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Dear Member of the Probation Association of New Jersey,

As a member of the union, you are being invited to participate in a study about the causes and consequences of stress among probation officers. Probation officers have some of the highest levels of stress among criminal justice professionals. However, little is known about what causes this high level of stress, how officers cope with it, and what impact it has on the personal and professional lives of probation officers. The purpose of this study is to fill these gaps in existing research and, more importantly, provide feedback to PANJ that may assist the union in supporting and advocating for its members. This research is sponsored by a grant from William Paterson University and is being conducted by a team of faculty and graduate students with coordination from the executive leadership of PANJ.

There are a few things you should know about this study before you decide whether to participate:

- If you agree to participate, you will complete an electronic survey lasting about 15 to 20 minutes.
- Your participation is completely voluntary and your responses are completely anonymous.
- Aggregate results will be shared with PANJ for the union to use for internal purposes.
- Additionally, results will be published in peer-reviewed, academic journals so that awareness can be raised in probation departments across the country.

If you have any questions or concerns about this study, please do not hesitate to contact me by e-mail (gladfeltera@wpunj.edu) or by phone (717-873-9531).

You can access the survey at this link: https://wpunj.qualtrics.com/jfe/form/SV_dhSn1r1EHTpolHD

Decisions are only as good as the information on which they are based, and in order to make recommendations to key stakeholders, we strongly request your input on these issues. Thank you in advance for your assistance with this important study.

Sincerely,
Andrew S. Gladfelter, PhD
Assistant Professor of Criminology and Criminal Justice
Department of Sociology
William Paterson University