

2023 Local Election Survey: Supporting and Advancing a Scientific and Community Resource to Understand the Evolving Role of Local Election Administrators

Evolving Election Administration Landscape
MEDSL Project Technical Report | August 31, 2023

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Technical Report Summary



Today's Election Administration Landscape

[Findings from the Reed College Elections & Voting Information Center 2023 Survey of Local Election Officials](#)

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The [Elections & Voting Information Center \(EVIC\)](#) at [Reed College Local Election Official \(LEO\) Survey Project](#) was initiated after the 2016 election when it was clear that LEOs were taking on new and difficult roles in response to cybersecurity threats and challenges to election integrity, along with the realization that there had been almost no national surveys of LEOs since the Congressional Research Service surveys in the 2000s (Fischer & Coleman, 2011; Kimball et al., 2013), and that almost no previous surveys had inquired about LEO attitudes and opinions regarding current issues of electoral integrity and reform. The first survey in 2018 to help better understand election preparedness, and adaptation to cybersecurity challenges, and to measure compensation rates and demographics that had

not been updated in a decade. LEO Surveys in 2019, 2021, and 2022 built on initial efforts, responded to new concerns in election administration and examined trends over time. New content focused on job satisfaction, retirement and retention, and responses to the challenges of conducting an election in the COVID-19 pandemic.

EVIC's fifth LEO Survey survey was conducted in 2023 through the generous funding of the [MIT Elections Data & Science Lab \(MEDSL\)](#) and fellow grantee organization and collaborative partner, the [Election Trust Initiative \(ETI\)](#).¹

The 2023 survey provided EVIC an opportunity to explore resiliency in elections offices, arguably the key issue in the post-2020 period. New survey items were developed to examine LEO succession planning; permanent and temporary staff recruitment, training, and turnover; and other staff dynamics. EVIC also used the off-year survey to improve the precision of items asking about workload (asking about election and non-election periods) and staff composition (breaking down by election and non-election related staff).

Analysis of the respondent data is ongoing at EVIC. Detailed survey findings, including a summary of findings, codebooks, and crosstabs by jurisdiction size are [available on EVIC's website](#).

Grant Amount

\$169, 898

Accomplishments

The primary research goal of the 2023 LEO Survey project was to understand the evolving election administration landscape and the impact of the 2022 elections through the lens of local election administrators as reflected in responses to our survey instrument. The changes and impacts on which were focused in this project include:

1. Resiliency and Sustainability

- How are election offices preparing for retirements, staff changes, and replacements?
- Training, turnover, and hiring of staff
- LEO succession planning and documentation

2. Perceptions of and Responses to Misinformation

- Do LEOs perceive misinformation to be a problem?
- LEO perceptions of the most effective responses to misinformation

3. Threats and Harassment

¹ While this report is a technical report for this MEDSL-funded survey project completed on August 23, 2023, the authors encourage the additional reading of the [Findings from the Reed College Elections & Voting Information Center 2023 Survey of Local Election Officials](#) on [EVIC's website](#). This final report with comprehensive and detailed infographics explaining the 2023 LEO Survey's findings was generously funded by a separate communications grant from the [Election Trust Initiative](#).

- Continued monitoring of frequency and severity
- Replication of survey measures fielded by other organizations

4. Workload and Staffing

- Develop more nuanced and accurate measures for LEO workload
- Develop better measures of election and non-election staffing

The primary accomplishments of the project as of August 2023 were the completion of all stages of the survey, collection of results, and preparation of a codebook and crosstabs for use by researchers, practitioners, and other stakeholders; and a de-identified dataset for use by researchers.

Major Findings

The EVIC team will issue an update to this report upon completion of data analysis, weighting, and quality assurance. Analysis of the respondent data is presently ongoing with publishing of the 2023 results planned before Election Day, November 7, 2023. This forthcoming content will reveal interesting discoveries in the survey findings both for the 2023 LEO Survey and survey questions that we are set to report over time since the LEO Survey's inception in 2018. These and all findings will be outlined in detail in an update to this initial project report and the public release of the 2023 LEO Survey findings, codebooks, and crosstabs before Election Day, November 7, 2023.

We can report at this time, however, that the new questions created in response to emerging needs of the elections community worked well and revealed important patterns in workload and staffing that have heretofore not been addressed and understood except via anecdote. It is important to note that these results are unweighted and as such should not be disseminated nor used to generalize to the LEO population.²

Workload

Prior EVIC LEO Surveys have shown that workload has been increasing from 2018-2022 and that the increase in workload was primarily due to increases among the smallest jurisdictions.

² In this report and in other materials at the EVIC website, we make reference to unweighted and weighted results. Survey weights are a statistical adjustment to account for differences between a survey population and the actual sample responses. For example, many surveys today are administered online, but there are certain groups in the United States population that are less likely to have online access, and the survey weights adjust for these differences to create accurate statistical estimates.

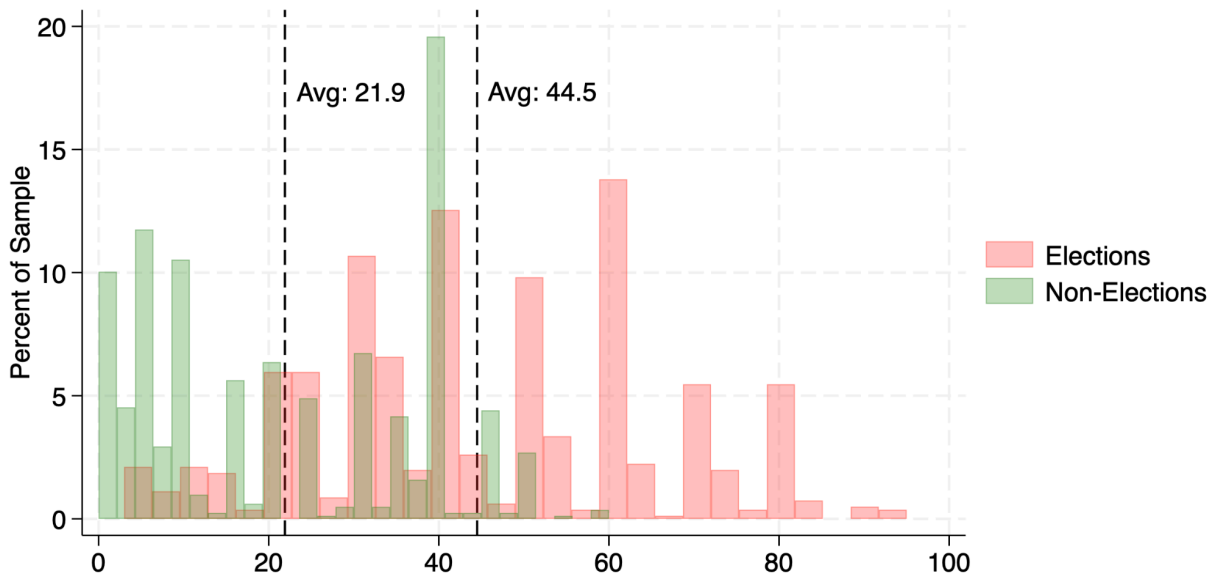
The LEO survey has to be weighted because, as explained in more detail in the Appendix and at our website, we use a statistical sampling technique (sampling proportionate to size) that ensures that we have sufficient representation of medium to large jurisdictions. We also oversampled majority-minority jurisdictions. The sampling weight readjusts the survey responses so that they can be generalized to the full population of LEOs.

However, the question we used was adapted from [Congressional Research Service](#) surveys from 2004-2008 and included an artificial ceiling on responses (“elections work constitutes more than a majority of my workload.”). In addition, we discovered in separate work exploring staffing in the State of Oregon that we were not capturing key dimensions of variation in workload, including a) how long the peak workload continued and b) how the peak workload in elections periods compared to non-elections periods.

The 2023 survey included items capturing these key dimensions of variation. Repeating the caveat that the responses need to be weighted and some responses evaluated (e.g., at least a few respondents told us they worked over 60 hours per week), the new questions show the heavy workload faced by election officials. Because these data are unweighted and are not broken down by jurisdiction size, the averages below are dominated by the smallest jurisdictions – which implies that even in the smallest jurisdictions, LEOs are working over 40 hours per week during the peak elections period.

While they need careful analysis and quality control testing, these new items provide a much more nuanced and detailed measure of election workload.

Maximum Hours Per Week: Elections vs Non-Elections Periods



Staff Hiring

A second pain point that we heard about from stakeholders was related to staff-hiring, compensation, and retention had all become more difficult because of increasing workloads and an increasingly corrosive and politicized work environment. We asked respondents whether hiring was “more or less difficult” in 2023 compared to previous years, and broke down the question by permanent and temporary staff.

Over half (56.5%) of respondents told us that it was “somewhat” or “much more” difficult to hire permanent staff than in the past, almost the same percentage (53.5%) said it was more difficult to hire temporary staff, and 61% said that it was more difficult to hire poll workers.

With all appropriate caveats (unweighted, and difficult “compared to what”), the results below do not provide much solace to those who are concerned about the current and future elections workforce.

Difficulty of Hiring Permanent Staff, Compared to Past

DIFFICULT. Was it more difficult, less difficult, or about the same level of dif	Freq.	Percent	Cum.
Much more difficult	119	22.67	22.67
Somewhat more difficult	178	33.90	56.57
About the same	204	38.86	95.43
Somewhat less difficult	11	2.10	97.52
Much less difficult	7	1.33	98.86
Web blank	6	1.14	100.00
Total	525	100.00	

Difficulty of Hiring Temporary Staff, Compared to Past

DIFFICULT_TEMP. Do you expect it to be more difficult, less difficult, or about	Freq.	Percent	Cum.
Much more difficult	139	18.78	18.78
Somewhat more difficult	258	34.86	53.65
About the same	301	40.68	94.32
Somewhat less difficult	10	1.35	95.68
Much less difficult	7	0.95	96.62
98	25	3.38	100.00
Total	740	100.00	

Difficulty of Hiring Poll Workers, Compared to Past

DIFFICULT_TEMP_PW. Do you expect it to be more difficult, less difficult, or about the same	Freq.	Percent	Cum.
Much more difficult	182	21.69	21.69
Somewhat more difficult	332	39.57	61.26
About the same	284	33.85	95.11
Somewhat less difficult	17	2.03	97.14
Much less difficult	6	0.72	97.85
98	18	2.15	100.00
Total	839	100.00	

Cross-Training and Staff Sharing

Another aspect of staffing that became clear to us in our research in Oregon is the phenomena of *cross-training* and *staff-sharing*. Attempts to measure staff size in election offices that do not account for either of these phenomena are likely to underestimate both the number of election staff and office capacity. We learned in Oregon that, particularly in smaller offices where the primary duties were recording titles, cross-training of these staff to increase capacity during peak elections period was critical.

The results are, to our knowledge, the first that inquire about these related features of election offices.

LEO Reliance on Cross-Training and Staff Sharing for Elections Work

For elections work, does your office rely upon:	Yes	No
<i>Cross-training non-elections staff?</i>	66.25%	33.75%
<i>Staff sharing from other offices?</i>	34.20%	65.80%

The results are not surprising but are important for researchers and reformers to recognize. Workload, capacity, and training may need to attend to non-elections staff along with elections staff in many jurisdictions.

Succession Planning

At the 2022 ([Election Sciences, Reform, and Administration \(ESRA\)](#)) meeting in Charlotte, NC, we were impressed to learn that many local government leaders did not engage in succession planning. Given past EVIC LEO Survey results showing how many officials were contemplating retirement or leaving the field, we thought it was important to see if the loss

of expertise caused by the “great resignation” among LEOs would be magnified or ameliorated by succession planning.

While these are the first time these questions have been asked, we are encouraged to find that respondents mostly told us that a succession plan was in place. Over 80% of the respondents said that they either were training a successor or were working with their governing body to identify a successor. (caveat: The response rate on this question is well below our full sample, and we need to make sure we understand why.)

Succession Planning Among Local Elections Officials

SUCCESSION_YES. What best describes your succession plan?	Freq.	Percent	Cum.
I'm preparing my deputy or hand-picked	213	57.26	57.26
I'm preparing our governing body to app	88	23.66	80.91
I have another succession plan	70	18.82	99.73
Web blank	1	0.27	100.00
Total	372	100.00	

Other New Items

Other new items in the survey require additional analysis and testing but include:

1. Perceptions of the severity of misinformation in local jurisdictions and methods used to combat misinformation. Items developed in partnership with researchers [Thessalia Merivaki, PhD](#) and [Mara Suttman-Lea, PhD](#).
2. Levels of harassment and intentions to leave position in response. Replicating items administered in a [Brennan Center Survey of Local Election Officials in April 2023](#) (item validation; provides a richer set of covariates than in the Brennan Center survey).
3. Evaluations of state associations, value of meetings. Both topics were high on the interest list among practitioners, advocates, and researchers.

Plans for Dissemination

Our 2023 LEO Survey project builds upon the extensive work EVIC has accomplished in this area over the past five years through the fielding of LEO Surveys in 2018, 2019, 2020, and 2022.

The full extent of this past work can be accessed at the [LEO Survey Summary Page](#) on the EVIC website. For the current survey, the project page includes:

- [The 2023 LEO Survey Report](#)
- [About the 2023 Survey](#)
- [Research Reports and Blog Postings](#)

- [Codebooks, Crosstabs, and Questionnaires](#)
- [Methodology Report](#)
- [Previous Survey Reports](#)

The findings of this work will also be supported by a press release, blog post, media relations activities, and social media promotion. We also plan to speak about this work at upcoming academic and election official organizational meetings.

Promotion of our LEO Survey work is crucial - and has been ongoing since the 2018 effort. Our dissemination plans for the fourth quarter of 2023 include sharing results with all academic researchers, LEOs, state and federal election officials, and all other stakeholders through email, Slack, social media, etc., to encourage discussion about this work.

We have done, and continue to do, the following:

- Initiated communications with media regarding the 2023 LEO Survey before its release, and during its fielding and are planning for post-analysis and reporting.
- Respond to requests from reporters for survey information and interviews.
- Participate in social media promotion of this effort.

The EVIC team has participated in several panel discussions, poster sessions, and conference presentations on our work in conducting the LEO Survey since its inception in 2018. As of the writing of this report, we have presented results using the 2023 LEO Survey during both a panel session and a poster session at the 2023 Annual [Election Center](#) conference in Orlando, Florida. Earlier this month, we also discussed the 2023 LEO Survey in a presentation to the [Oregon Association of County Clerks \(OACC\)](#) at their annual meeting in Portland, Oregon.

Additionally, we presented results from the 2023 LEO Survey process (and 2022 findings) at the 2023 ESRA conference in Athens, Georgia which brings together election experts from academia, state and local government. EVIC also presented to the OACC at their annual meeting in 2022 and participated in the [Bipartisan Policy Center \(BPC\)](#) Poster Session in December 2022 to spotlight the 2022 LEO Survey and discuss our goals and process for the 2023 LEO Survey - plus create further awareness of the LEO Survey in the media and with other election community stakeholders. We conducted the LEO Survey “Data Rodeo” - a highly successful event at the January 2023 Conference Within a Conference (CwC) at the [Southern Political Science Association \(SPSA\)](#) conference in St. Petersburg, Florida to expose our election sciences-focused academic researcher colleagues to the data we have collected during our past four LEO Surveys and the resulting analyses. Finally, we also participated in several webinars with groups of election officials to discuss this work, including one organized by [Colorado State Election Director](#) Judd Choate and another organized by [Votebeat](#).

Work Products

The primary products of the 2023 LEO Survey are:

- 2023 [LEO Survey Report](#)
- 2023 LEO [Survey Questionnaire](#)
- 2023 LEO [Survey Codebook](#)
- 2023 LEO [Survey Crosstabs](#)
 - LEO Survey results broken down by jurisdiction size
- 2023 LEO Survey Dataset (*embargoed until December 2024*)

The codebook and crosstabs were released before Election Day, November 7, 2023 and the final report was released on November 16, 2023.

In the course of fielding the survey, several additional outputs were either developed outright or significantly refined from EVIC's previous LEOS Surveys in 2018 - 2022. Final deliverables for this 2023 study include:

- Final mailing materials (i.e., invitation letter, reminder letter, and emails)
- Final unweighted datafile in SPSS, including coded responses of up to two open-ended questions and six other/specify questions
- Documentation of verbatim responses for open end/other specify questions in Excel

There is a one-year embargo of the LEO survey, to provide space for publication but also to complete a difficult de-identification step for these data. However, in line with our past practice, EVIC will make data available sooner to researchers affiliated with academic institutions and who establish IRB reliance agreements with Reed College's IRB.

Participants

EVIC is hosted at Reed College in Portland, Oregon. Our EVIC LEO Survey team is led by principal investigators Paul Gronke, PhD and Paul Manson, PhD. Paul Gronke is EVIC's founder and director, and a political scientist at Reed College. Paul Manson is EVIC's research director and a research assistant professor with the Center for Public Service at Portland State University. Paul is also the Research Director for EVIC.

The 2023 LEO Survey project is also supported by communications and election administration and technology subject matter expert Michelle Shafer who serves as EVIC's Senior Program Advisor. Additional support on the sampling aspect of this effort was provided by Reed College undergraduate students Simon Ahn (Reed '24), Abby Durrant (Reed '24), and data science and elections subject matter expert Jay Lee. Jay Lee has worked with EVIC on the LEO Survey project since the 2018 effort.

After working with them during the 2022 LEO Survey, EVIC again engaged [SSRS](#), a nationally recognized survey firm with strong expertise in survey design, methods, and administration, as our survey partner, to administer the 2023 Survey under our direction.

This has proved to be an excellent partnership for EVIC, and we hope to again be able to engage with them on an LEO Survey in 2024.

EVIC contracted with [Professor of Political Science at California State, Fresno Lisa Bryant](#), PhD who engaged with us to help design and test the questionnaire and to collaborate with Paul Gronke and Paul Manson on discussions with academic and practitioner stakeholders on the instrument design and content. Lisa Bryant is also in the process of analyzing the 2023 survey data with Paul Gronke and Paul Manson.

Additionally, EVIC convened with a wide array of academic and practitioner advisors to help us identify key areas of interest to the research and election administration communities. We convened virtually, over email, as well as in person at various conferences and events. We communicated with these members regularly as we developed and tested the questionnaire. Several individual state and local election officials who do not wish to be named publicly offered invaluable feedback on the content of the questionnaire.

Finally, EVIC coordinated our research efforts with members of other stakeholder organizations in the elections and democracy spaces, including the following:

- [Elections Trust Initiative](#)
- [Democracy Fund's Elections & Voting Program](#)
- [Brennan Center for Justice at New York University](#)
- [The Elections Group](#)
- [National Association of Election Officials / Election Center](#)
- [National Association of State Election Directors](#)
- [Bipartisan Policy Center](#)

Impact

EVIC's LEO Surveys have made a marked impact on the elections community, informing election officials, legislators, the media, and other stakeholder groups about the critically important field of election administration in the United States and about those who administer our elections. The 2023 LEO Survey expands upon EVIC's marquee research over five years studying the impact of the evolving election environment on the job experiences, departures, and responses of LEOs.

The impact of the LEO Surveys and our resulting reports have been substantial. The [2019 Stewards of Democracy report \(Adona et al., 2019\)](#) detailing the 2018 LEO Survey is often cited and referenced by elections task forces, reports, and supporting organizations including the Brennan Center for Justice at NYU, [Caltech/MIT Voting Technology Project](#), [Center for Tech and Civic Life](#), MIT Election Science Data Lab, [National Vote at Home Institute](#), [California Voter Foundation](#), and many others as an important document that informs and advances their work supporting local election officials and promoting voter-centric election administration. Numerous national, local, and social media outlets continue to use our LEO Survey information in stories on election administration and

election officials, including pieces on the 2020 election and its aftermath leading up to the 2022 midterms and beyond. The EVIC team has produced academic papers and has encouraged other scholars to access the data (subject to IRB reliance agreements). Our work has created a burst in scholarship focused on local election administrators. With the support of the [Andrew Carnegie Fellows](#) Program, EVIC Director Paul Gronke created the “Stewards of Democracy Initiative” (SDI), involving a diverse group of nationally recognized scholars and a new generation of scholars interested in election administration, and which has produced webinars, research papers, and a book manuscript currently under contract at [Palgrave/MacMillan](#). In summary, the LEO Survey research work and EVIC’s leadership have made a unique and valuable contribution to the election science space and the elections community.

Changes and Challenges

The 2023 effort was another highly successful iteration of EVIC’s LEO Survey and the generous support (both financial and through helpful discussions and programming) of MEDSL and The Elections Trust Initiative were key to this success. Without this support, this important initiative could not have been undertaken by our team and we remain eternally grateful.

This project went very smoothly, however here are a few challenges we faced in 2023:

- **Modality** - In 2023, our budget model did not allow us to field a dual-mode survey which resulted in a slightly decreased response rate from previous years during which dual-mode surveys were used. Our 28.5% response rate is incredible, however, we strive for 30%, which has been achieved when we have funding for a dual-mode survey. Not all individuals wish to use electronic means to complete a survey as they have privacy concerns due to the nature of their work. They are less “worried” that the survey could be “hacked” or “read” by others if they fill out and return a paper copy. Ideally, we would like to move the survey back to dual mode in the future.
- **Communications** - All of the previous LEO Surveys conducted by EVIC were done in collaboration with Democracy Fund. One aspect we were unable to “replace” or budget for in this effort was the collaborative efforts of the Democracy Fund team and the [Williams Group](#), a strategic communications firm that Democracy Fund partners with on its own brand management and communications. Democracy Fund brought their expertise to bear on EVIC’s past LEO Survey communications efforts, especially in the area of graphic design and story-telling. This is an area we would have budgeted significant dollars to collaborate with the Williams Group or another similar firm as this level of communication is integral to the dissemination of information about the LEO Survey process and its findings. Significant resources were spent by Democracy Fund in the past providing communications strategy, messaging, and design support to collaborate with our EVIC team, writing, producing graphics, and undertaking a comprehensive roll-out of each year’s LEO

Survey findings. *(Note: While this report is a technical report for this MEDSL-funded survey project completed on August 23, 2023, the authors encourage the additional reading of the [Findings from the Reed College Elections & Voting Information Center 2023 Survey of Local Election Officials on EVIC's website](#). This final report with comprehensive and detailed infographics explaining the 2023 LEO Survey's findings was generously funded by a separate communications grant from the [Election Trust Initiative](#).)*

- **Sample Collection** - As mentioned in more detail in the Appendix, a key challenge that EVIC and other researchers have to overcome is assembling a comprehensive list of the population of local election administrators in the United States and the related problem of assembling accurate contact information (names and emails). EVIC has refined our approach over five years, and our method requires both automated and manual steps. We have developed scripts to scrape the contacts for local election officials in over two-thirds of states. However, the manual aspect of the collection of election official contact information has increasingly become a major challenge in undertaking this project. Vast amounts of manual labor have been spent on this effort with over 45 person hours on this aspect of the project alone. Unfortunately, the more people and resources that are added to the sample collection process does not necessarily lessen the burden or increase the accuracy of the sample data. Election subject matter experts are needed to validate information and to make calls without hand-holding.

Appendix: Survey Methods and Administration

The 2023 Survey of Local Election Officials was a self-administered web survey conducted from July 11 to August 16, 2023. The EVIC team drew a sample of N=3,106. As in 2022, we oversampled all LEOs serving in jurisdictions with majority-minority populations to identify any special challenges to election administration and bureaucratic representation in those communities.

The final sample was n=886 for a response rate of 28.5%, comparable to previous years and especially impressive for an off-cycle election year and a single mode (web only) survey of this population.

Analysis of the survey data is ongoing, with a plan to generate statistically valid survey weights, produce a weighted codebook and crosstabs, release a dataset for researchers who have IRB reliance agreements with Reed College over the next 45 days; and release a comprehensive report on the 2023 results before Election Day, November 7, 2023. This forthcoming content, outreach, and other communications surrounding those documents and materials will add to the accomplishments and build on the information in this technical report.

Major Phases of Survey Development and Administration

Following are the major milestone events of the 2023 Survey of Local Election Officials:

1. **Survey Design & Testing** - The questionnaire for the 2023 LEO Survey was built on the instruments for the 2022 (on-year) and 2019 (off-year) surveys with additional new questions developed in consultation with our advisory committees of researchers, LEOs, and stakeholder conversations we had in response to informal conversations with stakeholders at gatherings and convenings.

The EVIC team and our survey administration partner, SSRS, reviewed the questionnaire to maximize response rates, reliability, and validity. During this phase we:

- Solicited and summarized testing input from academic and practitioner advisory board members and integrated as appropriate.
 - Drafted new survey questions with the aid of academic and practitioner advisory group feedback to test responses.
 - Prepared draft survey instrument with these new questions and pilot tested with current and noncurrent LEO stakeholders, academic advisors, and other external stakeholders.
2. **Instrument Programming** - Once the survey instrument was finalized, it was programmed for web administration, with mobile optimization. As a growing share of Americans now use mobile devices as their main form of online access, many are taking surveys on smartphones and tablets, rather than on desktop or laptop computers. This requires surveys to be programmed in what is known as an

adaptive-responsive platform, meaning the survey program identifies the type of device on which the survey is taken (desktop, laptop, tablet, smartphone) and the interface is adapted accordingly. Before launching data collection, extensive testing of the survey was completed to ensure it was working as anticipated.

3. **Sample Development** - The sampling and survey methodology underlying the LEO Survey has been developed and refined since 2018. A key challenge with surveying LEOs is what we refer to as the “75:8 problem” – 75% of LEOs serve 8% of registered voters, while 8% of LEOs serve 75% of the registered voters. This feature, plus the fact that such a large number of LEOs serve in a small number of states that conduct elections at the municipality and township level, means that a sampling method needs to represent variation among large, medium, and small jurisdictions; across states and election contexts; as well as provide information to make inferences about voter experiences along with inferences about LEOs.

A second key challenge that EVIC and other researchers have to overcome is assembling a comprehensive list of the population of local election administrators in the United States, and the related problem of assembling accurate contact information (names and emails). EVIC has refined our approach over five years, and our method requires both automated and manual steps. We have developed scripts to scrape the contacts for local election officials in over two-thirds of states. These often require updates each year as web hosting or design choices are made. The remainder of the states require manual data collection. Due to having four years of samples, we often can start with a previous contact and then manually verify it, saving time and effort. While we continue to refine the scripts for automated scraping, increased concern over LEO security is likely placing more contacts behind protections that limit our tools somewhat. Because of the 75:8 problem and the federalized and decentralized nature of election administration in the United States, we also had to add accurate registered voter totals for each jurisdiction.

The 2023 LEO Survey used a sample drawn from this population list. The sampling frame samples proportionate to the number of registered voters in each jurisdiction, assuring that we have adequate representation across all jurisdiction sizes. We also performed technical checks to assure we sampled LEOs in every state. The EVIC team drew a sample of N=3000 and an additional N=106 to complete an oversample of every minority-majority election jurisdiction, for a final sample of N=3106.³

The EVIC team provided our survey partner SSRS with all necessary contact information for potential respondents so SSRS could manage outreach. The survey instrument included a screening question to ensure the potential respondent was the chief election official in their jurisdiction or, if not, that their office had determined they were the appropriate person to answer the survey questions. Any

³ The oversample was completed in order to have sufficient representation of LEOs from jurisdictions that serve primarily minority populations.

potential respondents who did not qualify to take the survey were asked to reach out to the EVIC team so the team could better understand why someone was included in the sampling frame but was not eligible for the survey. Additionally, when needed - which was often - the EVIC team used their personal and professional contacts within the LEO community to ensure that the correct person received all necessary information.

4. **Survey Fielding** - The 2023 LEO Survey was fielded from July 11 to August 16, 2023. EVIC's survey partner SSRS released the full sample at once. The EVIC team publicized the survey among the target population ahead of its launch so that potential respondents were familiar with the study when they received their invitations. Invitation letters were sent to all sampled LEOs in a #11 envelope with a window for the address. The invitation included a one-page letter inviting respondents to participate in an important research study and providing them with a link (URL) and an individual passcode to log on to the study, in addition to a QR code for easy access. The letter included language encouraging potential respondents to use this platform to help amplify their voices. Two weeks after the initial mail invitation, a mail reminder was sent to potential respondents who had not yet responded. In addition, an email invitation was sent to the full sample on the same day as the mail invitation, which contained the same information as the paper letter, plus a personalized link with which to complete the survey. During the remainder of the field period, four additional email reminders were sent, including a final customized reminder to potential respondents who began the survey but did not finish.

In parallel with these efforts, EVIC also contacted every state election director, notifying them of the survey and asking them to encourage their locals to respond to the survey. We took advantage of our presence at the [National Association of State Election Directors \(NASED\)](#) winter and summer 2023 meetings in Washington, DC, and Charleston, South Carolina respectively, to speak to state directors and explain the goals of the survey. We sent a final follow-up to directors in early August in states where responses were lagging behind the 2022 rates. During this period, we also had "champions" publicizing the survey using social media channels.

Following is our survey fielding schedule listing the various contact points and methods (not including the emails from EVIC to state directors and ongoing social media announcements):

Contact Type	Mailing Dates	Number Sent
Soft launch invitation (email)	7/11/2023	310
Full launch invitation (email)	7/12/2023	2,796
Full launch mail invitation	7/11/2023	3,106
Email reminder #1	7/25/2023	2,741
Mail reminder	7/25/2023	2,930
Email reminder #2	7/28/2023	2,597
Email reminder #3	8/2/2023	2,407
Email reminder #4	8/8/2023	2,280
Email reminder #5	8/11/2023	1,984
Email reminder to Incompletes	8/11/2023	255
Field Close	8/16/2023	-
Data Collection and Analysis	-	-