaction. Age, marital status, and household size have been identified as important variables related to housing satisfaction and preferences (Dillman et al., 1979; Earhart et al., 1994). Higher education,

occupational status, and income were found to be related to housing satisfaction and influence housing preferences (Dillman et al., 1979; Onibokun, 1976).

Structural and functional features of housing are not the only aspects that determine housing satisfaction. More than a physical structure, the house is an extension of the occupant and sends a message to viewers about the occupant (Hayward, 1977; Goffman, 1967; Rapoport, 1969). Socio-psychological aspects, such as the degree to which an individual's housing communicates the desired message, influence housing satisfaction.

Previous research found the prediction of job satisfaction to be an interactive approach (Locke, 1969). Although the studies have been few, housing satisfaction was one of the domains of life found to be a predictor of job satisfaction (Dyment, 1989; Weaver, 1974; Henderson, 1987).

Two monumental studies (Andrews & Withey, 1974; Campbell et al., 1976) identified housing as one of the twelve life domains that contribute to overall life satisfaction. These findings were supported by a more recent study (Peck & Stewart, 1985) that found housing satisfaction to be significantly related to overall satisfaction with quality of life.

Because the purpose of this study is to examine housing satisfaction among clergy, it is important to realize that the parish ministry is a unique environment that influences the clergy family. When considering the clergy family, its relationship to this environment must be considered in order to better understand the family (Lee & Balswick, 1989). The "goldfish bowl experience" presents the clergy household with possible physical and psychological intrusion into its family and home life. These intrusions resulting from unclear boundaries may be a source of stress for the household (Madsen, 1985; Lee & Balswick, 1989). Relocation was also found to be another possible source of stress for the clergy household (Stokols & Shumaker, 1982). These aspects unique to the clergy environment may be factors in determining the level of housing satisfaction.

The parsonage system, by its very nature of being employer provided housing, affords the clergy member little choice in the areas of housing tenure status, type of housing structure, space, quality, and neighborhood. This lack of choice, the existing housing conditions, and the unique clergy environment are expected to influence housing satisfaction.

CHAPTER III

METHODOLOGY

The purpose of this study was to assess the relationship between housing satisfaction and job satisfaction among clergy whose housing is provided by the employer. The objectives of this research were to assess housing satisfaction and job satisfaction among the clergy whose housing is provided by the employer. Based on the findings of this study, recommendations will be made for groups who live in housing provided by the employer. Data for this study were generated from a project partially funded by a religious organization in Oklahoma and the Oklahoma Family Community Education Association.

Description of the Sample

The sample used in this research was a proportional, stratified, random sample of clergy and spouses from one religious organization in Oklahoma. Stratification was based on population size, job description within the organization (as provided by the organization), gender, and marital status (see Table 1).

The state was divided into cities with populations of (a) 0-5,000; (b) 5,001 - 15,000; (c) 15,001 - 30,000; (d) 30,001 - 50,000; (e) 50,001 - 100,000; and (f) 100,001 and above to ensure that households from areas of all population sizes would be represented. (For reporting purposes, "rural" represented populations up to 15,000; "suburban" represented populations 15,001 - 100,000; and "urban" represented populations over 100,000.) Approximately 43% of the clergy lived in areas with populations of less than 5,000 residents, therefore, approximately 43% of the total sample

Table 1

Description of the Population, Sample, and Respondents by Household

	Population		Sample		Respondents	
	n ^a	%	n ^b	%	n ^c	%
Marital Status						
Married	447	87.0	349	87.5	244 ^d	92.8
Single	71	13.0	50	12.5	19	7.2
Gender of Clergy						
Male clergy	486	88.7	350	87.7	240	91.3
Female clergy	52	9.5	40	10.0	17	6.5
Dual clergy household	10	1.8	9	2.3	6	2.3
Job Status of Clergy						
Ordained	330	60.2	263	65.9	181	68.8
Candidate for ministry	66	12.0	42	10.5	30	11.4
Student	27	4.9	16	4.0	9	3.4
Full time	37	6.8	20	5.0	12	4.6
Part time	20	3.6	14	3.5	8	3.0
Retired	27	4.6	18	4.5	10	3.8
Other	41	7.5	26	6.5	13	4.9
Population^e						
Rural	302	55.1	222	55.6	143	56.1
Suburban	122	22.3	82	20.6	60	22.8
Urban	124	22.6	97	24.3	58	22.1

^an = 548; ^bn = 399; ^cn = 263

^dSixty-nine (26.2%) of the married households returned only one questionnaire.

^e"Rural" represents populations up to 15,000;

"Suburban" represents populations 15,001 - 100,000;

"Urban" represents populations over 100,000.

used in the project was taken from this population group. The sample was stratified by job description, gender, and marital status in the same manner.

The religious organization provided a list of names, addresses, and job descriptions of all their clergy within the state of Oklahoma. After stratification was determined, 399 households were selected randomly to participate in the survey. Questionnaires were sent to 399 clergy and 349 spouses. Of the 748 questionnaires mailed, 450 (60%) were returned. After eliminating incomplete questionnaires, the sample consisted of 438 questionnaires.

Instrument Development

Dillman's (1978) Total Design Method was used in the development process. The instrument was a self-administered questionnaire with items designed to elicit respondents socio-demographic characteristics, housing characteristics, levels of satisfaction with various aspects of housing, and job and life perceptions. Open-ended questions were used to allow respondents to make additional comments about items covered in the questionnaire and to address any additional issues of concern that contributed to their overall satisfaction.

The instrument used in this study was an adaptation of an existing housing satisfaction questionnaire (Earhart, 1991) with additional items developed that relate specifically to the parsonage system. No report of reliability was given for the Earhart (1991) instrument. The life satisfaction scale was composed of ten bipolar adjectives used in the Campbell et al. (1976) study of life quality to describe life characteristics. The reported reliability for this scale was approximately .89. The job satisfaction scale was composed of six phrases regarding one's job. The respondents were asked to indicate their level of agreement with each statement.

Data Collection

The sponsoring religious organization notified its clergy that they may be asked to participate in the research project by responding to a questionnaire. The instrument was sent to the selected clergy households with postage-paid return envelopes. Where applicable, two questionnaires were sent to households that consisted of a clergy and a spouse. In some instances, both spouses were clergy. The instrument was accompanied by a cover letter describing the purpose of the questionnaire and assuring the respondents of their privacy.

The collection process followed a modified form of Dillman's (1978) method of data collection. Modifications to Dillman's method included the use of larger than recommended size questionnaires, mailing envelopes and returned envelopes. Due to time limitations, those selected for participation were asked to return the completed survey within two weeks. Follow-up postcards were mailed to the participants four and eight days after the initial mailing of the questionnaires and again on the date of the requested deadline. The instruments were returned to the researcher for coding.

Data Analysis

Following the data collection process, the data were coded using PC File for use with the SAS Statistical Package. Data were checked for coding and entry errors, which were identified and corrected.

A correlation analysis was used to analyze the relationships between the variables of housing satisfaction, life satisfaction, and job satisfaction. Overall housing satisfaction was measured by an individual's response to a single nine point Likert scale question ranking the respondent's level of satisfaction with the current house (1 = very satisfied, 9 = very dissatisfied).

Overall life satisfaction was measured by a composite score of an individual's response to a series of ten bipolar adjectives on a nine point continuum. The adjective sets used were: boring, interesting; enjoyable, miserable; easy, hard; useless, worthwhile; friendly, lonely; full, empty; discouraging, hopeful; tied down, free; disappointing, rewarding; and brings out the best in me, doesn't give me much chance. Five of the ten adjective sets were worded in reverse order to minimize the effect of any tendency to circle numbers down a column, ignoring distinctions among the adjectives. This was considered when formulating the scores.

The job satisfaction scale score was calculated in the same manner as was the life satisfaction score. Job satisfaction was measured by a composite score of an individual's level of agreement to a series of nine point Likert scale statements regarding one's job such as "my job means more to me than money" (1 = strongly agree, 9 = strongly disagree). One of the six phrases was reversed in an attempt to minimize the effect of the tendency to circle numbers down a column. This was considered in the formulation of the score.

To analyze the paired perceptions of housing among a clergy and spouse, t test and chi-square analyses were conducted. The t test was used to determine if the difference between the clergy and spouse responses was significant. Satisfaction with the following variables was used in the t test analysis: (a) current house (Question 19), (b) exterior appearance of house (Question 33), (c) landscaping of yard (Question 37), (d) distance between house and church (Question 53), (e) amount of privacy in home for family life (Question 56), and (f) amount of overlap between home and work life (Question 61).

The chi-square analysis was used to determine whether the sample differed from the expected distribution. The items used for the analyses addressed satisfaction levels with specific aspects of the housing situation (Questions 13 and 60), such as housing condition, and the role of the house in work and life. The categories of response were

collapsed from a nine point scale to a three point scale. Responses 1, 2, and 3 were assigned a 1 (satisfied); responses 4, 5, and 6 were assigned a 2 (mixed satisfaction/neutral); responses 7, 8, and 9 were assigned a 3 (dissatisfied).

The analysis of variance (ANOVA) procedure was used to identify significant differences between the mean scores of housing (Question 19), life (Question 64), and job (Question 65) satisfaction of the respondents. The variables of housing, life, and job satisfaction were examined in terms of various characteristics of the respondents, such as education level (Question 71) and the distance between the respondent's residence and the church (Question 52). Items involving a nine point Likert scale (Question 60) were collapsed to a three point scale. Responses 1, 2, and 3 were assigned a 1 (satisfied); responses 4, 5, and 6 were assigned a 2 (mixed satisfaction/neutral); responses 7, 8, and 9 were assigned a 3 (dissatisfied).

Open ended responses were analyzed using content analysis to identify key terms. The key terms were grouped into categories, such as structural exterior repairs and energy efficiency. Each category was assigned a numerical code for data analysis.

CHAPTER IV

HOUSING AND ITS INFLUENCE ON
LIFE AND JOB SATISFACTION
AMONG CLERGY

MANUSCRIPT FOR PUBLICATION

JOURNAL TITLE: HOUSING AND SOCIETY

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Introduction

In professions where the workplace and family life overlap, a unique and complex relationship exists between work and family (Lee & Balswick, 1989; Marciano, 1990). The ministry is an example of a profession in which a strong overlap of work and family life may occur. Clergy have a responsibility of guiding and providing for the spiritual needs of a congregation. In doing so, church members often expect a great deal of time and service that may extend beyond the eight hour work day in the church setting. This type of work life has implications for the family life of the clergy household. Various aspects of the professional and personal lives of clergy and clergy households have been examined in previous research. One aspect of the clergy lifestyle that has been mentioned in several studies but received little attention on its own is the parsonage housing system. Because previous studies have connected housing satisfaction with life satisfaction and job satisfaction and performance, religious organizations that provide housing for their clergy would benefit from understanding the role housing plays in improving the level of satisfaction with one's job and life.

The parsonage system has a long history. According to Harmon (1974), before 1800, many clergy were unmarried and continually moved from place to place. In the 1800 it was suggested that friends or people of a congregation buy a piece of land and build a house and provide "heavy furniture" for the clergy. By 1828, clergy often had a family and, although still itinerant, had the needs of the family to consider. Because of the frequency of moves by the clergy, the churches accepted the responsibility for maintaining the parsonages by appointing stewards or trustees. The parsonage became a symbol of pride and regulations were developed to acquire and maintain the properties.

Since the 1800's the parsonage system has developed and changed. Today, general requirements and standards of maintenance differ among church associations and geographic locations. Some associations set basic standards for the number of rooms,

type of car shelter, and amount of storage that each parsonage should have. Other standards are established regarding how much, if any, of the furnishings will be provided by the church. Some associations provide completely furnished parsonages while others provide major appliances only. All of these standards are encouraged but are often left to the local congregation for execution and compliance.

The clergy family's life has been referred to as a "goldfish bowl" existence. The fishbowl experience has been identified as a source of stress among both clergy and spouse (Gleason, 1977). A sense of intrusion is felt by the family as a result of unclear boundaries between the family and the church (Lee & Balswick, 1989). Supporting the concept of unclear boundaries between the family and the church, Marciano (1990) described the church in organized religion as the corporate church system. Because the ministerial family's personal life and work life comeingle, she described the ministerial occupation as "embedded". In contrast to employees of secular corporations, ministers and their families are highly visible and constantly evaluated by the congregations, communities, and the corporate church. Secular measures of success tend to create conflicts over ministers' standard of living, recognition, and time spent with family compared to time spent in ministerial duties.

Madsen (1985) referred to the "life in a glass house" when he wrote of a minister's former wife feeling that she lived in the shadow of the church while living in a parsonage. In some cases, people intruded upon the clergy family unannounced. Madsen observed that some church members may see the house as theirs and feel it should be used for various functions of the church. While the parsonage is provided by the church for the clergy family to live in during their appointment with the local congregation, the clergy family may feel stress in the situation.

Lee and Balswick (1989) noted that in addition to the physical intrusion of privacy, a psychological intrusion may be present within the parsonage system. Such intrusion may be perceived with a sense of not being given the rights to privacy and appreciation that is

usually given to all others. Rankin (1960) observed that the parsonage itself is symbolic of the relationship between the congregation and the clergy and presents the problem of balance between the material and spiritual aspects of church life.

The responses of one study indicated that living on church property was generally a stressful experience for clergy families, but depending on how it was viewed, the impact varied from person to person (Lee & Balswick, 1989). A common problem mentioned in the survey was that of privacy. Although many respondents believed the solution was to put distance between the clergy family's house and the church building, a congregation can learn to respect the family's boundaries even if this is impossible.

Coupled with the lack of privacy were the problems of time and taking care of the clergy family itself (Lee & Balswick, 1989). Research found that younger clergy are less willing to place career before family than are their older counterparts (London & Allen, 1986). As these younger leaders move into the corporate church system, some changes are likely to occur. Marciano (1990) noted that with these younger clergy as sources of change, clergy family patterns may grow to resemble non-clergy as the clergy pull away from the embeddedness of life and church.

The ministry is a unique environment that influences the clergy family. Because researchers have found relationships exist between housing satisfaction and factors such as quality of life and job satisfaction, religious organizations that provide housing for their clergy would benefit from understanding the role housing plays in improving the level of satisfaction with one's life and job.

Housing Satisfaction

Previous researchers have examined many aspects of housing through the eyes of occupants and the level of satisfaction the housing unit provided. Housing satisfaction has been described as a "continuous subjective individual response to housing need

gratification, which results because the consumer is constantly engaged in an evaluative process comparing his housing expectations, housing aspirations, and his previous home experiences to his present time" (Brink & Johnston, 1979, p. 340). In this definition, housing expectations refer to expectations developed partly as a result of housing experience. Based on this experience, features of housing enjoyed in the past are desired and improved upon over time. Housing aspirations are ideals influenced by the housing of a reference group and the members of the group to which an individual belongs.

Morris and Winter (1975) theorized that family and cultural norms are used to judge a family's housing condition. Cultural norms are the formal or informal rules or standards for conduct and life conditions within a particular society. Family norms are standards determined with respect to the family's behavior and conditions (Morris & Winter, 1978). Morris and Winter (1975) asserted that housing norms in America are widely agreed upon, quite specific, and important in the sense that sanctions are widely applied and deeply felt by families. Because sanctions often take the form of a withdrawal of respect and a loss of self-respect, families go to great lengths to conform to cultural housing norms.

When a family's current housing condition does not meet the existing family and cultural norms there is a normative deficit. A deficit also exists when the current housing condition does not meet the special needs of individuals who are elderly or disabled. A deficit gives rise to dissatisfaction which in turn, calls for action. The family responds by moving, adapting the residence, and/or adapting the family in order to reduce the deficit. Among the actions households can take to adapt the residence are additions, alterations, remodeling and changing the functions of rooms. Adaptation of the family includes actions that may be taken to alter the composition of the family to fit the current housing situation through actions related to childbearing and entrance and departure from the family members (Morris & Winter, 1975).

Morris and Winter (1978) presented a model of hypothesized influences on residential satisfaction. Five areas of possible housing deficiency were identified: housing tenure status, structure type, space, quality and expenditure, and neighborhood. Five demographic and socioeconomic characteristics were also identified as related to housing satisfaction: education, occupation, family structure, stage of family life cycle, and income. These five socio-demographic variables were hypothesized to affect the areas of possible housing deficits. Neighborhood deficits were hypothesized to influence neighborhood satisfaction which, along with the other identified housing deficits, result in housing satisfaction.

A recent paradigm was proposed to explore the relationships among variables identified in the study of housing (McCray, Conley, Weber, Ha, & Nealeigh, 1992). Variables similar to the Morris and Winter (1978) model were included in this model: neighborhood characteristics, location, and services, family characteristics, housing characteristics, and perceptions of adequate housing as obtained through values, norms, experiences, and culture. The variable of socio-psychological/housing congruence was added to the formula to represent the overall fit between the housing situation and its ability to support the needs, activities, and other requirements of the household members. According to the model, housing preferences and housing satisfaction make up one level of influence. Family, housing, and neighborhood characteristics comprise another level of influence that interacts directly with housing preferences and housing satisfaction. This level also interacts indirectly with the level of congruence between socio-psychological needs of household and the housing situation. Perceptions of adequate housing, which are shaped from the combination of housing norms, values, cultural background, and prior housing experience, form the boundary around these variables that influence the congruence between the housing unit and the socio-psychological needs of the household.

The Morris and Winter (1978) model and the McCray, et al. (1992) model served as a framework for this study. To better understand housing satisfaction, the physical and

socio-demographic characteristics of housing identified in the models, as well as socio-psychological aspects involving self identity, self esteem, status, and privacy (Hayward, 1977, Lindamood & Hanna, 1979), were examined in light of previous research.

Housing characteristics

Two closely related aspects of housing identified as major components in housing satisfaction are housing tenure status and structure type. Home ownership has been connected with higher reports of satisfaction in housing than have other tenure situations (Montgomery and McCabe, 1973; Speare, 1974; Henderson, 1987) Closely related to home ownership is the preferred type of structure. The single family detached dwelling has been identified by several researchers to contribute positively to housing satisfaction. Among available housing situations, owning a single-family home was ranked first by the largest percentage of respondents in a study by Dillman, Tremblay, and Dillman (1979).

Other aspects found to be related to housing satisfaction are those of space and quality. Cultural and family norms concerning space depend, in part, on family size and composition. Housing satisfaction and crowding were found to have a negative relationship (Speare, 1974; Riemer, 1945). Physical quality of housing was also identified as affecting overall housing satisfaction (Harris, 1976; Lane & Kinsey, 1980; Peck & Stewart, 1984). Supporting this finding, one study suggested that improvement of the quality of home is likely to positively influence residential satisfaction (Ha & Weber, 1994).

The surroundings of a housing unit, or the neighborhood, were found to play a significant role in determining housing satisfaction (Morris, Crull, & Winter, 1976; Peck, 1981). This suggests that housing is not only evaluated by its own merits, deficits, and character, but also by the attributes of its surroundings.

Socio-psychological aspects

A large portion of the housing research of the past has focused on the structural and functional features of housing and has overlooked the psychological importance of housing. For the study of housing satisfaction, it is necessary to understand the meaning individuals give to housing and the role it plays in their lives. In an attempt to give meaning to housing, Hayward (1977) found nine basic dimensions of meaning regarding the concept of home. These included family, social network, self identity, privacy, continuity, personalization, behavior, childhood home, and physical. These multiple dimensions indicate that the concept of home is more complex than a simply a physical structure.

In Hayward's (1977) study, the respondents distinguished the physical environment into the changeable, personalized environment, and the unchanging, larger-scale, structural environment. This indicates a distinction between home as a personalized space, and home as a physical structure. For this reason, housing should include the opportunity for personalization as well as provide the necessary basic shelter.

The self identity dimension is supported by other researchers (Cooper, 1974; Lindamood & Hanna, 1979) who affirmed that the house and the housing environment act as a source and symbol of self identity and self esteem. Goffman (1967) referred to the home as a stage for manipulation of the environment in order to manage the impressions made on others. Housing is used to present self to others, therefore it is important that an individual be able to create a home that reflects favorably on self image and identity with the surroundings.

Likewise, housing is considered an extension of one's self and a symbol by which the majority of American observers judge status. The use of housing as a means of communicating status indicates that housing is needed not only to fulfill the need for shelter, but the desire for the right kind of shelter (Morris & Winter, 1978).

Housing Satisfaction and Quality of Life

To assess the quality of an individual's life has been the goal of many research projects. One study conceptualized that an individual's overall sense of life quality is the result of a combination of several life "domains" (Andrews & Withey, 1974). After examining and analyzing respondents' values and areas of concern identified in previous research, social indicators identified by government agencies such as the U.S. Department of Health, Education, and Welfare, and responses from personal interviews, twelve domains were selected. These domains involved the individual person (yourself, and health), time (time to do things, and spare time), what the individual did with his/her time (activity with family, family life, occupation, and amount of fun), and surroundings (money, house/apartment, goods and services, and national government).

A study by Campbell, Converse, and Rodgers (1976) identified twelve similar domains of life. Among the twelve, five domains were found to contribute most strongly to overall life satisfaction: family life, marriage, financial situation, housing, and employment. Domains that were identified in both this study and the Andrews and Withey (1974) study were family life, money/financial situation, housing, and occupation/employment.

The aspect of housing was named as an important domain in the overall satisfaction with life in both the Andrews and Withey (1974) and Campbell et al. (1976) studies. Marans and Rodgers (1978) found that the satisfaction with residential environments is related to satisfaction with life as a whole. This idea was supported by another study that found housing satisfaction to be significantly related to overall satisfaction with quality of life (Peck & Stewart, 1985). These findings suggest the important role that housing satisfaction plays in an individual's assessment of the quality of life.

Housing Satisfaction and Job Satisfaction

Job satisfaction has been the topic of many research projects over the years. Only recently has job satisfaction been linked with housing satisfaction. Job satisfaction and dissatisfaction were defined by Locke (1969) to be "a function of the perceived relationship between what one wants from one's job and what one perceives it as offering or entailing" (p. 316). He later indicated that the causes of job satisfaction are not only in the job nor the man, but are found in the relationship between the job and man. Therefore, the prediction of job satisfaction requires an interactive approach. Since a link has been established between housing satisfaction and quality of life, it would follow that job satisfaction would be influenced by housing satisfaction.

The relationship between housing satisfaction and job satisfaction has received little attention in research. The existing studies indicate that housing satisfaction does play a role in job satisfaction, but the extent of this influence has not been determined. In a study concerned with missionary burnout, Dymont (1989) identified housing satisfaction as a significant factor in burnout. The relationship indicated that as dissatisfaction with housing increased, reported feelings of burnout also increased.

Weaver (1974) used information from four Gallup polls from 1963 to 1969 to explore the relationship of job satisfaction with several dimensions of the respondents characteristics. It was found that employees who reported satisfaction with their housing situation were more likely to report satisfaction with their job. In a recent study, Henderson (1987) found total housing satisfaction to be the strongest predictor of job satisfaction among university professors. She suggested that houses that offer extra amenities such as office space, room for professional type entertaining, and store space for work related materials may contribute to job satisfaction. This strong link between housing satisfaction and job satisfaction indicates the important relationship between the two domains of life.

METHODOLOGY

The purpose of this study was to assess the relationship between housing satisfaction, life satisfaction and job satisfaction among clergy whose housing is provided by the employer. Data for this study were generated from a project partially funded by a religious organization in Oklahoma and the Oklahoma Family Community Education Association.

Description of the Sample

The sample used in this research was a proportional, stratified, random sample from the 548 clergy households from one religious organization in Oklahoma. The population included single clergy households, clergy and spouse households, and households in which both spouses were clergy. Stratification was based on population size, job description within the organization (as provided by the organization), gender, and marital status. After stratification was determined, the 399 participating households were selected randomly from a list of names, addresses, and job status descriptions of the members (such as ordained clergy or retired) of the clergy provided by the religious organization. Questionnaires were sent to 399 clergy and 349 spouses. Of the 748 questionnaires that were mailed, 450 (60%) were returned (see Table 2). After eliminating incomplete questionnaires, the sample consisted of 438 questionnaires.

Insert Table 2 about here

Instrument Development

Dillman's (1978) Total Design Method was used in the development process. The instrument was a self-administered questionnaire with items designed to elicit respondents socio-demographic characteristics, housing characteristics, levels of satisfaction with various aspects of housing, and job and life perceptions. Open-ended questions were used to allow respondents to make additional comments about items covered in the questionnaire and to address any additional issues of concern that contributed to their overall satisfaction.

The instrument used in this study was an adaptation of an existing housing satisfaction questionnaire (Earhart, 1991) with additional items developed that relate specifically to the parsonage system. No report of reliability was given for the Earhart (1991) instrument. The life satisfaction scale was composed of ten bipolar adjectives used in the Campbell et al. (1976) study of life quality to describe life characteristics. The reported reliability for this scale was approximately .89. The job satisfaction scale was composed of six phrases regarding one's job. The respondents were asked to indicate their level of agreement with each statement.

Data Collection

The instrument was mailed to the selected clergy households with postage-paid return envelopes. Where applicable, two questionnaires were sent to households that consisted of a clergy and a spouse.

The collection process followed a modified form of Dillman's (1978) method of data collection. Modifications to Dillman's method included the use of larger than recommended size questionnaires, mailing envelopes and returned envelopes. Follow-up

postcards were mailed to the participants after the initial mailing of the questionnaires and again on the date of the requested deadline.

Data Analysis

A correlation analysis was conducted on the variables of housing satisfaction, life satisfaction, and job satisfaction. Overall housing satisfaction was measured by an individual's response to a single nine point Likert scale question ranking the respondent's level of satisfaction with the current house (1 = very satisfied, 9 = very dissatisfied).

Life satisfaction was defined as an individual's assessment of his/her overall quality of life. Overall life satisfaction was measured by a composite score of an individual's response to a series of ten bipolar adjectives on a nine point continuum. The adjectives sets used were: boring, interesting; enjoyable, miserable; easy, hard; useless, worthwhile; friendly, lonely; full, empty; discouraging, hopeful; tied down, free; disappointing, rewarding; and brings out the best in me, doesn't give me much chance. Five of the ten adjective sets were worded in reverse order to minimize the effect of any tendency to circle numbers down a column, ignoring distinctions among the adjectives. The life satisfaction scale was calculated to reflect the satisfaction score with a lowest possible score of 10 and a highest possible score of 76.

Job satisfaction was defined as an individual's assessment of his/her overall job situation in terms of his/her expectations. The job satisfaction scale score was calculated in the same manners as was the life satisfaction score. Job satisfaction was measured by a composite score of an individual's level of agreement to a series of nine point Likert scale statements regarding one's job such as "my job means more to me than money" (1 = strongly agree, 9 = strongly disagree). One of the six phrases was reversed in an attempt to minimize the effect of the tendency to circle numbers down a column. The job

satisfaction scale was calculated to reflect the satisfaction score with a lowest possible score of 6 and a highest possible score of 43.

To analyze the paired perceptions of housing among a clergy and spouse, t test and chi-square analyses were conducted. The t test was used to determine if there were differences between the clergy and spouse responses and if they were significant. T test analysis was used to determine if there were significant difference among husband and wife in the following housing satisfaction variables: (a) current house, (b) exterior appearance of house, (c) landscaping of yard, (d) distance between house and church, (e) amount of privacy in home for family life, and (f) amount of overlap between home and work life.

The chi-square analysis was used to determine whether the observed distribution of satisfaction between clergy and spouse differed from each other and the statistical expected normal distribution. The items used for the analyses addressed satisfaction levels with various specific aspects of the housing situation, such as housing condition, and the role of the house in work and life. The categories of response were collapsed from a nine point Likert scale (1 = very satisfied, 9 = very dissatisfied) to a three point scale. Responses 1, 2, and 3 were assigned a 1 (satisfied); responses 4, 5, and 6 were assigned a 2 (mixed satisfaction/neutral); responses 7, 8, and 9 were assigned a 3 (dissatisfied).

The analysis of variance (ANOVA) procedure was used to identify significant differences between the mean scores of housing, life, and job satisfaction of the respondents. The variables of housing, life, and job satisfaction were examined in terms of various characteristics of the respondents, such as education level and the distance between the respondent's residence and the church. Items involving a nine point Likert scale (1 = very satisfied , 9 = very dissatisfied) were collapsed to a three point scale for more efficient data analysis. Responses 1, 2, and 3 were assigned a 1 (satisfied); responses 4, 5, and 6 were assigned a 2 (mixed satisfaction/neutral); responses 7, 8, and 9 were assigned a 3 (dissatisfied).

RESULTS AND DISCUSSION

Characteristics of the Respondents

The respondents represented 263 households (see Table 2). Of the 244 married households, 69 of the responses were unpaired (only one spouse returned a completed survey). Table 3 presents the demographical characteristics of the total respondents. The table indicates the frequency and corresponding percentage of responses in each category.

Members of the clergy made up 53% ($n = 234$) of the respondents. Approximately 60% of the respondents in this study were in the 40 - 59 age bracket. Those under 30 years and over 70 years comprised only 4.6% of the sample. The distribution of male ($n = 207$) and female ($n = 224$) respondents was close to equal. With the information provided by the sponsoring religious organization, it cannot be determined whether these figures are representative of the clergy household population as a whole.

The respondents in this study had a relatively high education level, with 77.4% reporting their highest level of education achieved as a bachelor's degree or higher. The remaining respondents, 5% held an associate's degree or had some college education and 17.3% indicated high school as the highest level of education completed.

Insert Table 3 about here

Housing Characteristics

Table 4 summarizes the general housing characteristics of the clergy household respondents. The reported housing tenure situation of the majority of the respondents

(81.1%) was a parsonage provided by the religious organization. Home ownership represented 15.6% of the sample. Other tenure status, such as renting, retirement care village situations, and unspecified others, made up 3.2% of the situations. Over half of the respondents (53.9%) had lived in their current housing situation for only 1 - 2 years due to the frequent transfer of clergy from one church to another. Those who had lived in the same house for 9 or more years represented 7.5% of the respondents. Almost all respondents (98.2%) reported living in a single family house. Apartments, duplexes, townhouses, and retirement village care situations comprise the remaining 1.8% of the reported structure types.

Insert Table 4 about here

Housing Satisfaction

In general, respondents expressed satisfaction with their housing. Aspects of housing were identified in terms of structural, technical, services available, appearance, location, and fit with lifestyle. The highest possible score was a 1; the lowest possible score was a 9. The mean score of satisfaction was calculated for the various aspects of housing. Satisfaction was considered as a mean score of 1 - 3, neutral/mixed as 4 - 6, and dissatisfaction as 7 - 9.

Table 5 provides examples of each category with corresponding mean scores. While all but the aspect of "close to family" were considered satisfactory, many of the mean scores fell between 3 and 4, which indicated that the level of satisfaction was approaching neutrality.

Insert Table 5 about here

An analysis of variance (ANOVA) procedure revealed differences in housing satisfaction levels and specific characteristics of the respondents and their housing situation (see Table 6). Age, education, job title, and distance of the house from the church or office were examined in relationship to housing satisfaction. The ANOVA revealed that no differences existed between the level of education and satisfaction with housing. Age, job title and the distance of the house from the church or office were found to be significantly related to reported housing satisfaction. The level of agreement with six statements regarding the balance of home and work life, such as "I would find home more enjoyable if it were closer to the church", were also analyzed. Significant differences between housing satisfaction and the balance between work and home life were also revealed.

Insert Table 6 about here

After the significant differences between the variables of housing satisfaction and characteristics of the respondents and their housing situation were identified, Duncan's Multiple Range Test was used to identify where the significant differences occurred among the respondents' mean scores of housing satisfaction and the characteristics of the respondents and their housing situation. The computed critical range was used to determine significant differences using $\alpha = .05$.

Significant differences were also identified between housing satisfaction and the satisfaction with the distance between house and church. Reported housing satisfaction and satisfaction with the distance between house and church were found to be significant at all three levels (satisfied, neutral, and dissatisfied) of reported satisfaction. As the satisfaction with the distance between house and church decreased, so did the satisfaction with the housing. The satisfaction with housing was significant for those whose housing was located next to the church on church property, next door to the church, and located outside the same neighborhood. The reported satisfaction level was higher for those who did not live next to the church.

Significant differences were also identified between housing satisfaction and variables concerning work and home life. Those respondents who agreed that there was a good balance between their home and work life reported a higher level of satisfaction with their housing than those who disagreed or were neutral. Those who disagreed with the statement that work activities conflicted with the family use of the home also reported a significantly higher level of satisfaction with their housing than those who felt neutral or agreed with the statement. Housing satisfaction was significantly higher for those who did not feel a private office in the home would make the home more enjoyable than those who felt an office would improve the housing situation. These relationships between housing satisfaction and work and home life indicate that a perceived balance between work and home life may be associated with higher satisfaction with housing.

Pastors and senior pastors reported significantly different levels of housing satisfaction, with the senior pastors (the pastor in charge when a congregation has more than one pastor) reporting a higher level of satisfaction. No significant differences were identified between clergy with other job descriptors.

Housing Satisfaction, Life Satisfaction, and Job Satisfaction

The variables of housing satisfaction, life satisfaction, and job satisfaction were analyzed to determine whether any relationships existed. A positive correlation between each of the variables was revealed. This correlation indicates that increased housing satisfaction was related to increase life and job satisfaction. The variables of life and job satisfaction showed the strongest relationship with a Pearson's correlation value of $r = .538$. While still significantly related, housing and job satisfaction showed the weakest relationship with a Pearson's correlation value of $r = .186$. Correlation analysis indicated that the three variables were all significantly related to each other ($p < .001$).

Comparison of Clergy and Spouse Perceptions of Housing Satisfaction

To identify agreement between clergy and spouse regarding satisfaction with the current housing situation, its exterior appearance, the landscaping of the yard, distance of the house from the church, the amount of privacy in the house for family life, and the overlap of home and work life, paired responses were analyzed (see Table 7). The paired t test was used for this analysis. Analysis revealed that there were significant differences among clergy and spouse related to satisfaction with landscaping at the $p = .0001$ level. The difference in the mean scores revealed that the clergy was more satisfied than the spouse. A significant difference at the $p = .05$ level was identified in the paired ratings of satisfaction with the house, its exterior, and the home/work life overlap. Again, the difference in the mean scores revealed that the clergy's reported level of satisfaction was higher than that of the spouse.

Insert Table 7 about here

Chi-square analyses was used to examine areas of agreement between clergy and spouse responses in terms of satisfaction levels with various housing characteristics. The characteristics examined were size, location, condition, and type of house, arrangement of rooms, number of bedrooms and bathrooms, overall decor, and amount of storage. The level of probability for agreement within each characteristic indicated that the differences in the reported perceptions between the clergy and spouse were significant ($p < .001$). The percentage of responses in which both clergy and spouse were in agreement with the level of satisfaction (including satisfied, neutral, and dissatisfied) with overall decor, amount of storage, and number of bedrooms and bathrooms ranged from 62 - 68%. The other housing characteristics ranged from 72 - 78% agreement between clergy and spouse responses. Paired clergy and spouse responses in which the levels of satisfaction were not in agreement comprised the remaining percentages.

CONCLUSIONS AND IMPLICATIONS

The purpose of this study was to examine the relationships among the variables of housing satisfaction, job satisfaction, and life satisfaction among clergy and their spouses. The findings of this study support previous research that linked housing satisfaction to life satisfaction (Peck & Stewart, 1985; Andrews & Withey, 1974) and job satisfaction (Weaver, 1974; Henderson, 1987). The positive correlation indicates that as satisfaction with housing increased, so did the satisfaction with life and job. Life and job satisfaction showed the highest correlation. This may be explained by the very nature of the job of the clergy which Marciano (1990) referred to as the "embeddedness" of clergy personal life and work life. The idea that stress may arise due to these unclear boundaries between the church and family (Madsen, 1985) is supported by the finding that respondents who felt that work activities conflicted with the family use of the home also reported lower levels

of satisfaction with their housing than those who did not. The same was found to be true for those who did not feel there was a good balance between home and work life.

The Morris and Winter (1978) model and McCray et al (1992) paradigm hypothesized that various socio-demographic characteristics influence housing satisfaction. This study supports previous assertions that age and job status are significantly related to housing satisfaction (Earhart et al., 1994). In general, greater satisfaction was reported by older respondents and those with higher job status. Contrary to the model, paradigm and other findings (Onibokun, 1976), though, level of education was not significantly related to housing satisfaction. This may be explained by the homogeneity of this unique sample. Due to the nature of the clergy career, the relatively high level of education was expected.

The Morris and Winter (1978) model identified space as a characteristic of housing that influences housing satisfaction. In this study, the level of satisfaction among the respondents decreased as the desire was expressed for more space for non-business entertaining. The desire for more non-business space may indicate a desire for more personal, private family space. This supports the Morris and Winter (1978) model and other studies (Speare, 1974; Lane & Kinsey, 1980) that identified a significant relationship between space and satisfaction with housing.

The reported mean score of housing satisfaction between clergy and spouse were found to be significantly different. In general, the differences revealed higher levels of reported satisfaction from the clergy than from the spouse. Perhaps this could be explained in view of the clergy's dedication to his/her chosen career and acceptance of the lifestyle required of clergy. The spouse may possess a similar level of dedication, but may not be as accepting of the housing circumstances.

Those who were dissatisfied with the balance between home and work life and those who felt that work activities conflicted with the family use of the home reported lower levels of satisfaction than those who were neutral or satisfied with these two areas.

A more positive perceived balance between home and work life was related to higher satisfaction. This reinforces previous assertions that privacy and intrusion were issues of concern for clergy household (Lee & Balswick, 1989; Madsen, 1985) and also related to housing satisfaction for other groups. These concerns were also seen in the higher reports of satisfaction from those whose housing was not located in the same neighborhood as the church.

Based on the findings of this study, there are implications for future research:

1. The instrument could be revised to include more detailed socio-demographic information and more descriptive, detailed information about the current housing.

2. The concept of the house as a symbol of self identity and self esteem should be addressed in more depth from the viewpoint of those living in the unique environment of employer provided housing.

3. A study of the attitudes of the members of the congregations concerning the parsonage and its relationship to the church could provide greater insight to the relationships between the congregation and the parsonage, the congregation and the clergy household, and the influence these attitudes may have on the level of housing satisfaction provided by the parsonage.

4. Replication of the study among members of other geographic areas, other religious organizations, or other populations of residents of employer provided housing would prove beneficial to understanding housing needs and satisfaction and the extent to which these findings can be generalized to other groups.

5. Due to the significant differences identified between clergy and spouse satisfaction with various aspects of housing, these differences should be examined further.

Because housing has been found to influence job and life satisfaction, further research into employer provided housing would benefit those segments of the population who live in employer provided housing and those who provide the housing. In order to

optimize employee potential, future research would benefit segments of the population who live in employer provided housing, such government employees, military personnel, religious organizations, and American households employed by companies located overseas.

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Table 2

Description of the Respondents by Household

	Respondents	
	n ^a	%
Marital Status		
Married	244 ^b	92.8
Single	19	7.2
Gender of Clergy		
Male clergy	240	91.3
Female clergy	17	6.5
Dual clergy household	6	2.3
Job Status of Clergy		
Ordained	181	68.8
Candidate for ministry	30	11.4
Student	9	3.4
Full time	12	4.6
Part time	8	3.0
Retired	10	3.8
Other	13	4.9
Population ^c		
Rural	143	56.1
Suburban	60	22.8
Urban	58	22.1

^an = 263

^bBoth questionnaires were returned by 175 (66.5%); sixty-nine (26.2%) of the married households returned only one questionnaire.

^c"Rural" represents populations up to 15,000;
 "Suburban" represents populations 15,001 - 100,000;
 "Urban" represents populations over 100,000.

Table 3

Respondent Demographic Characteristics of the Sample

Characteristic	Freq. ^a (n = 438)	% ^b
Clergy status:		
Clergy	234	53.7
Spouse	202	46.3
No response	2	.5
Age:		
under 30	8	1.8
30-39	80	18.4
40-49	137	31.6
50-59	129	29.7
60-69	68	15.7
70 and over	12	2.8
No response	4	.9
Gender:		
Male	207	48.0
Female	224	52.0
No response	7	1.6
Marital status:		
Married	406	95.1
Not married	21	4.9
No response	11	2.5
Education:		
High school	73	17.3
Associate's degree/some college	94	22.3
Bachelor's degree	96	22.7
Master's degree	187	44.3
Doctorate degree	45	10.7
No response	16	3.7
Race:		
White	412	96.9
Not white	13	3.1
No response	11	2.5

^aThe "No response" refers to those who chose not to answer the item.

^bThe "No response" values were calculated as a separate percentage.

Table 4

Housing Characteristics of the Respondents

Characteristic	Freq. ^a (n = 438)	% ^b
Tenure status:		
Parsonage	352	81.1
Owner	68	15.7
Other	14	3.2
No response	4	.9
Type of structure:		
Single family house	426	98.2
Other	8	1.8
No response	4	.9
Year built:		
Before 1930s	14	3.3
1930s - 1940s	36	8.5
1950s - 1960s	180	42.5
1970s - 1980s	182	42.9
1990s	12	2.8
No response	14	3.2
Length of Residence:		
1 - 2 years	229	53.9
3 - 4 years	107	25.2
5 - 6 years	38	8.9
7 - 8 years	19	4.5
9 years and above	32	7.5
No response	13	3.0

^aThe "No response" refers to those who chose not to answer the item.

^bThe "No response" values were calculated as a separate percentage.

Table 5

Mean Scores of Satisfaction Level with Various Aspects of Housing of all Respondents

Aspect of Housing	n ^a	Mean ^b	Std Dev
Structural			
Structurally sound	414	2.84	1.99
Convenient bath design	422	3.65	2.43
Environment			
Away from heavy traffic	406	2.92	2.29
Away from noisy places	403	2.62	2.16
Social			
Close to family	347	4.20	2.74
Feel safe from crime	411	2.65	2.04
Services			
Paved sidewalks	252	3.39	2.69
Adequate drainage system	393	3.10	2.46
Technical			
Energy efficient	420	3.99	2.42
Good quality	418	3.23	2.10
Exterior			
Landscaping	398	3.88	2.41
Attractive exterior	408	3.17	2.23
Landscape/Location			
Uncrowded neighborhood	391	2.41	1.76
Planting enhances parsonage	377	3.37	2.31
Fit with Lifestyle			
Adequate storage	406	3.88	2.66
Individual space for family	393	3.07	2.20

^aThe number of responses differs with each because the item was not present in the current housing or because the item was unanswered.

^bVery satisfied = 1; very dissatisfied = 9

Table 6

Analysis of Variance of Housing Satisfaction with Variables

Variable	df	SS	MS	F
Age	5	60.3700	12.0740	2.65*
Job Title	6	88.05461	14.6758	3.60*
Distance home from church	4	185.6492	46.4123	11.00**
Good balance, home/work	2	247.6355	123.81777	30.54**
Conflict with work activities/family use of home	2	81.7550	40.8775	9.27**
<u>I would find home more enjoyable if...:</u>				
More non-business entertaining space	2	195.5313	97.7656	23.3**
Home had private office space	2	32.0544	16.0272	3.48*

*p < .05

**p < .01

Table 7

t Test of Paired Clergy and Spouse Levels of Satisfaction with Aspects of Housing

Variable	n ^a	Mean	Standard Deviation	t
Current house	162	-.2531	1.3482	-2.3894*
Exterior appearance	148	-.3108	1.7017	-2.2220
Landscaping of yard	158	-.7405	2.1091	-4.4133**
Distance between house and church	161	.2484	2.0464	1.5405
Amount of privacy for family life	162	.0926	1.660	.7100
Overlap between home and work life	155	-.3806	2.2771	-2.0811*

^aThe number represents clergy/spouse pairs. The unequal number of observations among the items was due to one or both members of the pairs choosing not to respond to the item.

*p < .05

**p < .01

CHAPTER V

SUMMARY AND RECOMMENDATIONS

The purpose of the study was to examine the relationships among the variables of housing satisfaction, job satisfaction, and life satisfaction among clergy and spouses. The findings of this study supported previous research that linked housing satisfaction to life satisfaction (Peck & Stewart, 1985; Andrews & Withey, 1974) and job satisfaction (Weaver, 1974; Henderson, 1987). In this study, housing satisfaction proved to have a positive relationship with life and job satisfaction. The strongest relationship existed between life and job satisfaction. This may be explained by the very nature of the job of the clergy which Marciano (1990) referred to as the "embeddedness" of clergy personal life and work life. The idea that stress may arise due to these unclear boundaries between the church and family (Madsen, 1985) was supported by the finding that respondents who felt that work activities conflicted with the family use of the home reported lower levels of satisfaction with their housing than those who did not. The same was found to be true for those who did not feel there was a good balance between home and work life. Steps could be taken by the religious organization and the members of each congregation to support the clergy household's privacy and self identity by respecting the use of the home for the family's use and not for convenient use for church/work activities.

The Morris and Winter (1978) model and McCray et al (1992) paradigm hypothesized that various socio-demographic characteristics influence housing satisfaction. This study supports previous assertions that age and job status are significantly related to housing satisfaction (Earhart et al., 1994). Contrary to the model, paradigm, and other findings (Onibokun, 1976), though, level of education was not significantly related to housing satisfaction. Due to the nature of the clergy career, the relatively high level of education was expected.

The Morris and Winter (1978) model identified space as a characteristic of housing that influences housing satisfaction. The level of satisfaction among the respondents decreased as the desire was expressed for more space for non-business entertaining. This supports the Morris and Winter (1978) model and other studies (Speare, 1974; Lane & Kinsey, 1980) that identified a significant relationship between space and satisfaction with housing.

The perceptions of housing satisfaction between clergy and spouse were found to be significantly different. In general, the differences revealed higher levels of reported satisfaction from the clergy than from the spouse. Perhaps this could be explained in view of the dedication to their chosen career and acceptance of the lifestyle required of clergy. The spouse may possess a similar level of dedication, but may not be as accepting of the circumstances. The religious organization could improve satisfaction levels of both the clergy and spouse by including them in the decisions that relate to housing improvements. A sense of participation in the housing situation could increase the perceived level of pride, satisfaction, and self identity with the parsonage provided by the church.

Those who were dissatisfied with the balance between home and work life and those who felt that work activities conflicted with the family use of the home reported lower levels of satisfaction than those who did not. This reinforces previous assertions that privacy and intrusion were issues of concern for clergy household (Lee & Balswick, 1989; Madsen, 1985). These concerns were also seen in the higher reports of satisfaction from those whose housing was not located in the same neighborhood as the church.

Recommendations for Future Research

Based on the findings of this study, there are implications for future research that will increase understanding of housing satisfaction and the role of employer provided housing:

1. The instrument could be revised to include more detailed socio-demographic information and more descriptive, detailed information about the current housing.

2. The concept of the house as a symbol of self identity and self esteem should be addressed in more depth from the viewpoint of those living in the unique environment of employer provided housing.

3. A study of the attitudes of the members of the congregations concerning the parsonage and its relationship to the church could provide greater insight to the relationships between the congregation and the parsonage, the congregation and the clergy household, and the influence these attitudes may have on the level of housing satisfaction provided by the parsonage.

4. Replication of the study among members of other geographic areas, other religious organizations, or other populations of residents of employer provided housing would prove beneficial to understanding housing needs and satisfaction and the extent to which these findings can be generalized to other groups.

Because housing has been found to influence job and life satisfaction, further research into employer provided housing would benefit those segments of the population who live in employer provided housing and those who provide the housing. In order to optimize employee potential, future research would benefit segments of the population who live in employer provided housing, such government employees, military personnel, religious organizations, and American households employed by companies located overseas.

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APPENDICES

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APPENDIX A

TABLE 8

Table 8
Comparison of Paired Clergy/Spouse Satisfaction Levels with Various Aspects of Housing

Variable		Clergy Satisfaction Level/Spouse Satisfaction Level ^a								
		1/1	2/2	3/3	1/2	1/3	2/3	2/1	3/1	3/2
House Size*	n	94	17	15	16	0	3	9	2	6
	e	71.30	6.98	2.56	26.48	12.22	3.22	18.80	14.91	5.54
	X ²	7.23	14.38	60.60	4.15	12.22	.02	5.11	11.18	.04
Location of House*	n	98	15	8	18	3	3	8	4	5
	e	80.8	6.10	1.47	27.92	10.28	2.25	17.65	11.54	3.99
	X ²	3.66	12.99	29.03	3.52	5.16	.25	5.28	4.93	.26
Condition of House*	n	84	27	12	18	2	5	8	2	2
	e	61.1	11.75	1.9	30.55	12.35	4.75	23.5	9.4	4.7
	X ²	8.58	19.80	53.69	5.16	8.67	.01	10.22	5.83	1.55
Type of House*	n	95	18	5	19	6	4	12	2	1
	e	80.74	7.98	3.15	28.15	11.11	3.15	22.88	5.38	1.88
	X ²	2.52	12.60	24.49	2.97	2.35	.23	5.17	2.13	.41
Arrangement of Rooms*	n	81	22	5	20	4	10	13	4	2
	e	63.91	12.30	1.30	28.70	12.39	5.31	27.39	6.70	3.01
	X ²	4.57	7.65	10.56	2.64	5.69	4.14	7.56	1.09	.34
Number of Bedrooms*	n	83	19	7	26	1	6	5	6	6
	e	65.03	9.62	1.67	35.28	9.69	2.64	17.14	11.23	6.09
	X ²	4.96	9.14	16.96	2.44	7.89	4.27	9.15	2.44	.001
Number of Bathrooms*	n	92	19	11	15	1	3	12	5	3
	e	73.12	7.81	1.77	24.82	10.06	3.17	23.02	12.86	4.37
	X ²	4.88	7.81	1.77	3.89	8.16	.01	5.27	4.81	.43

Table 8 (Continued)

Variable		Clergy Satisfaction Level/Spouse Satisfaction Level ^a								
		1/1	2/2	3/3	1/2	1/3	2/3	2/1	3/1	3/2
Overall Decor*	n	67	28	9	24	0	11	11	1	10
	e	44.65	19.26	2.48	35.04	11.30	6.21	24.53	9.81	7.70
	X ²	11.19	3.97	2.48	3.48	11.30	3.69	7.47	7.92	.69
Amount of Storage*	n	60	18	24	21	2	9	14	3	11
	e	39.45	12.65	8.21	25.62	17.93	8.86	19.49	18.06	11.73
	X ²	10.70	2.26	30.37	.83	14.16	.002	1.55	12.56	.05

^aEach column represents possible combinations of the clergy rating followed by the spouse rating. Satisfaction ratings were collapsed from a nine point to a three point Likert scale.

1 = Satisfaction; 2 = Neutral or mixed satisfaction; 3 = Dissatisfaction

n = Frequency

e = Expected

X² = Cell chi-square

*p < .001

APPENDIX B
INSTRUMENT

Cover Letter Mailed with Survey



Oklahoma State University

DEPARTMENT OF DESIGN, HOUSING, & MERCHANDISING
COLLEGE OF HUMAN ENVIRONMENTAL SCIENCES

STILLWATER, OKLAHOMA 74078-0117
411 HUMAN ENVIRONMENTAL SCIENCES
(405) 744-5035

May 20, 1994

«fname» «lname»
«address»
«city», «st» «zip»

Dear «fname»:

Your household has been selected for participation in a clergy housing research study. The (denomination) has contracted with researchers in the College of Human Environmental Sciences at Oklahoma State University to conduct a survey of clergy perceptions of existing parsonage housing, housing preferences, and general housing satisfaction. Although your participation is voluntary, your participation is important. The (denomination) Pastoral Care Committee will be using the findings of this study to make decisions and to plan for the future.

Enclosed you will find the comprehensive questionnaire developed for this housing study. If you are a married couple, one questionnaire has been enclosed for each spouse. Each husband and wife should complete the questionnaires separately and return in separate envelopes. Please return by June 6, 1994. Postage paid envelopes have been enclosed for your convenience.

As the director of this housing study, I want to assure you that your responses will be confidential. I am the only person involved in assigning a numerical code to each person surveyed. Except for mailing this questionnaire, names are kept separately in a locked file in my office. All findings will be reported as aggregate data. Only the numerical code is used for data entry and analysis; no names will be used. If you have any questions regarding confidentiality, please call me at (405) 744 - 9525 or the University Research Services at (405) 744-5700. University Research Services is located on the Oklahoma State University campus at 001 LSE, Stillwater, Oklahoma 74078.


This questionnaire will take approximately 30-40 minutes to complete. Please invest the needed time for your future. Thank you for your participation.

Sincerely,

Cheryl A. Farr

Cheryl A. Farr, Ph.D.
Project Director
Department of Design, Housing, and Merchandising

Follow Up Postcard 1 and 2

Have you mailed your housing survey? 

If you have already completed and returned the survey, please accept my sincere thanks. If you have not completed and mailed the survey, please do so within the next few days.

The information you provide regarding your current housing, housing preferences, and general housing satisfaction is important for making decisions and plans for your future. If you did not receive the survey, or have misplaced the survey, please call me at (405) 744-9525 and request that a questionnaire packet be mailed to you.

Sincerely,

Cheryl Farr, Ph.D.

Follow Up Postcard 3

YOUR RESPONSE IS IMPORTANT

No matter what position you hold, whether you own your home or live in a provided parsonage, you have been chosen to represent your general position and population size. Whether you are satisfied or dissatisfied with aspects of your housing and the system, the Committee needs to know. Your participation can affect your future.

If you have already completed and returned the survey, please accept my sincere thanks. If you have not completed and mailed the survey, please do so within the next few days. If you did not receive the survey, or have misplaced the survey, please call me at (405) 744-9525 and request that a questionnaire packet be mailed to you.

Sincerely,

Cheryl Farr, Ph.D.

Clergy Housing Research Survey

**Clergy Housing
Research Survey**

Sponsored by

(Insert denomination's name)

Research Team

from the
**Department of Design, Housing and Merchandising
College of Human Environmental Sciences
Oklahoma State University**

**Cheryl A. Farr, Ph.D.
Department of Design, Housing and Merchandising, OSU
Project Director
(405) 744-9625**

GENERAL INFORMATION ABOUT YOUR CURRENT HOUSING

1. Which of the following describes your current housing situation? (Circle the number)

- 1 PARSONAGE PROVIDED
- 2 OWN OR PURCHASING MY HOME
- 3 RENT OR LEASE
- 4 OTHER (Please indicate) _____

2. What type of housing unit do you currently live in? (Circle the number)

- 1 SINGLE FAMILY HOUSE
- 2 DUPLEX STYLE
- 3 APARTMENT STYLE
- 4 TOWNHOUSE STYLE
- 5 MOBILE HOME
- 6 OTHER (Please indicate) _____

3. Approximately, when was your current housing built? (Circle the number)

- 1 BEFORE 1900
- 2 1900 - 1920s
- 3 1930s - 1940s
- 4 1950s - 1960s
- 5 1970s - 1980s
- 6 1990s

4. How long have you lived at your current address? _____ YEARS

5. Within the past ten years, how many times have you moved? _____ TIMES

6. As an adult, have you ever owned or lived in housing other than the parsonage housing? (Circle the number)

- 1 ONLY HAVE EXPERIENCE WITH PARSONAGE HOUSING
- 2 HAVE OWNED MY OWN HOME
- 3 OTHER (Please indicate) _____

7. How satisfied are you with your current house in relation to previous housing? (Circle the number)

Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied
-------------------	---	---	---	---	---	---	---	---	---	----------------------

8. Please indicate the number of the following rooms within your current house: (Circle the correct number)

- Living room0 1 2 or more
- Formal dining room0 1 2 or more
- Dinette/breakfast area0 1 2 or more
- Family room0 1 2 or more
- Kitchen0 1 2 or more
- Laundry room0 1 2 or more
- Study0 1 2 or more
- Master bedroom0 1 2 or more
- Other bedrooms0 1 2 3 4 or more
- Bathrooms0 1 2 3 4 or more
- Other rooms (please list) _____

9. Which phrase describes the parking situation at your current house? (Circle the number)

- 1 CARPORT
- 2 GARAGE
- 3 DRIVE WAY PARKING
- 4 STREET PARKING
- 5 CHURCH PARKING LOT
- 6 OTHER (Please indicate) _____

10. Ideally, how many vehicles should the parking situation at your current home accommodate? (Indicate which you prefer by writing the number of vehicles beside the desired situation)

	# of Family Vehicles	# of Guest Vehicles
Carport.....	_____	_____
Garage.....	_____	_____
Drive Way.....	_____	_____
Street.....	_____	_____
Church Lot (If by house)	_____	_____
Other	_____	_____

11. Describe any other parking related issues you feel are important. _____

The following list includes rooms within a house. Please circle the number that indicates the minimum number of each room needed to meet your family's housing needs, then circle the number that indicates the ideal number of each room desired. Add any additional rooms you think are important in the blank following the list.

12. What are the minimum and ideal number and types of rooms needed for your housing situation to meet your family's needs? (Circle the correct number)

<u>MINIMUM</u>				<u>IDEAL</u>						
0	1	2 or more	.....Living room	0	1	2 or more			
0	1	2 or more	.....Formal dining room	0	1	2 or more			
0	1	2 or more	.....Dinette/breakfast area	0	1	2 or more			
0	1	2 or more	.....Family room.....	0	1	2 or more			
0	1	2 or more	.....Kitchen	0	1	2 or more			
0	1	2 or more	.....Study.....	0	1	2 or more			
0	1	2 or more	.....Master bedroom.....	0	1	2 or more			
0	1	2	3	4 or moreChildren's bedrooms.....	0	1	2	3	4 or more
0	1	2	3	4 or moreGuest bedrooms.....	0	1	2	3	4 or more
0	1	2	3	4 or moreBathrooms.....	0	1	2	3	4 or more
Other Rooms (indicate):										
0	1	2	3	4 or more	0	1	2	3	4 or more
0	1	2	3	4 or more	0	1	2	3	4 or more

The following list includes general features important to people in their housing. Please circle the number that indicates the level of satisfaction you feel with these features in your current home.

13. How satisfied are you with the following feature of your current home? (Circle the number)

	Very Satisfied	2	3	4	5	6	7	8	9	Very Dissatisfied
House Size.....	1	2	3	4	5	6	7	8	9	
House Location.....	1	2	3	4	5	6	7	8	9	
House Condition.....	1	2	3	4	5	6	7	8	9	
Type of House.....	1	2	3	4	5	6	7	8	9	
Arrangement of Rooms.....	1	2	3	4	5	6	7	8	9	
Number of Bedrooms.....	1	2	3	4	5	6	7	8	9	
Number of Bathrooms.....	1	2	3	4	5	6	7	8	9	
Overall Decor.....	1	2	3	4	5	6	7	8	9	
Amount of Storage.....	1	2	3	4	5	6	7	8	9	
Amount of Parking.....	1	2	3	4	5	6	7	8	9	
Amount of Privacy from neighbor.....	1	2	3	4	5	6	7	8	9	
Amount of Privacy within the home.....	1	2	3	4	5	6	7	8	9	
Amount of Privacy from church activities.....	1	2	3	4	5	6	7	8	9	

14. How satisfied are you with the following interior features of your current home? (Circle the number)

	Very Satisfied	2	3	4	5	6	7	8	9	Very Dissatisfied
Wallcoverings/Paint.....	1	2	3	4	5	6	7	8	9	
Flooring.....	1	2	3	4	5	6	7	8	9	
Window Treatments.....	1	2	3	4	5	6	7	8	9	
Overall Color Scheme.....	1	2	3	4	5	6	7	8	9	

15. From the following choices, please indicate which flooring you would prefer for each room. (Write the number in the blank beside each room)

- 1 CARPET
- 2 WOOD
- 3 VINYL
- 4 TILE
- 5 OTHER (Please indicate)

Living Room
 Dining Room.....
 Dinette/Breakfast Room
 Kitchen.....
 Family Room
 Study.....
 Bedrooms.....
 Bathrooms.....
 Other room (Please indicate)

16. From the following choices, please indicate which window treatment you would prefer for each room. (Write the number in the blank beside each room)

- 1 MINI BLINDS
- 2 VERTICAL BLINDS
- 3 DRAW DRAPERIES
- 4 CURTAINS/VALANCES ("toppers")
- 5 OTHER (Please indicate)

Living Room Family Room.....
 Dining Room..... Study.....
 Dinette/Breakfast Room Bedrooms.....
 Kitchen Bathrooms.....
 Other room (Please indicate)

17. The following lists include a variety of heating and cooling systems found in houses. Please circle the number that indicates the desirability of each type, then circle the number that indicates your level of satisfaction with the existing system in your current house.

<u>IDEAL HOME</u>			<u>CURRENT HOME</u>										
Desirable	Neutral	Undesirable		Very Satisfied		Very Dissatisfied		Not Present					
			HEATING										
1	2	3	electric.....	1	2	3	4	5	6	7	8	9	0
1	2	3	gas.....	1	2	3	4	5	6	7	8	9	0
1	2	3	fuel oil.....	1	2	3	4	5	6	7	8	9	0
1	2	3	baseboard.....	1	2	3	4	5	6	7	8	9	0
1	2	3	wall.....	1	2	3	4	5	6	7	8	9	0
1	2	3	central.....	1	2	3	4	5	6	7	8	9	0
1	2	3	other	1	2	3	4	5	6	7	8	9	0
			COOLING										
1	2	3	central air.....	1	2	3	4	5	6	7	8	9	0
1	2	3	window unit(s).....	1	2	3	4	5	6	7	8	9	0
1	2	3	attic fan(s).....	1	2	3	4	5	6	7	8	9	0
1	2	3	window fan(s).....	1	2	3	4	5	6	7	8	9	0
1	2	3	no cooling system.....	1	2	3	4	5	6	7	8	9	0
1	2	3	other	1	2	3	4	5	6	7	8	9	0

18. How satisfied are you with the following interior environmental conditions? (Circle the number)

	Very Satisfied		Very Dissatisfied	Not Present						
SMOKE ODOR FROM PREVIOUS RESIDENT.....	1	2	3	4	5	6	7	8	9	0
PET ODOR FROM PREVIOUS RESIDENT.....	1	2	3	4	5	6	7	8	9	0
ABSENCE OF MOLD OR MILDEW.....	1	2	3	4	5	6	7	8	9	0
ABSENCE OF ALLERGENS.....	1	2	3	4	5	6	7	8	9	0
OTHER	1	2	3	4	5	6	7	8	9	0

19. Overall, how satisfied are you with your current home? (Circle the number)

Very Satisfied		Very Dissatisfied						
1	2	3	4	5	6	7	8	9

20. In general, how satisfied have you been with provided parsonages in the past? (Circle the number)

Very Satisfied 1 2 3 4 5 6 7 8 9 Very Dissatisfied Not Applicable
 0

21. The following list includes characteristics important to people in their housing. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home. Add any additional characteristics you think are important in the blanks following each list.

IDEAL HOME			STRUCTURAL	CURRENT HOME									
Important	Neutral	Unimportant		Very Satisfied						Very Dissatisfied	Not Present		
1	2	3		1	2	3	4	5	6	7	8	9	0
			complete plumbing.....										
			storm windows and doors.....										
			built-in cabinets										
			carport										
			garage.....										
			solar energy features										
			earth sheltering features.....										
			attic										
			basement.....										
			storm shelter										
			structurally sound.....										
			soundproof walls, quietness.....										
			fire retardant materials.....										
			convenient kitchen design										
			convenient bath design.....										
			ceiling height										
			sunlight for each room										
			type of artificial light for each room.....										
			porch or patio.....										
			fireplace.....										

Please list the three items that are most important to you from the Structural list above:

1. MOST IMPORTANT _____
2. SECOND MOST IMPORTANT _____
3. THIRD MOST IMPORTANT _____

Please list the three items that are least important to you from the Structural list above:

1. LEAST IMPORTANT _____
2. SECOND LEAST IMPORTANT _____
3. THIRD LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

22. Does anyone in your family have any special physical needs that should be considered to increase your housing satisfaction? (Circle any that apply)

- 1 USE OF WHEELCHAIR
- 2 USE OF WALKER OR OTHER AID
- 3 DIFFICULTY IN BENDING OR REACHING DOWN
- 4 POOR EYESIGHT/BLINDNESS
- 5 DIFFICULTY IN HEARING
- 5 OTHER (Please indicate)_____
- 6 NONE (Skip to question 24)

23. How satisfied are you with the way your current house meets these needs? (Circle the number)

Very Satisfied Very Dissatisfied

1 2 3 4 5 6 7 8 9

Please use this space to explain your satisfaction or dissatisfaction: _____

24. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

IDEAL HOME			ENVIRONMENT									CURRENT HOME				
Important	Neutral	Unimportant														
1	2	3	away from hazardous chemical plants	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	away from a sanitary landfill	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	away from heavy traffic street	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	away from noisy places	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	unpolluted drinking water	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	unpolluted air	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	located away from manufacturing plants	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	located away from apartments	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	located away from mobile homes	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	located with similar housing types	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0
1	2	3	located away from undesirable land uses	Very Satisfied	1	2	3	4	5	6	7	8	9	Very Dissatisfied	Not Present	0

Please list the two items that are most important to you from the above Environment list:

- 1. MOST IMPORTANT _____
- 2. SECOND MOST IMPORTANT _____

Please list the two items that are least important to you from the above Environment list:

- 1. LEAST IMPORTANT _____
- 2. SECOND LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

25. Other housing characteristics important to people in their housing are listed below. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

IDEAL HOME			CURRENT HOME										
Important	Neutral	Unimportant		Very Satisfied					Very Dissatisfied				Not Present
1	2	3		1	2	3	4	5	6	7	8	9	
1	2	3	close to work.....	1	2	3	4	5	6	7	8	9	0
1	2	3	near police/fire protection	1	2	3	4	5	6	7	8	9	0
1	2	3	close to shopping area	1	2	3	4	5	6	7	8	9	0
1	2	3	close to schools	1	2	3	4	5	6	7	8	9	0
1	2	3	close to hospitals.....	1	2	3	4	5	6	7	8	9	0
1	2	3	close to family.....	1	2	3	4	5	6	7	8	9	0
1	2	3	in good neighborhood	1	2	3	4	5	6	7	8	9	0
1	2	3	in old established neighborhood	1	2	3	4	5	6	7	8	9	0
1	2	3	in new development	1	2	3	4	5	6	7	8	9	0
1	2	3	show status in community	1	2	3	4	5	6	7	8	9	0
1	2	3	as good as homes of friends/neighbors.....	1	2	3	4	5	6	7	8	9	0
1	2	3	as good as home of people I work with.....	1	2	3	4	5	6	7	8	9	0
1	2	3	feel safe from crime	1	2	3	4	5	6	7	8	9	0

Please list the three items that are most important to you from the list above:

1. MOST IMPORTANT _____
2. SECOND MOST IMPORTANT _____
3. THIRD MOST IMPORTANT _____

Please list the three items that are least important to you from the list above:

1. LEAST IMPORTANT _____
2. SECOND LEAST IMPORTANT _____
3. THIRD LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

26. Is your house located within the city limits? (Circle number)

- 1 YES
- 2 NO

27. How satisfied are you with your current neighborhood environment? (Circle number)

- | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|--------------|
| Very | | | | | | | | | Very |
| Satisfied | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Dissatisfied |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

28. The following list includes services important to people in their housing. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

IDEAL HOME			SERVICES	CURRENT HOME									
Important	Neutral	Unimportant		Very Satisfied							Very Dissatisfied	Not Present	
1	2	3		1	2	3	4	5	6	7	8	9	
1	2	3	adequate water supply for home	1	2	3	4	5	6	7	8	9	0
1	2	3	adequate electrical supply for home.....	1	2	3	4	5	6	7	8	9	0
1	2	3	adequate sewer supply system	1	2	3	4	5	6	7	8	9	0
1	2	3	paved streets	1	2	3	4	5	6	7	8	9	0
1	2	3	paved side walks	1	2	3	4	5	6	7	8	9	0
1	2	3	adequate curbs and gutters	1	2	3	4	5	6	7	8	9	0
1	2	3	adequate drainage systems	1	2	3	4	5	6	7	8	9	0
1	2	3	park facilities (lakes, forests).....	1	2	3	4	5	6	7	8	9	0
1	2	3	recreation facilities (playground).....	1	2	3	4	5	6	7	8	9	0
1	2	3	adult recreation facilities (tennis, golf)	1	2	3	4	5	6	7	8	9	0
1	2	3	public library	1	2	3	4	5	6	7	8	9	0
1	2	3	garbage/trash removal.....	1	2	3	4	5	6	7	8	9	0

For the services you rated as a 7, 8, or 9 on the current home satisfaction scale, please explain why: _____

Please list any additional service that you consider important: _____

29. The following list includes technical aspects important to people in their housing. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

IDEAL HOME			TECHNICAL	CURRENT HOME									
Important	Neutral	Unimportant		Very Satisfied							Very Dissatisfied	Not Present	
1	2	3		1	2	3	4	5	6	7	8	9	
1	2	3	latest technology	1	2	3	4	5	6	7	8	9	0
1	2	3	built to last.....	1	2	3	4	5	6	7	8	9	0
1	2	3	good quality	1	2	3	4	5	6	7	8	9	0
1	2	3	built of low-maintenance materials.....	1	2	3	4	5	6	7	8	9	0
1	2	3	well insulated.....	1	2	3	4	5	6	7	8	9	0
1	2	3	energy efficient	1	2	3	4	5	6	7	8	9	0
1	2	3	adequate temperature control	1	2	3	4	5	6	7	8	9	0
1	2	3	well ventilated.....	1	2	3	4	5	6	7	8	9	0

For the services you rated as a 7, 8, or 9 on the current home satisfaction scale, please explain why: _____

Please list any additional feature that you consider important: _____

30. The following list involves exterior appearance of housing. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

IDEAL HOME			EXTERIOR APPEARANCE									CURRENT HOME	
Important	Neutral	Unimportant		Very Satisfied					Very Dissatisfied			Not Present	
1	2	3		1	2	3	4	5	6	7	8	9	0
			attractive interior	1	2	3	4	5	6	7	8	9	0
			eye catching	1	2	3	4	5	6	7	8	9	0
			a popular design.....	1	2	3	4	5	6	7	8	9	0
			brick or stone.....	1	2	3	4	5	6	7	8	9	0
			mixture of materials.....	1	2	3	4	5	6	7	8	9	0
			bright and cheery	1	2	3	4	5	6	7	8	9	0
			attractive exterior.....	1	2	3	4	5	6	7	8	9	0
			landscaped yard.....	1	2	3	4	5	6	7	8	9	0
			fit the environment.....	1	2	3	4	5	6	7	8	9	0

Please list the two items that are most important to you from the Appearance list above:

1. MOST IMPORTANT _____
2. SECOND MOST IMPORTANT _____

Please list the two items that are least important to you from the Appearance list above:

1. LEAST IMPORTANT _____
2. SECOND LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

31. List the three things/attributes you most like about the exterior of your current housing.

- 1 _____
- 2 _____
- 3 _____

32. List the three things/attributes you would most like to change about the exterior of your current housing.

- 1 _____
- 2 _____
- 3 _____

33. How satisfied are you with the exterior appearance of your current house? (Circle the number)

Very Satisfied Very Dissatisfied
 1 2 3 4 5 6 7 8 9

34. The following list involves landscaping/location of housing. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

LANDSCAPING/LOCATION

<u>IDEAL HOME</u>			<u>CURRENT HOME</u>										
Important	Neutral	Unimportant		Very Satisfied					Very Dissatisfied			Not Present	
1	2	3		1	2	3	4	5	6	7	8	9	
1	2	3	corner lot	1	2	3	4	5	6	7	8	9	0
1	2	3	other than corner lot.....	1	2	3	4	5	6	7	8	9	0
1	2	3	uncrowded neighborhood.....	1	2	3	4	5	6	7	8	9	0
1	2	3	natural or scenic view	1	2	3	4	5	6	7	8	9	0
1	2	3	buildings are well kept.....	1	2	3	4	5	6	7	8	9	0
1	2	3	outdoor areas are well kept.....	1	2	3	4	5	6	7	8	9	0
1	2	3	planting enhances parsonage.....	1	2	3	4	5	6	7	8	9	0
1	2	3	blossoming shrubs.....	1	2	3	4	5	6	7	8	9	0
1	2	3	evergreens.....	1	2	3	4	5	6	7	8	9	0
1	2	3	trees for shade.....	1	2	3	4	5	6	7	8	9	0
1	2	3	annual or perennial flowers.....	1	2	3	4	5	6	7	8	9	0
1	2	3	vegetable garden space.....	1	2	3	4	5	6	7	8	9	0
1	2	3	outdoor play space for children	1	2	3	4	5	6	7	8	9	0
1	2	3	outdoor space for teen activities.....	1	2	3	4	5	6	7	8	9	0

Please list the two items that are most important to you from the Landscaping list above:

1. MOST IMPORTANT _____
2. SECOND MOST IMPORTANT _____

Please list the two items that are least important to you from the Landscaping list above:

1. LEAST IMPORTANT _____
2. SECOND LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

35. Who usually does the yard maintenance at your current house? (Circle the number)

- 1 MY FAMILY
- 2 I HIRE SOMEONE
- 3 THE CHURCH HIRES A CHURCH MEMBER
- 4 THE CHURCH HIRES SOMEONE FROM OUTSIDE THE CHURCH
- 5 CHURCH VOLUNTEER
- 6 OTHER (Please indicate) _____

36. The following statements are commonly heard regarding yard work. We would like to know to what extent you agree or disagree. There is a space provided after the series for any comments you may have.

	Strongly Agree									Strongly Disagree
For me, yard work is a recreational activity.	1	2	3	4	5	6	7	8	9	
For me, yard work takes up too much time.	1	2	3	4	5	6	7	8	9	
I enjoy working in the yard.	1	2	3	4	5	6	7	8	9	
For me, yard work is a stress reliever.	1	2	3	4	5	6	7	8	9	
Yard work is a time spent together as a family project.	1	2	3	4	5	6	7	8	9	
Instead of doing yard work, I would rather spend the time more leisurely with family.	1	2	3	4	5	6	7	8	9	
Instead of doing yard work, I would rather spend the time working for the church.	1	2	3	4	5	6	7	8	9	
I would like to take care of my own yard work.	1	2	3	4	5	6	7	8	9	
Others think you are "not working" when you spend time doing yard work.	1	2	3	4	5	6	7	8	9	

Please make any comments or suggestions regarding yard maintenance: _____

37. How satisfied are you with the landscaping of your yard? (Circle the number)

Very Satisfied										Very Dissatisfied
	1	2	3	4	5	6	7	8	9	

38. Does your current house have outdoor buildings (such as a shed)? (Circle the number)



38a. Do you feel the outdoor building is beneficial to have?
(Circle the number)

1 NO
2 YES

38b. How satisfied are you with the outdoor building's:
(Circle the number)

	Very Satisfied									Very Dissatisfied
Size	1	2	3	4	5	6	7	8	9	
Condition	1	2	3	4	5	6	7	8	9	

38c. Would your housing situation be improved if an outdoor building was provided? (Circle the number)

1 NO
2 YES

38d. Describe how you would use an outdoor building: _____

39. The following list involves lifestyle characteristics. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

IDEAL HOME			LIFE STYLE	CURRENT HOME					Not Present				
Important	Neutral	Unimportant		Very Satisfied				Very Dissatisfied					
1	2	3	adequate space	1	2	3	4	5	6	7	8	9	0
1	2	3	exercise room.....	1	2	3	4	5	6	7	8	9	0
1	2	3	swimming pool	1	2	3	4	5	6	7	8	9	0
1	2	3	yard	1	2	3	4	5	6	7	8	9	0
1	2	3	family or hobby room.....	1	2	3	4	5	6	7	8	9	0
1	2	3	space for indoor activities.....	1	2	3	4	5	6	7	8	9	0
1	2	3	space for family meals.....	1	2	3	4	5	6	7	8	9	0
1	2	3	space for formal dining.....	1	2	3	4	5	6	7	8	9	0
1	2	3	individual space for each family member	1	2	3	4	5	6	7	8	9	0
1	2	3	kitchen appliances beyond the basic	1	2	3	4	5	6	7	8	9	0
1	2	3	adequate storage.....	1	2	3	4	5	6	7	8	9	0
1	2	3	carpeted floors	1	2	3	4	5	6	7	8	9	0
			space for noninterference of other										
1	2	3	family members	1	2	3	4	5	6	7	8	9	0
1	2	3	space for outdoor activities.....	1	2	3	4	5	6	7	8	9	0
1	2	3	ability to express individual taste.....	1	2	3	4	5	6	7	8	9	0
1	2	3	comfortable.....	1	2	3	4	5	6	7	8	9	0
1	2	3	easy to maintain.....	1	2	3	4	5	6	7	8	9	0
1	2	3	provide for the needs of children.....	1	2	3	4	5	6	7	8	9	0
1	2	3	space for social interaction.....	1	2	3	4	5	6	7	8	9	0

Please list the three items that are most important to you from the Lifestyle list above:

1. MOST IMPORTANT _____
2. SECOND MOST IMPORTANT _____
3. THIRD MOST IMPORTANT _____

Please list the three items that are least important to you from the Lifestyle list above:

1. LEAST IMPORTANT _____
2. SECOND LEAST IMPORTANT _____
3. THIRD LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

40. Which room seems to be the center of family activity within your household? (Circle the number)

- 1 LIVING ROOM
- 2 KITCHEN
- 3 DINING ROOM
- 4 FAMILY ROOM
- 5 BEDROOM
- 6 OTHER (Please indicate) _____

41. How satisfied are you with the following aspects of the room you indicated as the center of family activity?
(Circle the number)

	Very Satisfied					Very Dissatisfied			
	1	2	3	4	5	6	7	8	9
SIZE.....	1	2	3	4	5	6	7	8	9
NATURAL LIGHT.....	1	2	3	4	5	6	7	8	9
FURNISHINGS.....	1	2	3	4	5	6	7	8	9

Please describe the reasons for your satisfaction or dissatisfaction: _____

42. Have you made efforts to personalize your current house? (Circle the number)

- 1 NO (Skip to Question 44)
- 2 YES (Go to Question 43)

43. Describe how have you personalized your current house. _____

INTERIOR FURNISHINGS

An important part of understanding your housing situation is its interior. So, next we would like to ask some questions about the furnishings, features and decoration of your current house.

44. To better understand your current housing situation, please indicate which furnishings you currently own and which furnishings the church currently provides by marking an X in the spaces to the left of each room in the list. In the next column, please rate the general condition of the current furnishings. Then, to the right of the list, mark an X in the space beside each room to indicate ideally which furnishings you would like to own and which furnishings you would like the church to provide. If you have no preference, mark an X in the "no preference" space beside the room.

How do you feel about furnishings such as beds, sofa, tables, and such?

CURRENT				IDEAL			
I Own Furnishings	Church Owns Furnishings	General Condition			Would like to Own Furnishings	Would like Church to Provide	No Preference
		Good	Fair	Poor			
Living Room							
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____
Formal Dining Room							
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____
_____	_____	1	2	3	_____	_____	_____

CURRENT				IDEAL			
I Own Furnishings	UMC Owns Furnishings	General Condition			Would like to Own Furnishings	Would like UMC to Provide	No Preference
		Good	Fair	Poor			
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
Dinette/Breakfast							
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
Family Room							
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
Kitchen							
		1	2	3			
		1	2	3			
		1	2	3			
Study							
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
Master Bedroom							
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
Children's Bedroom							
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			

Please use this space to make any comments or suggestions concerning your current furnishings: _____

45. How do you feel about owning accessories and decorative furnishings such as pictures, linens, lamps, and such?

CURRENT				IDEAL			
I Own Furnishings	UMC Owns Furnishings	General Condition			Would like to Own Furnishings	Would like UMC to Provide	No Preference
		Good	Fair	Poor			
		1	2	3			
		1	2	3			
		1	2	3			
		1	2	3			
Living Room							
Formal Dining Room							
Dinette/Breakfast							

CURRENT				IDEAL			
I Own Furnishings	Church Owns Furnishings	General Condition			Would like to Own Furnishings	Would like Church to Provide	No Preference
		Good	Fair	Poor			
_____	_____	1	2	3	Family Room.....	_____	_____
_____	_____	1	2	3	Kitchen.....	_____	_____
_____	_____	1	2	3	Study.....	_____	_____
_____	_____	1	2	3	Master Bedroom.....	_____	_____
_____	_____	1	2	3	Children's Rooms.....	_____	_____
_____	_____	1	2	3	Guest Bedroom.....	_____	_____
_____	_____	1	2	3	Other.....	_____	_____
_____	_____	1	2	3	Other.....	_____	_____

Please use this space to make any comments or suggestions regarding furnishings of the houses. _____

46. List the three things/attributes you most like about the interior of your current housing.

- 1 _____
- 2 _____
- 3 _____

47. List the three things/attributes you would most like to change about the interior of your current housing.

- 1 _____
- 2 _____
- 3 _____

48. Have you started planning for housing when you retire? (Circle the number)

- 1 NO
- 2 YES

49. Have you started planning for home furnishings when you retire? (Circle the number)

- 1 NO
- 2 YES

50. What ideas or suggestions could you provide for the (Denomination) with regards to helping you plan for housing after retirement? _____

51. The following list involves lifestyle characteristics. Please circle the number that indicates the importance each characteristic has in what you would consider to be an ideal home, then circle the number that indicates the importance each characteristic has in your current home.

PRIVACY

<u>IDEAL HOME</u>				<u>CURRENT HOME</u>									
Important	Neutral	Unimportant		Very Satisfied					Very Dissatisfied			Not Present	
1	2	3		1	2	3	4	5	6	7	8	9	0
1	2	3	unable to hear neighbors when indoors ...	1	2	3	4	5	6	7	8	9	0
			windows not directly facing neighbor's										
1	2	3	windows.....	1	2	3	4	5	6	7	8	9	0
1	2	3	trees and shrubs for privacy.....	1	2	3	4	5	6	7	8	9	0
1	2	3	distance from adjacent buildings.....	1	2	3	4	5	6	7	8	9	0
1	2	3	distance from church or office.....	1	2	3	4	5	6	7	8	9	0
1	2	3	fencing for privacy.....	1	2	3	4	5	6	7	8	9	0
1	2	3	fencing for safety for children's play.....	1	2	3	4	5	6	7	8	9	0
1	2	3	fencing for pet(s).....	1	2	3	4	5	6	7	8	9	0

Please list the two items that are most important to you from the Privacy list above:

1. MOST IMPORTANT _____
2. SECOND MOST IMPORTANT _____

Please list the two items that are least important to you from the Privacy list above:

1. LEAST IMPORTANT _____
2. SECOND LEAST IMPORTANT _____

Please list any additional feature that you consider important: _____

An important part of understanding your housing situation is the setting. So, next we would like to ask some questions about the location, surroundings, and exterior of your current house.

52. Which of the following best describes the distance of your house from the church or office?
(Circle the number beside the best answer)

- 1 HOUSE SHARES COMMON WALL WITH CHURCH
- 2 HOUSE IS ON CHURCH PROPERTY NEXT TO CHURCH
- 3 HOUSE AND CHURCH SHARE PROPERTY LINE
- 4 HOUSE IS IN SAME NEIGHBORHOOD AS CHURCH
Please indicate approximate distance _____
- 5 HOUSE IS LOCATED SOME DISTANCE FROM CHURCH
Please indicate approximate distance _____
- 6 OTHER (Please indicate) _____

53. How satisfied are you with the distance between your current house and the church or office?
(Circle the number)

- | | | | | | | | | | | | | | | |
|--|----------------|---|---|---|---|---|---|---|---|--|--|--|--|-------------------|
| | Very Satisfied | | | | | | | | | | | | | Very Dissatisfied |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | | | | |

54. To explain this satisfaction or dissatisfaction, please read the choices below and circle any that apply. If there is another reason that explains your satisfaction or dissatisfaction, please describe it in the space provided.

- 1 SECURITY OF CHURCH PROPERTY
- 2 CONVENIENCE (walk to work . . .)
- 3 PRIVACY FOR PERSONAL/FAMILY LIFE
- 4 NEIGHBORHOOD
- 5 OTHER (Please indicate) _____

55. What do you feel is the ideal location and/or distance of the parsonage and the church or work location?

56. How satisfied are you with the amount of privacy in your home for family life? (Circle the number)

- | | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|--|-------------|
| Very | | | | | | | | | | Very |
| Satisfied | | | | | | | | | | Disatisfied |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | |

The next part of understanding your housing situation is understanding the way your house performs. So, we would like to ask some questions about the uses of your house and its performance. Please read the following questions and circle the number that corresponds with your answer.

57. How often do you use your home for non-business entertaining? (Circle the number)

- 1 OFTEN (ONCE OR MORE PER WEEK)
- 2 FREQUENTLY (ONCE OR MORE PER MONTH, BUT LESS THAN ONCE PER WEEK)
- 3 OCCASIONALLY (ONCE EVERY 2-3 MONTHS)
- 4 SELDOM (ONCE OR MORE PER YEAR, BUT LESS THAN 4 TIMES PER YEAR)
- 5 NEVER

58. Do you use your house for any work-related activities? (Circle any that apply)

- 1 ENTERTAINING YOUTH GROUPS
- 2 COUNSELING
- 3 CHURCH BUSINESS MEETINGS
- 4 TEACHING (other than personal studies)
- 5 OTHER (Please indicate) _____

59. Do you feel obligated to use your house for work-related activities? (Circle the number)

- 1 NO (Go to Question 60)
- 2 YES

59a. In what ways do you feel obligated to use your house for work-related activities? _____

60. The following statements are commonly heard regarding home/work life. We would like to know to what extent you agree or disagree. There is a space provided after the series for any comments you may have.

	Strongly Agree									Strongly Disagree
I would find home more enjoyable if there was more space for non-business entertaining.	1	2	3	4	5	6	7	8	9	
I would find home more enjoyable if my home was not used for business situations.	1	2	3	4	5	6	7	8	9	
I would find home more enjoyable if it was closer to the church or office.	1	2	3	4	5	6	7	8	9	
I would find home more enjoyable if it had a private office space.	1	2	3	4	5	6	7	8	9	
I feel the balance between home life and work is good.	1	2	3	4	5	6	7	8	9	
I find that work-related activities conflict with family use of space in my house	1	2	3	4	5	6	7	8	9	

61. How satisfied are you with the amount of overlap between your home and work life? (Circle the number)

Very Satisfied									Very Dissatisfied
1	2	3	4	5	6	7	8	9	

62. Briefly describe the ideal parsonage: _____

63. Please take a moment to describe any related sources of satisfaction or dissatisfaction with your current housing that you feel need to be addressed: _____

64. Listed below are some words and phrases which we would like you to use to describe how you feel about your present life. For example, if you think your present life is very "boring," circle the 1 next to the word "boring." If you think it is very "interesting," circle the 9 next to the word "interesting." If you think it is somewhere between, circle the number that comes closest to how you feel.

BORING	1	2	3	4	5	6	7	8	9	INTERESTING
ENJOYABLE	1	2	3	4	5	6	7	8	9	MISERABLE
EASY	1	2	3	4	5	6	7	8	9	HARD
USELESS	1	2	3	4	5	6	7	8	9	WORTHWHILE
FRIENDLY	1	2	3	4	5	6	7	8	9	LONELY
FULL	1	2	3	4	5	6	7	8	9	EMPTY
DISCOURAGING	1	2	3	4	5	6	7	8	9	HOPEFUL
TIED DOWN	1	2	3	4	5	6	7	8	9	FREE
DISAPPOINTING	1	2	3	4	5	6	7	8	9	REWARDING
BRINGS OUT THE BEST IN ME	1	2	3	4	5	6	7	8	9	DOESN'T GIVE ME MUCH CHANCE

65. The following statements are commonly heard regarding one's job. We would like to know to what extent you agree or disagree. There is a space provided after the series for any comments you may have. In this series of questions, the term "job" refers to your career, whether it be clerical, homemaking, retail sales, or any other work.

	Strongly Agree									Strongly Disagree
My job means more to me than money.....	1	2	3	4	5	6	7	8	9	
My job gives me a chance to do what I do best.....	1	2	3	4	5	6	7	8	9	
I would like more freedom on the job.....	1	2	3	4	5	6	7	8	9	
I am satisfied with the work I do.....	1	2	3	4	5	6	7	8	9	
There is much purpose to what I am doing at present.	1	2	3	4	5	6	7	8	9	
I have too small a share in deciding matters that affect my work.....	1	2	3	4	5	6	7	8	9	

Please use this space for any comments you may have. _____

Finally, we would like to ask a few questions about yourself for statistical purposes. (Circle the number)

- | | | | |
|--|--|---|--|
| <p>66. <u>AGE</u></p> <p>1 UNDER 30</p> <p>2 30 - 39</p> <p>3 40 - 49</p> <p>4 50 - 59</p> <p>5 60 - 69</p> <p>6 70 OR ABOVE</p> | <p>67. <u>GENDER</u></p> <p>1 MALE</p> <p>2 FEMALE</p> | <p>68. <u>RACE</u></p> <p>1 AFROAMERICAN</p> <p>2 AMERICAN INDIAN</p> <p>3 CAUCASIAN</p> <p>4 HISPANIC</p> <p>5 ORIENTAL</p> <p>6 OTHER _____</p> | <p>69. <u>MARITAL STATUS</u></p> <p>1 NEVER MARRIED</p> <p>2 MARRIED</p> <p>3 DIVORCED</p> <p>4 SEPARATED</p> <p>5 WIDOWED</p> |
|--|--|---|--|

70 Please list the age of sex of other household member: _____

71. Indicate your level of education by marking an X beside each level completed or in progress:

- | | Completed | In Progress |
|------------------------|-----------|-------------|
| Some High School..... | _____ | _____ |
| High School | _____ | _____ |
| Associate Degree..... | _____ | _____ |
| Bachelors Degree | _____ | _____ |
| Masters Degree | _____ | _____ |
| Doctorate Degree | _____ | _____ |
| Seminary..... | _____ | _____ |
| Other _____ | _____ | _____ |

72. Are you a member of the Oklahoma (*denomination's name*) clergy? (Circle the number)

- 1 YES (Go to Question 73) 2 NO (Skip to Question 77)

This section to be answered by clergy of Oklahoma (Denomination).

73. Please specify your conference relationship: (Circle the number)

- 1 FULL CONNECTION
- 2 ASSOCIATE MEMBER
- 3 PROBATIONARY MEMBER
- 4 RETIRED MEMBER
- 5 FULL-TIME LOCAL PASTOR
- 6 PART-TIME LOCAL PASTOR
- 7 STUDENT LOCAL PASTOR
- 8 AFFILIATE MEMBER
- 9 MEMBER OF ANOTHER CONFERENCE OR DENOMINATION
- 10 OTHER (Please indicate) _____

74. Please specify your appointment: (Circle the number)

- 1 PASTOR
- 2 SENIOR PASTOR
- 3 ASSOCIATE PASTOR
- 4 LOCAL CHURCH STAFF - Title: _____
- 5 APPOINTMENT BEYOND LOCAL CHURCH: _____
- 6 RETIRED, SERVING LOCAL CONGREGATION

75. As I stay in the ministry, I expect my housing situation to: (Circle the number)

- 1 IMPROVE
- 2 DECLINE
- 3 REMAIN THE SAME

76. When considering the housing situation, I am generally: (Circle the number)

DISCOURAGED 1 2 3 4 5 6 7 8 9 HOPEFUL

Please explain your response _____

This section to be answered by non-clergy spouse.

77. Which term describes your career/work situation? (Circle the number)

- 1 FULL TIME HOMEMAKER
- 2 PART TIME HOMEMAKER/PART TIME EMPLOYED OUTSIDE HOME (Please indicate other employment) _____
- 3 CLERICAL
- 4 TEACHER
- 5 SALES (RETAIL)
- 6 SALES (OTHER, Please indicate) _____
- 7 PROFESSIONAL
- 8 VOLUNTEER
- 9 CLERGY, NOT SERVING
- 10 OTHER (Please indicate) _____

78. If you are a non-clergy spouse, please answer this section by indicating to what extent you agree or disagree.

	Strongly Agree	2	3	4	5	6	7	8	Strongly Disagree
Others feel that I should take time from my career..... to do "church work".	1								
I feel my current house meets the needs of my family.	1								
I have been able to find employment in my field..... of training.	1								

79. In relation to your career, how satisfied are you with the parsonage system?

Very Satisfied								Very Dissatisfied
1	2	3	4	5	6	7	8	9

Please explain your response _____

80. Please use this space to make any additional comments _____

APPENDIX C
INTERNAL REVIEW BOARD APPROVAL

OKLAHOMA STATE UNIVERSITY
INSTITUTIONAL REVIEW BOARD
HUMAN SUBJECTS REVIEW

Date:05-06-94

IRB#:HE-94-041

Proposal Title:HOUSING AND ITS INFLUENCE ON JOB SATISFACTION AND
LIFE SATISFACTION

Principal Investigator(s):Cheryl Farr

Reviewed and Processed as:Exempt

Approval Status Recommended by Reviewer(s): Approved

APPROVAL STATUS SUBJECT TO REVIEW BY FULL INSTITUTIONAL REVIEW BOARD AT NEXT
MEETING.
APPROVAL STATUS PERIOD VALID FOR ONE CALENDAR YEAR AFTER WHICH A CONTINUATION OR
RENEWAL REQUEST IS REQUIRED TO BE SUBMITTED FOR BOARD APPROVAL.
ANY MODIFICATIONS TO APPROVED PROJECT MUST ALSO BE SUBMITTED FOR APPROVAL.

Comments, Modifications/Conditions for Approval or Reasons for
Deferral or Disapproval are as follows:

Signature:


Chair of Institutional Review Board

Date: May 13, 1994

VITA

Tammy R. Crawford

Candidate for the Degree of

Master of Science

Thesis: HOUSING AND ITS INFLUENCE ON LIFE AND JOB SATISFACTION

Major Field: Design, Housing, and Merchandising

Biographical:

Personal Data: Born in Mountain Home, Arkansas, March 28, 1969, the daughter of Ray and Connie Crawford. Will marry Jon D. Keller, March 18, 1995 and reside in the Atlanta, Georgia area.

Education: Graduated from Poplar Bluff High School, Poplar Bluff, Missouri in May, 1987; received Bachelor of Science Degree in Interior Design from Oklahoma Christian University at Oklahoma City in December, 1990; completed requirements for the Master of Science degree at Oklahoma State University in May, 1995.

Professional Experience: Interior Designer, Hurst House Interiors, Mountain Home, Arkansas, April, 1992 to June, 1993; Graduate Assistant, Department of Design, Housing, and Merchandising, Oklahoma State University, August, 1993 to December, 1994.