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Women Correctional Officers in California,  
1979

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Barbara J. Krepps-Hess

ICPSR 8684

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WOMEN CORRECTIONAL OFFICERS IN CALIFORNIA, 1979  
(ICPSR 8684)

Principal Investigator

Herbert Holeman and Barbara J. Krepps-Hess

U.S. Department of Justice  
National Institute of Justice

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## Acknowledgement of Assistance

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The data (and tabulations) utilized in this (publication) were made available (in part) by the Inter-university Consortium for Political and Social Research. The data for WOMEN CORRECTIONAL OFFICERS IN CALIFORNIA, 1979 were originally collected by Herbert Holeman and Barbara J. Krepps-Hess. Neither the collector of the original data nor the Consortium bear any responsibility for the analyses or interpretations presented here.

In order to provide funding agencies with essential information about the use of archival resources and to facilitate the exchange of information about ICPSR participants' research activities, each user of the ICPSR data facilities is expected to send two copies of each completed manuscript or thesis abstract to the Consortium. Please indicate in the cover letter which data were used.

Holeman, Herbert and Barbara J. Krepps-Hess  
WOMEN CORRECTIONAL OFFICERS IN CALIFORNIA, 1979 (ICPSR 8684)

SUMMARY: This study examines women correctional officers working in California's male institutions, focusing on three aspects: (1) demographic characteristics of the female officers, (2) assessments of their ability to perform the jobs, and (3) attitudes of male and female officers and inmates about female correctional officers. CLASS IV

UNIVERSE: Male and female correctional officers and felons in eleven California male inmate institutions.

SAMPLING: Three different samples were collected: (1) A department-wide census that included every female correctional officer working in the eleven California male inmate institutions. This includes baseline data for 386 female correctional officers. (2) Job performance data from 186 female correctional officers was matched (using age and job tenure) with 168 male correctional officers. Only 7 of the 11 institutions were used since four of the institutions employed less than 24 female officers. For this reason, 24 women and 24 men were selected from each of these 7 institutions. For those institutions employing more than 24 women officers, a random digit table was used to select 24 women. (3) Survey responses were gathered from structured attitude questionnaires given to 182 male and 59 female correctional officers and 400 inmates from 7 institutions. For the officer sample, a proportionate stratified random sample was conducted, using the seniority listing of correctional officers. The sample was stratified by sex and institution so it would be representative of all correctional officers in California. Within each strata, 10 percent of the officers were selected. For the inmate sample, the selection was made from 75 percent of the mainline inmates out of a population of 25,838 male felons.

EXTENT OF COLLECTION: 6 data files + machine readable documentation

DATA FORMAT: Card Image

PART 1: Census  
FILE STRUCTURE: rectangular  
CASES: 386  
VARIABLES: 31  
RECORD LENGTH: 80  
RECORDS PER CASE: 1

PART 2: Staff  
FILE STRUCTURE: rectangular  
CASES: 241  
VARIABLES: 49  
RECORD LENGTH: 80  
RECORDS PER CASE: 1

PART 3: Inmate  
FILE STRUCTURE: rectangular  
CASES: 400  
VARIABLES: 41  
RECORD LENGTH: 80  
RECORDS PER CASE: 1

PART 4: Profile  
FILE STRUCTURE: rectangular  
CASES: 252  
VARIABLES: 32  
RECORD LENGTH: 80  
RECORDS PER CASE: 1

PART 5: Female  
FILE STRUCTURE: rectangular  
CASES: 168  
VARIABLES: 53  
RECORD LENGTH: 80  
RECORDS PER CASE: 1

PART 6: Male  
FILE STRUCTURE: rectangular  
CASES: 168  
VARIABLES: 53  
RECORD LENGTH: 80  
RECORDS PER CASE: 1

WOMEN CORRECTIONAL OFFICER STUDY TECHNICAL REPORT

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## WOMEN CORRECTIONAL OFFICER STUDY TECHNICAL REPORT

This study of women correctional officers working in California's male institutions was funded by the National Institute of Justice and conducted by researchers of the California Department of Corrections. The three major objectives of the study were to produce a demographic profile of the women officers, to assess the ability of the women officers to perform the job, and to assess the attitudes of staff and inmates toward the women officers. In essence, the study represents a report on the progress being made toward integrating women into non-traditional jobs in one of the nation's largest correctional agencies.

Three sets of data were collected for this study. The first set was obtained from a department-wide census of the population of women correctional officers working in California's male inmate institutions. The second set consisted of performance data collected on a sample of women correctional officers and a matched comparison group of male officers. Responses to a structured attitude questionnaire were the third set.

### The Department-wide Census of Women Correctional Officers

The purpose of the department-wide census of women correctional officers serving in California's male institu-

tions was to establish baseline data about this population of officers.

To obtain baseline data on the universe of women correctional officers serving in male institutions, each woman correctional officer working in the Department's 11 institutions for men was included in the survey. Researchers visited these institutions and collected the data from official personnel records. These data included the following attributes for which subsets were created:

1. Physical

Age, height, weight, and ethnicity;

2. Marital/Family

Marital status and number of children at home;

3. Educational Attainment

College attendance, major field of study, and academic degrees earned;

4. Work History

Occupation immediately prior to becoming a correctional officer, military service, volunteer work and internships in criminal justice, and paid experience in criminal justice and other areas of state government;

5. Departmental Career

Number of months worked as a temporary officer and as a full-time officer, number of institutions in which served as a correctional officer, special-



entry program participation, breaks in service, and disability leave status.

### Matched Comparison Samples

Samples of men and women correctional officers were selected for the purpose of comparing the performance of men and women officers on the job. Supervisory rating scales standardly used in the Department, sick leave records, records of commendations and reprimands, and attrition rates were utilized in the comparison of the performance of men and women correctional officers.

### Sample Selection

Samples of 24 women and 24 men correctional officers matched on age and job tenure were drawn at each of seven institutions. This sample size was selected because seven of the 11 male institutions employed at least 24 women officers each. Because these seven institutions employed 90 percent of women officers working in male institutions departmentwide, the remaining four institutions were not surveyed.

For the institutions employing more than twenty-four women officers, a random digit table was used to select a group of twenty-four women from a roster of officers at each institution. The Seniority Roster was used as the sampling frame because it is the most accurate, up-to-date listing of correctional officers available.

By matching on the two variables age and job tenure, a potential source of spurious variance in job performance could be minimized. Length of job tenure and age were viewed as the variables with the highest potential for masking the effects of sex differences on performance, the focus of this part of the study.

### Performance Ratings

The Department of Corrections relies on the use of a four-point scale for each of six qualification factors and an overall rating which assesses an officer's job performance during the six-month probationary period to determine whether he/she is to be granted permanent civil service status. The four-point scale contains the ratings of "outstanding," "standard," "improvement needed," and "unacceptable." A probationer must receive at least an overall rating of "standard" to obtain permanent full-time civil service status.

The six qualification factors to which the four-point scale is applied are "skill," "knowledge," "work habits," "relationships with people," "learning ability," and "attitude." All six of these qualification factors are taken into consideration by the probationer's supervisor, normally a Correctional Sergeant, in assigning the overall rating. These ratings must also be concurred with by a reviewing officer, typically the watch commander, who is a Correctional Lieutenant.

The Department relies on an annual performance appraisal summary to rate officers with permanent civil service status. Officers are rated on seven performance factors: "quality of work," "quantity of work," "work habits," "relationships with people," "taking action independently," "meeting work commitments," and "analyzing situations and materials." For each of these factors, a three-point rating scale is used. The highest rating is "performance consistently exceeds expected standards," followed by "performance fully meets expected standards," and then "improvement needed for performance to meet expected standards."

#### Analysis of Matched Sample Data

The research interest centered on whether the job performance ratings were significantly different for the men and women officers. For analytical purposes, the data were treated as nominal. Thus, a chi-square test was used to determine the significance of the differences between men and women officers in ratings of performance.

While sex is a dichotomous variable, performance ratings appear to be ordinally scaled. However, it was determined preferable to treat them as nominal variables. Accordingly, the scale for rating the performance of tenured officers was treated as a trichotomous variable, producing a 2 X 3 table, with one row for each sex and one column for each of the three possible ratings. The rating scale for probationers

was treated as a quaternary variable, producing a 2 X 4 table. In calculating the chi-squares, it was found a number of cells would contain an expected frequency less than five. In these cases such categories were combined. For example, a 2 X 4 table would be converted to a 2 X 3 table so that the expected frequencies in all cells would be sufficient to conduct the chi-square test. The chi-square values were obtained from the SAS "FREQ" procedure using the weighted "CHISQ" option.

#### Attitudinal Survey

The purpose of the attitudinal questionnaire was to gather data reflecting opinions of male and female correctional officers, as well as inmates, on significant issues relating to the employment of women officers in male institutions.

Four issues were addressed in the questionnaire: perceptions of women's effectiveness in performing the duties of a correctional officer, overall acceptance by men officers and inmates of the women officers, the often voiced concern that the safety of both staff and inmates is jeopardized by the presence of women officers, and the feelings of inmates about whether their privacy is violated when women officers are present. The questionnaires were administered to officers on an individual basis and to inmates on a group basis by research staff.

### Sample Selection

Correctional officers. A proportionate stratified random sampling procedure was followed in the selection of correctional officers for the study. Seven of the 11 male inmate institutions were sampled. Because of the small number of women officers employed at four of the 11 institutions, these were not included in the sample. The seniority listings of correctional officers at each institution were used for the sampling frame. These listings were used because they are the most accurate, up-to-date compilation of correctional officers available. Separate lists were constructed for males and females and subjects were randomly selected from each of these lists.

Accordingly, the sampling frame was stratified by institution and sex. This stratification increased the likelihood that the sample would be representative of the correctional officers in the state of California. Within each of the strata, ten percent of the officers were selected.

For the purpose of statistical analysis, a large sample size was considered desirable, but practical concerns placed realistic constraints upon the size of the sample that could be obtained. It was deemed that a sample size of ten percent was sufficient for statistical purposes without interrupting the everyday operations of the institutions surveyed.

Finally, in regard to sampling, additional officers were

randomly selected within the strata when necessary to replace individuals who were unavailable at the time of the administration of the questionnaire or who refused to complete the questionnaire. This was conducted so that the desired proportion of the population (.10) would be sampled, and proportionality among the strata could be maintained.

Inmates. The inmate sample was based on the Department's male inmate population of November 1, 1981. At that time there were 25,838 male felons in California prisons. Of this number roughly 75 percent were mainline residents. From this group of mainline inmates, the sample was selected. One exception to this criterion was the protective housing unit at the California Institution for Men. It was included in the mainline population because this protective housing unit is operated as a semi-autonomous institution.

Mainline inmates were chosen because this segment of the inmate population best represents the general population of inmates in California and elsewhere. Mainline inmates are housed in all 11 of the Department's male institutions.

Seven of the 11 male institutions were surveyed. These surveyed institutions accounted for 92 percent of the women officers in the Department's work force who supervise male inmates. The reasons for excluding the four remaining felon institutions from the sample were their geographical inaccessibility and the inconsequential number of women employed

as officers in these institutions.

To determine the size of the inmate sample, Tables for Statisticians (Arkin & Colton, 1963:22-23) was consulted, specifically Table 20, "Table of Sample Size Required for Finite Populations" (p.145). This table is based on the formula:

$$\text{Sample Size} = (pq/n)(N-n/N-1)$$

where:

p = percent of attribute in population

q = 1 - p

N = size of population

n = size of sample

A confidence level of 95 percent was used, as is the custom in social research, and the distribution of the sampled attributes in the population was treated as 50 percent. This conclusion about the percent of attributes in the population was arrived at on the basis of the nature of the possible responses to the questionnaire: "strongly agree", "agree", "disagree", and "strongly disagree". These four categories could be collapsed into two categories -- "agree" and "disagree" -- for the purpose of determining sample size. Theoretically, each category has a 50 percent chance of occurring in the distribution. Therefore, the inmate population meets the criteria upon which the table is based. Additionally, it was determined to accept a ±5 percent sampling error.

Based on these decisions, the section of the table reflecting a population of approximately 15,000-20,000 with a +5 percent sampling error, a 5 percent confidence level, and a 50 percent distribution of the sample attributes in the population was used to arrive at a sample size of 375. To ensure that this sample size was obtained, the questionnaire was administered to 400 inmates.

#### Questionnaire Format

Both the correctional officer and inmate questionnaire consisted of four sections. In the first two sections the respondents indicated the extent to which they agreed that women officers perform as effectively as male officers in 13 different correctional officer positions and in nine different officer duties or tasks. The third section required responses indicating extent of agreement on 14 different statements regarding (1) ~~the overall acceptance of staff and~~ inmates of employing women officers in male inmate institutions and (2) the perception that safety problems are posed by employing women officers in such institutions.

In all three parts, a four point Likert-type scale ranging from "strongly agree" to "strongly disagree" was used to assess the opinions of officers and inmates. A neutral or no opinion alternative was not offered in order to prevent attempts to avoid the issues presented.

The fourth section of the questionnaire was different for the officer and inmate respondents. The officers



completed a fourth section where they were asked to estimate the number of times they were involved in nine different types of inmate incidents or other emergencies during an average month. The fourth section for inmate respondents asked the frequency with which they were supervised by women officers and whether they felt that the presence of women officers invaded their privacy.

The last item in the questionnaire provided a space for the respondents to write their comments.

#### Questionnaire Analysis

A statistical analysis was performed to determine whether or not there were group differences among the men officers, women officers, and inmates. The major comparison was between the attitudes of women and men officers. Differences in responses to the questionnaire items between (1) men officers vs. women officers vs. inmates and (2) men officers vs. women officers were tested for statistical significance using the chi-square test. In a few instances, because of cells with small expected frequencies, a chi-square test was not calculated, although differences in the proportions themselves were interpreted. All four categories of responses to the questions including "strongly agree," "agree," "disagree," and "strongly disagree" were analyzed.

Computer Files

1600 BPI

The data collected from the three samples were used to create six different computer files on an IBM 3033/Amdahl 470/V8 computer system with mass storage. These IBM operating system files were used directly with the computer based statistical software package SAS (Statistical Analysis System) in the data analysis:

- 1) Using the data collected for the department-wide census of women correctional officers, the file CR.CENSUS.DATA was created. This data file has 386 records, each record having a length of 52 characters and containing 31 variables.
- 2) The computer file CR.STAFFQ.DATA contains the responses to the attitudinal questionnaire completed by the men and women correctional officers sampled. There are 241 records with a length of 63 characters and 49 variables in this file.
- 3) CR.INMATEQ.DATA was created from the completed questionnaires of the sampled inmates. There are 400 records in this file with each record having a length of 46 characters and with 41 variables.
- 4) The file CR.PROFILE.DATA contains attribute data collected on the sample of men and women correctional officers who completed the attitudinal questionnaire. This file has 252 records with a length of 53 characters and with 32 variables.

5) The CR.FEMALNEW.DATA file was created from the attribute data collected on the sample of women correctional officers of the matched comparison sample. This file contains 168 records with a length of 80 characters and with 53 variables.

6) CR.MALENEW.DATA was created from the attribute data collected on the sample of men correctional officers of the matched comparison sample. This file contains 168 records, each with a length of 80 characters and with 53 variables.

ID FILE ID: PROFILE  
 LOCATION: 4 WIDTH: 4 Character  
 MISSING DATA: No Missing Data Defined

1-4

Identification Number

Q San Quentin	C Calif. Institution for men
V Calif. Medical Facility	M Calif. Men's Colony
F Folsom	S Calif. Training Facility
D Deuel Vocational Institution	

INSTI FILE ID: PROFILE  
 LOCATION: 8 WIDTH: 8 Numeric  
 MISSING DATA: 00

5-6

Present Institutional Assignment

03 Calif. Institution for Men (CIM)	09 Calif. Training Facility (CTF)
06 Calif. Medical Facility (CMF)	10 Deuel Vocational Institution (DVI)
07 San Quentin (SQ)	11 Calif. Men's Colony (CMC)
08 Folsom (Fol)	

RACE FILE ID: PROFILE  
 LOCATION: 8 WIDTH: 16 Numeric  
 MISSING DATA: 0

7

Ethnicity

1 Black	4 Asian
2 Caucasian	5 Native American
3 Hispanic	6 Other

MONTH FILE ID: PROFILE  
 LOCATION: 24 WIDTH: 8 Numeric  
 MISSING DATA: 00

8-9

Birthdate (Month)

---

YEAR  
LOCATION: 32 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Birthdate (Year)

10-11

---

STATUS  
LOCATION: 40 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

Marital Status

1 Unmarried  
2 Married  
3 Separated

4 Divorced  
5 Widowed

12

---

CHILDREN  
LOCATION: 48 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

Number of Children

1 One  
2 Two  
3 Three

4 Four  
5 Five or More  
6 None

13

---

WT  
LOCATION: 56 WIDTH: 8  
MISSING DATA: 000

FILE ID: PROFILE  
Numeric

Weight

14-16

---

HT  
LOCATION: 64 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Height

17-18

---

ED  
LOCATION: 72 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

Educational Attainment

- |                                |              |
|--------------------------------|--------------|
| 1 Some College                 | 5 Doctorate  |
| 2 A.A./A.S.                    | 6 LLB        |
| 3 B.A./B.S.                    | 7 No College |
| 4 M.A./M.S./M.P.A/M.B.A., etc. |              |

19

MAJOR  
LOCATION: 80 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

College Major

- |                    |                  |
|--------------------|------------------|
| 1 Social Sciences  | 4 No Major       |
| 2 Criminal Justice | 5 Not Applicable |
| 3 Other Major      |                  |

20

PWKEX  
LOCATION: 88 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Prior Type of Work Experience Immediately Preceding  
Employment as a CO

- |                       |                                    |
|-----------------------|------------------------------------|
| 1 General office work | 8 Private security                 |
| 2 Sales               | 9 Technical                        |
| 3 Food service        | 10 Paraprofessional<br>(Certified) |
| 4 Military            | 11 Professional                    |
| 5 Student             | 12 Public peace officer            |
| 6 Unskilled labor     | 13 Civilian law enforcement        |
| 7 Skilled labor       | 14 Unemployed                      |

21-20

---

MILSERV  
LOCATION: 96 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

23

Military Service

1 Yes

2 No

---

VSICJEX  
LOCATION: 104 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

24

Volunteer/Student Intern Criminal Justice Experience

1 Yes

2 No

---

PNONCJSS  
LOCATION: 112 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

25

Prior Non-custody Jobs in State Service

1 CDC

3 None

2 Other State Agencies

---

PPCJEX  
LOCATION: 120 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

26

Prior Paid Criminal Justice Experience

1 Private Security Officer

4 Public Law-Enforcement  
Officer

2 Private Community Agency  
Worker

5 Military Law-Enforcement  
Officer

3 Public Correctional Agency  
Worker

6 None

---

---

DAYPI  
LOCATION: 128 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

27-28

Date Appointed as Permanent Intermittent (Day)

---

MONPI  
LOCATION: 136 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

29-30

Date Appointed as Permanent Intermittent (Month)

---

YEARPI  
LOCATION: 144 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

31-32

Date Appointed as Permanent Intermittent (Year)

---

INSTIPI  
LOCATION: 152 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

33-34

Institution Where Appointed as Permanent Intermittent .

03 CIM  
06 CMF  
07 SQ  
08 Fol

09 CTF  
10 DVI  
11 CMC

---

NUMOFIST  
LOCATION: 160 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

35

Number of Institution in Which Officer has Served

---



SPTRAIN  
LOCATION: 168 WIDTH: 8  
MISSING DATA: 0

FILE ID: PROFILE  
Numeric

Did the Officer Enter Service Under a Special Training Program?

1 Yes

2 No

36

MONFT  
LOCATION: 176 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Date Appointment as Full-time Correctional Officer (Month)

37-38

DAYFT  
LOCATION: 184 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Date Appointed as Full-time Correctional Officer (Day)

39-40

YEARFT  
LOCATION: 192 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Date Appointed as Full-time Correctional Officer (Year)

41-42

INSTIAPT  
LOCATION: 200 WIDTH: 8  
MISSING DATA: 00

FILE ID: PROFILE  
Numeric

Institution of Appointment as Full-time Correctional Officer

43 44

03 CIM  
06 CMF  
07 SQ  
08 Fol

09 CTF  
10 DVI  
11 CMC





---

Q4  
LOCATION: 33 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

9

---

Q5  
LOCATION: 41 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

10

---

Q6  
LOCATION: 49 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

11

---

Q7  
LOCATION: 57 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

12

---

Q8  
LOCATION: 65 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

13

---

---

Q9 LOCATION: 73 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	14
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q10 LOCATION: 81 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	15
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q11 LOCATION: 89 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	16
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q12 LOCATION: 97 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	17
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q13 LOCATION: 105 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	18
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q14 LOCATION: 113 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	19
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q15 LOCATION: 121 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	20
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q16 LOCATION: 129 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	21
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q17 LOCATION: 137 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	22
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q18 LOCATION: 145 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	23
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q19 LOCATION: 153 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	24
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q20 LOCATION: 161 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	25
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q21 LOCATION: 169 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	26
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q22 LOCATION: 177 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	27
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q23 LOCATION: 185 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	28
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q24 LOCATION: 193 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	29
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q25 LOCATION: 201 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	30
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q26 LOCATION: 209 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	31
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q27 LOCATION: 217 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	32
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q28 LOCATION: 225 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	33
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---



---

Q29 LOCATION: 233 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	34
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q30 LOCATION: 241 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	35
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q31 LOCATION: 249 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	36
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q32 LOCATION: 257 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	37
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q33 LOCATION: 265 WIDTH: 8 MISSING DATA: 0	FILE ID: INMATEQ Numeric	38
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q34  
LOCATION: 273 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

39

---

Q35  
LOCATION: 281 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

40

---

Q36  
LOCATION: 289 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: INMATEQ  
Numeric

3 Agree  
4 Strongly Agree

41

---

AGE  
LOCATION: 297 WIDTH: 8  
MISSING DATA: 0

FILE ID: INMATEQ  
Numeric

112-43

---

SUPERVIS  
LOCATION: 305 WIDTH: 8  
MISSING DATA: 0

1 Never  
2 Seldom

FILE ID: INMATEQ  
Numeric

3 Regularly

44

---

TERM  
LOCATION: 313 WIDTH: 8  
MISSING DATA: 0

1 Yes

FILE ID: INMATEQ  
Numeric

2 No

45

---



---

Q5 LOCATION: 36 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	5
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q6 LOCATION: 44 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	6
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q7 LOCATION: 52 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	7
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q8 LOCATION: 60 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	8
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q9 LOCATION: 68 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	9
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q10 LOCATION: 76 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	10
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q11 LOCATION: 84 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	11
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q12 LOCATION: 92 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	12
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q13 LOCATION: 100 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	13
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q14 LOCATION: 108 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	14
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q15 LOCATION: 116 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	15
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q16 LOCATION: 124 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	16
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q17 LOCATION: 132 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	17
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q18 LOCATION: 140 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	18
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q19 LOCATION: 148 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	19
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q20 LOCATION: 156 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	20
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q21 LOCATION: 164 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	21
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q22 LOCATION: 172 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	22
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q23 LOCATION: 180 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	23
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q24 LOCATION: 188 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	24
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

---

Q25 LOCATION: 196 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	25
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q26 LOCATION: 204 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	26
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q27 LOCATION: 212 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	27
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q28 LOCATION: 220 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	28
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q29 LOCATION: 228 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	29
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---



---

Q30  
LOCATION: 236 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: STAFFQ  
Numeric

3 Agree  
4 Strongly Agree

30

---

Q31  
LOCATION: 244 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: STAFFEQ  
Numeric

3 Agree  
4 Strongly Agree

31

---

Q32  
LOCATION: 252 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: STAFFQ  
Numeric

3 Agree  
4 Strongly Agree

32

---

Q33  
LOCATION: 260 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: STAFFQ  
Numeric

3 Agree  
4 Strongly Agree

33

---

Q34  
LOCATION: 268 WIDTH: 8  
MISSING DATA: 0

1 Strongly Disagree  
2 Disagree

FILE ID: STAFFEQ  
Numeric

3 Agree  
4 Strongly Agree

34

---

---

Q35 LOCATION: 276 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	35
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q36 LOCATION: 284 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	36
1 Strongly Disagree 2 Disagree	3 Agree 4 Strongly Agree	

---

Q37 LOCATION: 292 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	37-38

---

Q38 LOCATION: 300 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	39-40

---

Q39 LOCATION: 308 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	41-42

---

Q40 LOCATION: 316 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFEQ Numeric	43-44

---

Q41 LOCATION: 324 WIDTH: 8 MISSING DATA: 0	FILE ID: STAFFQ Numeric	45-46

---

---

Q42  
LOCATION: 332 WIDTH: 8  
MISSING DATA: 0

FILE ID: STAFFQ  
Numeric

47-48

---

Q43  
LOCATION: 340 WIDTH: 8  
MISSING DATA: 0

FILE ID: STAFFEQ  
Numeric

49-50

---

Q44  
LOCATION: 348 WIDTH: 8  
MISSING DATA: 0

FILE ID: STAFFQ  
Numeric

51-52

---

Q45  
LOCATION: 356 WIDTH: 8  
MISSING DATA: 0

FILE ID: STAFFQ  
Numeric

53-54

---

Q46  
LOCATION: 364 WIDTH: 8  
MISSING DATA: 0

FILE ID: STAFFEQ  
Numeric

55-56

---

Q47  
LOCATION: 372 WIDTH: 8  
MISSING DATA: 0

FILE ID: STAFFQ  
Numeric

57-58

---

ID  
LOCATION: 380 WIDTH: 4  
MISSING DATA: No missing data defined

FILE ID: STAFFQ  
Numeric

59-62

---



---

MONTH  
LOCATION: 24 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

8-9

Birthdate (Month)

---

YEAR  
LOCATION: 32 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

10-11

Birthdate (year)

---

STATUS  
LOCATION: 40 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

12

Marital Status

- 1 Unmarried
- 2 Married
- 3 Separated

- 4 Divorced
  - 5 Widowed
- 

CHILDREN  
LOCATION: 48 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

13

Number of Children

- 1 One
- 2 Two
- 3 Three

- 4 Four
  - 5 Five or More
  - 6 None
- 

WT  
LOCATION: 56 WIDTH: 8  
MISSING DATA: 000

FILE ID: CENSUS  
Numeric

14-16

Weight

---

HT  
LOCATION: 64 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

17-18

Height

ED  
LOCATION: 72 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

19

Educational Attainment

- 1 Some College
- 2 A.A./A.S.
- 3 B.A./B.S.
- 4 M.A./M.S./M.P.A/M.B.A., etc.

- 5 Doctorate
- 6 LLB
- 7 No College

MAJOR  
LOCATION: 80 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

20

College Major

- 1 Social Sciences
- 2 Criminal Justice
- 3 Other Major

- 4 No Major
- 5 Not Applicable

PWKEX  
LOCATION: 88 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

21-22

Prior Type of Work Experience Immediately Preceding  
Employment as a CO

- 1 General office work
- 2 Sales
- 3 Food service
- 4 Military
- 5 Student
- 6 Unskilled labor
- 7 Skilled labor

- 8 Private security
- 9 Technical
- 10 Paraprofessional  
(Certified)
- 11 Professional
- 12 Public peace officer
- 13 Civilian law enforcement
- 14 Unemployed

MILSERV  
LOCATION: 96 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

22)

Military Service

1 Yes

2 No

VSICJEX  
LOCATION: 104 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

24

Volunteer/Student Intern Criminal Justice Experience

1 Yes

2 No

PNONCJSS  
LOCATION: 112 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

25

Prior Non-custody Jobs in State Service

1 CDC

3 None

2 Other State Agencies

PPCJEX  
LOCATION: 120 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

26

Prior Paid Criminal Justice Experience

1 Private Security Officer

4 Public Law-enforcement  
Officer

2 Private Community Agency  
Worker

5 Military Law-enforcement  
Officer

3 Public Correctional Agency  
Worker

6 None

4 Public Law-enforcement Officer

MONPI  
 LOCATION: 128 WIDTH: 8  
 MISSING DATA: 00

FILE ID: CENSUS  
 Numeric

27-28

Date Appointed as Permanent Intermittent (Month)

DAYPI  
 LOCATION: 136 WIDTH: 8  
 MISSING DATA: 00

FILE ID: CENSUS  
 Numeric

29-30

Date Appointed as Permanent Intermittent (Day)

YEARPI  
 LOCATION: 144 WIDTH: 8  
 MISSING DATA: 00

FILE ID: CENSUS  
 Numeric

31-32

Date Appointed as Permanent Intermittent (Year)

INSTIPI  
 LOCATION: 152 WIDTH: 8  
 MISSING DATA: 00

FILE ID: CENSUS  
 Numeric

33-34

Institution Where Appointed as Permanent Intermittent

03 CIM  
 06 CMF  
 07 SQ  
 08 Fol

09 CTF  
 10 DVI  
 11 CMC

NUMOFIST  
 LOCATION: 160 WIDTH: 8  
 MISSING DATA: 0

FILE ID: CENSUS  
 Numeric

35

Number of Institution in Which Officer has Served



SPTRAIN  
LOCATION: 168 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

36

Did the Officer Enter Service Under a Special Training Program?

1 Yes

2 No

MONFT  
LOCATION: 176 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

37-38

Date Appointment as Full-time Correctional Officer (Month)

DAYFT  
LOCATION: 184 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

39-40

Date Appointed as Full-time Correctional Officer (Day)

YEARFT  
LOCATION: 192 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

41-47

Date Appointed as Full-time Correctional Officer (Year)

INSTIAPT  
LOCATION: 200 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

43-44

Institution of Appointment as Full-time Correctional Officer

03 CIM  
06 CMF  
07 SQ  
08 Fol

09 CTF  
10 DVI  
11 CMC

MONPINST  
LOCATION: 208 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

45-46

Date Appointed at Present Institution (Month)

DAYPINST  
LOCATION: 216 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

47-49

Date Appointed at Present Institution (Day)

YRPINST  
LOCATION: 224 WIDTH: 8  
MISSING DATA: 00

FILE ID: CENSUS  
Numeric

49-50

Date Appointed at Present Institution (Year)

BREAKSER  
LOCATION: 232 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

51

Has Officer had a Break in Service?

1 Yes

2 No

DISLV  
LOCATION: 240 WIDTH: 8  
MISSING DATA: 0

FILE ID: CENSUS  
Numeric

52

Is Officer on Disability Leave?

1 Yes

2 No

*column*

ID  
 LOCATION: 4 WIDTH: 4  
 MISSING DATA: No missing data defined

FILE ID: FEMALNEW  
 Character

1-4

Identification Number

Q San Quentin  
 V CMF  
 F Folsom  
 D DVI

C CIM  
 M CMC  
 S CTF

INSTI  
 LOCATION: 8 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

5-6

Present Institution Assignment

03 CIM  
 06 CMF  
 07 SQ  
 08 Fol

09 CTF  
 10 DVI  
 11 CMC

RACE  
 LOCATION: 16 WIDTH: 8  
 MISSING DATA: 0

FILE ID: FEMALNEW  
 Numeric

7

Ethnicity

1 Black  
 2 Caucasian  
 3 Hispanic

4 Asian  
 5 Native American  
 6 Other

MONTH  
 LOCATION: 24 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

8-9

Birthdate (month)

YEAR  
 LOCATION: 32 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

10-11

Birthdate (year)

STATUS  
 LOCATION: 40 WIDTH: 8  
 MISSING DATA: 0

FILE ID: FEMALNEW  
 Numeric

12

Marital Status

- 1 Unmarried
- 2 Married
- 3 Separated

- 4 Divorced
- 5 Widowed

CHILDREN  
 LOCATION: 48 WIDTH: 8  
 MISSING DATA: 0

FILE ID: FEMALNEW  
 Numeric

13

Number of Children

- 1 One
- 2 Two
- 3 Three

- 4 Four
- 5 Five or More
- 6 None

WT  
 LOCATION: 56 WIDTH: 8  
 MISSING DATA: 000

FILE ID: FEMALNEW  
 Numeric

14-16

Weight

HT  
 LOCATION: 64 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

17-18

Height

ED  
LOCATION: 72 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Educational Attainment

19

- |                                |              |
|--------------------------------|--------------|
| 1 Some College                 | 5 Doctorate  |
| 2 A.A./A.S.                    | 6 LLB        |
| 3 B.A./B.S.                    | 7 No College |
| 4 M.A./M.S./M.P.A/M.B.A., etc. |              |

MAJOR  
LOCATION: 80 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

20

College Major

- |                    |                  |
|--------------------|------------------|
| 1 Social Sciences  | 4 No Major       |
| 2 Criminal Justice | 5 Not Applicable |
| 3 Other Major      |                  |

PWKEX  
LOCATION: 88 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

21-22

Prior Type of Work Experience Immediately Preceding  
Employment as a CO

- |                       |                                    |
|-----------------------|------------------------------------|
| 1 General office work | 8 Private security                 |
| 2 Sales               | 9 Technical                        |
| 3 Food service        | 10 Paraprofessional<br>(Certified) |
| 4 Military            | 11 Professional                    |
| 5 Student             | 12 Public peace officer            |
| 6 Unskilled labor     | 13 Civilian law enforcement        |
| 7 Skilled labor       | 14 Unemployed                      |

MILSERV  
LOCATION: 96 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

23

Military Service

1 Yes

2 No

VSICJEX  
LOCATION: 104 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

24

Volunteer/Student Intern Criminal Justice Experience

1 Yes

2 No

PNONCJSS  
LOCATION: 112 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

25

Prior Non-custody Jobs in State Service

1 CDC

3 None

2 Other State Agencies

PPCJEX  
LOCATION: 120 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

26

Prior Paid Criminal Justice Experience

1 Private Security Officer

4 Public Law-enforcement  
Officer

2 Private Community Agency  
Worker

5 Military Law-enforcement  
Officer

3 Public Correctional Agency  
Worker

6 None

4 Public Law-enforcement Officer

---

MONPI  
LOCATION: 128 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

29-28

Date Appointed as Permanent Intermittent (Month)

---

DAYPI  
LOCATION: 136 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

29-30

Date Appointed as Permanent Intermittent (Day)

---

YEARPI  
LOCATION: 144 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

31-33

Date Appointed as Permanent Intermittent (Year)

---

INSTIPI  
LOCATION: 152 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

Institution Where Appointed as Permanent Intermittent

33-34

- |        |        |
|--------|--------|
| 03 CIM | 09 CTF |
| 06 CMF | 10 DVI |
| 07 SQ  | 11 CMC |
| 08 Fol |        |

---

NUMOFIST  
LOCATION: 160 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

35

Number of Institution in Which Officer has Served

---

SPTRAIN  
 LOCATION: 168 WIDTH: 8  
 MISSING DATA: 0

FILE ID: FEMALNEW  
 Numeric

36

Did the Officer Enter Service Under a Special Training Program?

1 Yes

2 No

MONFT  
 LOCATION: 176 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

37-38

Date Appointment as Full-time Correctional Officer (Month)

DAYFT  
 LOCATION: 184 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

39-41

Date Appointed as Full-time Correctional Officer (Day)

YEARFT  
 LOCATION: 192 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

41-42

Date Appointed as Full-time Correctional Officer (Year)

INSTIAPT  
 LOCATION: 200 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

43-44

Institution of Appointment as Full-time Correctional Officer

03 CIM  
 06 CMF  
 07 SQ  
 08 Fol

09 CTF  
 10 DVI  
 11 CMC



---

MONPINST  
LOCATION: 208 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

45-46

Date Appointed at Present Institution (Month)

---

DAYPINST  
LOCATION: 216 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

47-48

Date Appointed at Present Institution (Day)

---

YRPINST  
LOCATION: 224 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

49-50

Date Appointed at Present Institution (Year)

---

BREAKSER  
LOCATION: 232 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

51

Has Officer had a Break in Service?

1 Yes

2 No

---

DISLV  
LOCATION: 240 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

52

Is Officer on Disability Leave?

1 Yes

2 No

---

---

PERTYP  
LOCATION: 248 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Performance Report Type

- 1 First Probationary
- 2 Second Probationary

- 3 Final Probationary
- 4 Annual Report

53

---

SKILL  
LOCATION: 256 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Skill

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

54

---

KNOW  
LOCATION: 264 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Knowledge

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

55

---

WH1  
LOCATION: 272 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Work Habits

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

56

---

RWPI  
LOCATION: 280 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Relationships with People

57

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

LEARNABL  
LOCATION: 288 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Learning Ability

58

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

ATT  
LOCATION: 296 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Attitude

59

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

OVERALL  
LOCATION: 304 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

Overall Rating

60

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

MONOFREP  
LOCATION: 312 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

Month of Report

61-62

---

YROFREP  
LOCATION: 320 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

63-64

Year of Report

---

QUALITY  
LOCATION: 328 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

65

Quality of Work

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

QUANTITY  
LOCATION: 336 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

66

Quantity of Work

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

WH2  
LOCATION: 344 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

67

Work Habits

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

RWP2  
LOCATION: 352 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

68

Relationships with People

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

---

INDACT  
LOCATION: 360 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

69

Taking Independent Actions

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

WORKCOMT  
LOCATION: 368 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

70

Meeting Work Commitments

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

ANASIT  
LOCATION: 376 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

71

Analyzing Situations

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

---

COMMEND  
LOCATION: 384 WIDTH: 8  
MISSING DATA: 0

FILE ID: FEMALNEW  
Numeric

72

Number of Commendations Received

---

TYPCOM  
LOCATION: 392 WIDTH: 8  
MISSING DATA: 00

FILE ID: FEMALNEW  
Numeric

73-94

Types of Commendations Received

---

REPRIMAN  
 LOCATION: 400 WIDTH: 8  
 MISSING DATA: 0

FILE ID: FEMALNEW  
 Numeric

Number of Reprimands/Letters of Instruction Received

TYPREP  
 LOCATION: 408 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

Types of Reprimands Received

AVGSICK  
 LOCATION: 416 WIDTH: 8  
 MISSING DATA: 00

FILE ID: FEMALNEW  
 Numeric

Average Hours of Sick Leave Used Monthly

ID  
 LOCATION: 4 WIDTH: 4  
 MISSING DATA: No missing data defined

FILE ID: MALENEW  
 Character

Identification Number

1-4

Q San Quentin  
 V CMF  
 F Folsom  
 D DVi

C CIM  
 M CMC  
 S CTF

INSTI  
 LOCATION: 8 WIDTH: 8  
 MISSING DATA: 00

FILE ID: MALENEW  
 Numeric

Present Institution Assignment

5-6

03 CIM  
 06 CMF  
 07 SQ  
 08 Fol

09 CTF  
 10 DVI  
 11 CMC

---

RACE  
 LOCATION: 16 WIDTH: 8  
 MISSING DATA: 0

Ethnicity

1 Black  
 2 Caucasian  
 3 Hispanic

4 Asian  
 5 Native American  
 6 Other

FILE ID: MALENEW  
 Numeric

7

---

MONTH  
 LOCATION: 24 WIDTH: 8  
 MISSING DATA: 00

Birthdate (month)

FILE ID: MALENEW  
 Numeric

8-4

---

YEAR  
 LOCATION: 32 WIDTH: 8  
 MISSING DATA: 00

Birthdate (year)

FILE ID: MALENEW  
 Numeric

10-11

---

STATUS  
 LOCATION: 40 WIDTH: 8  
 MISSING DATA: 0

Marital Status

1 Unmarried  
 2 Married  
 3 Separated

4 Divorced  
 5 Widowed

FILE ID: MALENEW  
 Numeric

12

---

CHILDREN  
 LOCATION: 48 WIDTH: 8  
 MISSING DATA: 0

Number of Children

1 One  
 2 Two  
 3 Three

4 Four  
 5 Five or More  
 6 None

FILE ID: MALENEW  
 Numeric

13

---

---

WT  
LOCATION: 56 WIDTH: 8  
MISSING DATA: 000

FILE ID: MALNEWEW  
Numeric

14-16

Weight

---

HT  
LOCATION: 64 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

17-18

Height

---

ED  
LOCATION: 72 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

19

Educational Attainment

- |                                |              |
|--------------------------------|--------------|
| 1 Some College                 | 5 Doctorate  |
| 2 A.A./A.S.                    | 6 LLB        |
| 3 B.A./B.S.                    | 7 No College |
| 4 M.A./M.S./M.P.A/M.B.A., etc. |              |

---

MAJOR  
LOCATION: 80 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

20

College Major

- |                    |                  |
|--------------------|------------------|
| 1 Social Sciences  | 4 No Major       |
| 2 Criminal Justice | 5 Not Applicable |
| 3 Other Major      |                  |
-



PWKEY  
LOCATION: 88 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

Prior type of work experience immediately preceding  
employment as a CO

21-22

- |                       |                                    |
|-----------------------|------------------------------------|
| 1 General office work | 8 Private security                 |
| 2 Sales               | 9 Technical                        |
| 3 Food service        | 10 Paraprofessional<br>(Certified) |
| 4 Military            | 11 Professional                    |
| 5 Student             | 12 Public peace officer            |
| 6 Unskilled labor     | 13 Civilian law enforcement        |
| 7 Skilled labor       | 14 Unemployed                      |

Milserv  
LOCATION: 96 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Military Service

23

- |       |      |
|-------|------|
| 1 Yes | 2 No |
|-------|------|

VSICJEX  
LOCATION: 104 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Volunteer/Student Intern Criminal Justice Experience

24

- |       |      |
|-------|------|
| 1 Yes | 2 No |
|-------|------|

PNONCJSS  
LOCATION: 112 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Prior Non-custody Jobs in State Service

25

- |                        |        |
|------------------------|--------|
| 1 CDC                  | 3 None |
| 2 Other State Agencies |        |

PPCJEX  
LOCATION: 120 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

26

Prior Paid Criminal Justice Experience

- |                                     |                                    |
|-------------------------------------|------------------------------------|
| 1 Private Security Officer          | 4 Public Law-enforcement Officer   |
| 2 Private Community Agency Worker   | 5 Military Law-enforcement Officer |
| 3 Public Correctional Agency Worker | 6 None                             |
| 4 Public Law-enforcement Officer    |                                    |

MONPI  
LOCATION: 128 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

27-28

Date Appointed as Permanent Intermittent (Month)

DAYPI  
LOCATION: 136 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

29-30

Date Appointed as Permanent Intermittent (Day)

YEARPI  
LOCATION: 144 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

31-31

Date Appointed as Permanent Intermittent (Year)

INSTIPI  
LOCATION: 152 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

33-33

Institution Where Appointed as Permanent Intermittent

- |        |        |
|--------|--------|
| 03 CIM | 09 CTF |
| 06 CMF | 10 DVI |
| 07 SQ  | 11 CMC |
| 08 Fol |        |

---

NUMOFIST  
LOCATION: 160 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

35

Number of Institution in Which Officer has Served

---

SPTRAIN  
LOCATION: 168 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

36

Did the Officer Enter Service Under a Special Training Program?

1 Yes

2 No

---

MONFT  
LOCATION: 176 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

37-38

Date Appointment as Full-time Correctional Officer (Month)

---

DAYFT  
LOCATION: 184 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

39-40

Date Appointed as Full-time Correctional Officer (Day)

---

YEARFT  
LOCATION: 192 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

41-42

Date Appointed as Full-time Correctional Officer (Year)

---



---

DISLV  
LOCATION: 240 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

52

Is Officer on Disability Leave?

1 Yes

2 No

---

PERTYP  
LOCATION: 248 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

53

Performance Report Type

1 First Probationary  
2 Second Probationary

3 Final Probationary  
4 Annual Report

---

SKILL  
LOCATION: 256 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

54

Skill

1 Unacceptable  
2 Needs Improvement

3 Standard  
4 Outstanding

---

KNOW  
LOCATION: 264 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

55

Knowledge

1 Unacceptable  
2 Needs Improvement

3 Standard  
4 Outstanding

---

---

WH1  
LOCATION: 272 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Work Habits

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

56

---

RWP1  
LOCATION: 280 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Relationships with People

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

57

---

LEARNABL  
LOCATION: 288 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Learning Ability

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

58

---

ATT  
LOCATION: 296 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Attitude

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

59

---

OVERALL  
LOCATION: 304 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Overall Rating

- 1 Unacceptable
- 2 Needs Improvement

- 3 Standard
- 4 Outstanding

60

MONOFREP  
LOCATION: 312 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

Month of Report

01-62

YROFREP  
LOCATION: 320 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

Year of Report

03-64

QUALITY  
LOCATION: 328 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Quality of Work

- 1 Needs Improvement
- 3 Exceeds Standards

- 3 Meets Standards

65

QUANTITY  
LOCATION: 336 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Quantity of Work

- 1 Needs Improvement
- 3 Exceeds Standards

- 3 Meets Standards

66

---

WH2  
LOCATION: 344 WIDTH: 8  
MISSING DATA: 0

Work Habits

1 Needs Improvement  
3 Exceeds Standards

FILE ID: MALENEW  
Numeric

3 Meets Standards

67

---

RWP2  
LOCATION: 352 WIDTH: 8  
MISSING DATA: 0

Relationships with People

1 Needs Improvement  
3 Exceeds Standards

FILE ID: MALENEW  
Numeric

3 Meets Standards

68

---

INDACT  
LOCATION: 360 WIDTH: 8  
MISSING DATA: 0

Taking Independent Actions

1 Needs Improvement  
3 Exceeds Standards

FILE ID: MALENEW  
Numeric

3 Meets Standards

69

---

WORKCOMT  
LOCATION: 368 WIDTH: 8  
MISSING DATA: 0

Meeting Work Commitments

1 Needs Improvement  
3 Exceeds Standards

FILE ID: MALENEW  
Numeric

3 Meets Standards

70

---



---

ANASIT  
LOCATION: 376 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Analyzing Situations

1 Needs Improvement  
3 Exceeds Standards

3 Meets Standards

71

---

COMMEND  
LOCATION: 384 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Number of Commendations Received

72

---

TYPCOM  
LOCATION: 392 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

Types of Commendations Received

73-74

---

REPRIMAN  
LOCATION: 400 WIDTH: 8  
MISSING DATA: 0

FILE ID: MALENEW  
Numeric

Number of Reprimands/Letters of Instruction Received

75

---

TYPREP  
LOCATION: 408 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

Types of Reprimands Received

---

AVGSICK  
LOCATION: 416 WIDTH: 8  
MISSING DATA: 00

FILE ID: MALENEW  
Numeric

Average Hours of Sick Leave Used Monthly

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REFERENCE

Arkin & Colton. Tables for Statisticians. New York:  
Baines and Noble, 1963, 22-23.

APPENDIX A  
STAFF QUESTIONNAIRE

The National Institute of Justice in Washington D.C. funded a twelve month study of the introduction of women correctional officers into male adult correctional facilities in California. Researchers in the Special Projects Unit of the planning and Research Division of the California Department of Corrections are conducting the study.

The attached questionnaire is part of the study and contains items designed to find out how custody staff members feel about some of the issues surrounding women working in custody positions in male felon adult institutions. A random selection procedure was used to select a representative sample of custody staff members to participate in the study. Your name was among those randomly selected. We need your input to successfully complete the study.

Please complete this questionnaire anonymously. Do not enter your name on the questionnaire. Code numbers are being used to preserve anonymity.

In completing the questionnaire, circle the number that best describes how much you agree or disagree with each item.

Completing this questionnaire is voluntary. If you do not wish to do so, please do not complete it. If you decide not to complete the questionnaire, it need not be returned.

When compared to male officers having the same training and experience, women officers will generally perform as effectively as male officers in the following assignments:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
1. Visiting Room Officer	4	3	2	1
2. Main Gate Officer	4	3	2	1
3. Tower Officer	4	3	2	1
4. Control Room Officer	4	3	2	1
5. Search and Escort Officer	4	3	2	1
6. Yard Officer	4	3	2	1
7. Gun Walk Officer	4	3	2	1
8. Work Crew Officer	4	3	2	1
9. Mainline Housing Unit Officer	4	3	2	1
10. Security Housing Unit Officer	4	3	2	1
11. Culinary Officer	4	3	2	1
12. Security Squad Officer	4	3	2	1
13. Receiving and Release Officer	4	3	2	1

When compared to male officers having the same training and experience, women officers will generally perform as effectively as male officers in accomplishing the following:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
14. In judging when to give write-ups to inmates (115's).	4	3	2	1
15. In using sufficient force to control inmates.	4	3	2	1
16. During incidents and other emergencies.	4	3	2	1
17. Backing-up their partner in a dangerous situation.	4	3	2	1
18. Maintaining personal control when working under stress.	4	3	2	1
19. Using firearms when necessary.	4	3	2	1

When compared to male officers having the same training and experience, women officers will generally perform as effectively as male officers in accomplishing the following:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
20. Writing reports in a professional manner.	4	3	2	1
21. Controlling a verbal confrontation between inmates.	4	3	2	1
22. Controlling a fight between two inmates.	4	3	2	1

Please indicate how much you agree or disagree with the following statements:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
23. Most <u>female</u> custody feel women should be assigned as correctional officers in institution .	4	3	2	1
24. Most <u>male</u> custody staff feel women should be assigned as correctional officers in this institution.	4	3	2	1
25. Most <u>inmates</u> feel women should be assigned as correctional officers in this institution.	4	3	2	1
26. A women officer's personal safety, more so than a male officer's, is endangered when working in a men's prison.	4	3	2	1
27. When women work as correctional officers, the prison environment is improved because it is more like a normal community with both men and women.	4	3	2	1
28. A <u>male</u> officer's personal safety is endangered when working with a woman partner.	4	3	2	1

Please indicate how much you agree or disagree with the following statements:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
29. The personal safety of <u>inmates</u> is endangered when supervised by women officers.	4	3	2	1
30. New women officers receive <u>more</u> help in learning the job of correctional officer from supervisors and other officers than do new male officers.	4	3	2	1
31. A women officer's personal safety is endangered when working alone.	4	3	2	1
32. A male officer's personal safety is endangered when working alone.	4	3	2	1
33. There is substantial resistance among male correctional staff to the employment of women as correctional officers in this institution.	4	3	2	1
34. New women officers receive <u>less</u> help in learning the job of correctional officer from supervisors and other officers than do new male officers.	4	3	2	1
35. My opinion is that women should be hired as correctional officers in this institution.	4	3	2	1
36. Acceptance of the employment of women correctional officers among male correctional staff is increasing in this institution.	4	3	2	1

During an average month, estimate the number of times you--

- 37. Controlled a verbal confrontation between inmates \_\_\_\_\_
- 38. Prevented a fight between inmates by talking them out of it. \_\_\_\_\_
- 39. Were involved in an incident or other emergency situation. \_\_\_\_\_
- 40. Broke-up a fight between inmates without resorting to physical violence \_\_\_\_\_
- 41. Physically broke-up a fight between inmates. \_\_\_\_\_
- 42. Backed-up a female partner in a dangerous situation. \_\_\_\_\_
- 43. Backed-up a male partner in a dangerous situation. \_\_\_\_\_
- 44. Used a firearm to control inmates or prevent escape. \_\_\_\_\_
- 45. Physically prevented an escape. \_\_\_\_\_

Please fill in the following blanks

- 46. In the past thirty days, how many times have you controlled a problem situation among inmates without resorting to physical force? \_\_\_\_\_
- 47. In the past thirty days, how many times have you used physical force to control a problem situation among inmates? \_\_\_\_\_
- 48. Please use the following lines for any comments you may wish to make regarding women's employment as correctional officers in men's prisons.

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APPENDIX B  
INMATE QUESTIONNAIRE

Researchers of the Department of Corrections are studying how custody staff and inmates feel about assigning women officers to work in male institutions.

You have been selected by a random selection procedure as one of those to participate in the study.

Attached is a questionnaire containing some items relating to issues surrounding women working in custody positions. We are asking for your opinion about each of these items. For example, if you strongly agree with an item, circle the number 4; if you strongly disagree, circle number 1, and so on.

Please do not put your name on the questionnaire. All answers to these items are to remain anonymous.

We need your cooperation for the success of the study, and this is your opportunity to make the inmate's viewpoint known.

Completing this questionnaire is voluntary, if you do not wish to do it, you may turn in this booklet and leave.



When compared to male officers having the same training and experience, women officers will generally perform as effectively as male officers in the following assignments:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
1. Visiting Room Officer	4	3	2	1
2. Main Gate Officer	4	3	2	1
3. Tower Officer	4	3	2	1
4. Control Room Officer	4	3	2	1
5. Search and Escort Officer	4	3	2	1
6. Yard Officer	4	3	2	1
7. Gun Walk Officer	4	3	2	1
8. Work Crew Officer	4	3	2	1
9. Mainline Housing Unit Officer	4	3	2	1
10. Security Housing Unit Officer	4	3	2	1
11. Culinary Officer	4	3	2	1
12. Security Squad Officer	4	3	2	1
13. Receiving and Release Officer	4	3	2	1

When compared to male officers having the same training and experience, women officers will generally perform as effectively as male officers in accomplishing the following:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
14. In judging when to give write-ups to inmates (115's).	4	3	2	1
15. In using sufficient force to control inmates.	4	3	2	1
16. During incidents and other emergencies.	4	3	2	1
17. Backing-up their partner in a dangerous situation.	4	3	2	1
18. Maintaining personal control when working under stress.	4	3	2	1
19. Using firearms when necessary.	4	3	2	1

When compared to male officers having the same training and experience, women officers will generally perform as effectively as male officers in accomplishing the following:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
20. Writing reports in a professional manner.	4	3	2	1
21. Controlling a verbal confrontation between inmates.	4	3	2	1
22. Controlling a fight between two inmates.	4	3	2	1

Please indicate how much you agree or disagree with the following statements:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
23. Most <u>female</u> custody feel women should be assigned as correctional officers in institution .	4	3	2	1
24. Most <u>male</u> custody staff feel women should be assigned as correctional officers in this institution.	4	3	2	1
25. Most <u>inmates</u> feel women should be assigned as correctional officers in this institution.	4	3	2	1
26. A women officer's personal safety, more so than a male officer's, is endangered when working in a men's prison.	4	3	2	1
27. When women work as correctional officers, the prison environment is improved because it is more like a normal community with both men and women.	4	3	2	1
28. A <u>male</u> officer's personal safety is endangered when working with a woman partner.	4	3	2	1

Please indicate how much you agree or disagree with the following statements:

	<u>Strongly Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
29. The personal safety of <u>inmates</u> is endangered when supervised by women officers.	4	3	2	1
30. New women officers receive <u>more</u> help in learning the job of correctional officer from supervisors and other officers than do new male officers.	4	3	2	1
31. A women officer's personal safety is endangered when working alone.	4	3	2	1
32. A male officer's personal safety is endangered when working alone.	4	3	2	1
33. There is substantial resistance among male correctional staff to the employment of women as correctional officers in this institution.	4	3	2	1
34. New women officers receive <u>less</u> help in learning the job of correctional officer from supervisors and other officers than do new male officers.	4	3	2	1
35. My opinion is that women should be hired as correctional officers in this institution.	4	3	2	1
36. Acceptance of the employment of women correctional officers among male correctional staff is increasing in this institution.	4	3	2	1
37. What is your age? _____ years		<u>Regularly</u>	<u>Seldom</u>	<u>Never</u>
38. How often are you supervised by a women correctional officer?	3		2	1