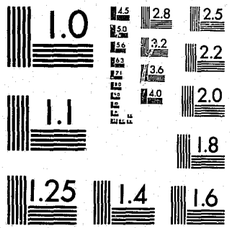

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SURVEY OF IOWA'S CORRECTIONAL INSTITUTIONS - MAY, 1979

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SUMMARY AND IMPLICATIONS

Essentially the same questionnaire was administered to 483 residents and 330 staff in Iowa's seven correctional institutions, in May, 1979. The questionnaire was obtained from the Federal Bureau of Prisons and includes the 90-item Correctional Institutions Environment Scale (CIES, developed by E. Wenk and R. Moos), 14 statements regarding needs assessment, and the same 14 statements asking if various programs or services were helpful, not helpful, or unavailable.

Variations in the proportion of residents and staff who completed the questionnaire were discussed, and the possibility of bias in some of these findings was discussed. The inmate refusal rate ranged from 0.0% at the Iowa Medical Security Facility at Oakdale to 54.5% at the Release Center at Newton.

Among the staff, the refusal to participate in this survey ranged from 31.4% at the Women's Reformatory at Rockwell City up to 94.8% at the Iowa State Penitentiary at Fort Madison.

Efforts ought to be made in any replications of this study to obtain, if not larger, at least more representative samples of both residents and staff. Payment for completing a questionnaire is one of the accepted means of improving the completion rate.

The socio-demographic characteristics of the residents and staff are described, and where possible, compared to the total population in order to identify the extent of the bias in these samples.

The CIES scores on the following nine dimensions were determined from the perspective of both residents and staff: involvement, support, expressiveness, autonomy, practical orientation, personal problem orientation, order and organization, clarity and staff control. The transformed standard scores (or T-scores) were charted and correlated with unit characteristics of the institutions in order to determine what variables that are routinely reported at the correctional

institutions may reflect certain dimensions on the CIES. Through these unit measures it should be possible to identify elements in the milieu or social climate of the institution that have changed as a result of certain administrative or programmatic changes.

The U.S. Bureau of Prisons utilizes the CIES and the other portion of this questionnaire routinely in order to evaluate the effects of unitization (or functional unit management). The administrators can request that the questionnaire be given periodically.

This is the first time that such a study has been conducted at all of Iowa's correctional institutions. The refusal rates and completion rates that are cited in this report may be evidence of many institutional pressures -- skepticism, hostility, distrust, etc. If this survey is repeated periodically in the future, it may not only give a measure of the social climate in the institutions, but may increase communication and cooperation between administrators, staff, and residents.

Particularly at the Iowa State Penitentiary at Fort Madison, where major structural modifications are being made to institute unitization, the replication of this study will be useful in measuring the attitudinal changes that will result.

The ability of the CIES to identify different social climates within the same institution was noted in Figure 10, the Medium Security Unit at Mr. Pleasant.

Since this is Iowa's first experience with this kind of evaluative research, the implication of these findings will require more study and discussion with administrators and staff of the correctional institutions.

Discussions with the residents as well might contribute to an improved social climate and the development of appropriate programs. If residents do not find certain programs or services "helpful" while the staff disagree, efforts to improve or expand such programs would seem to be a waste of resources.

Efforts could be made in future replications of this study to clarify the meaning or differences in interpretation by both residents and staff.

Some of the ways that the CIES scores can be utilized have been discussed in various sections of this report. The correlations of the CIES with other measures of behavior, attitudes, and characteristics within the institutions enables us to specify ways in which programs/services may be altered to improve the social climate of an institution. The underlying theory is that hostile and negative environments will result in hostile and negative actions, while rehabilitative and positive environments will contribute to rehabilitative and positive actions, among both residents and staff.

When particular categories of residents and staff who can be identified as viewing their milieu in certain ways (according to their CIES scores) it may be appropriate to place them in certain institutions, units, or sub-units for maximum benefits to themselves and the institutional goals. These goals might be matched in order to obtain the best "fit" between residents, staff, and unit.

Moos (Chapter 5, 1975) has suggested the following six types of correctional programs which might be used to match people with programs: 1) therapeutic community program, 2) relationship-oriented program, 3) action-oriented program, 4) insight-oriented program, 5) control-oriented program, and 6) disturbed behavior program.

Using the CIES or various modifications of it developed by Moos, it appears useful to administer such questionnaires to residents and staff in correctional institutions, halfway houses, and community programs.

The congruence or lack of congruence between residents and staff were analyzed since, as stated in Wenk and Moos' article (1972, p. 610), "Pronounced discrepancies in perception may hinder good communication as both groups function in a somewhat differently perceived reality."

The CIES has been used to measure the impact of staff training at improving the milieu, but there appeared to be little change. This may either indicate the stability of the CIES over time, or the lack of effectiveness of the particular staff training that was utilized, (Wenk and Moos, 1972, p. 614).

In conclusion, the CIES may relate to the following three objectives of the correctional administrator (Wenk and Moos, 1972, p. 621):

1. It could serve as a tool for assessing the effects of programs on social climate in the institution and could therefore help in program development and staff training.
2. It could facilitate social change by measuring environmental dimensions and giving staff the opportunity to discuss the concepts represented by these elements and allow them to formulate improvements.
3. It could help prevent a buildup of institutional tension .... by establishing and maintaining channels of communication.

And as Moos suggested (1975, p. 259):

Accurate, well-presented information about a program, represents one important step in enhancing the adequacy of referral decisions, in raising resident and staff morale, and possibly in decreasing absconding and recidivism rates.

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INTRODUCTION

In May, 1979, in cooperation with the Iowa Department of Substance Abuse, a questionnaire was administered to the staff and residents of Iowa's 7 correctional institutions in order to measure attitudes regarding the correctional programs/ services, and level of knowledge/experience with substance-abuse programs. The data on substance abuse are being analyzed by the Iowa Department of Substance Abuse.(1)

The questionnaire is essentially the same as one obtained from the U.S. Bureau of Prisons, and includes 90 items of the Correctional Institutions Environment Scale (CIES) developed by Rudolph Moos.(2) In addition, 14 questions asked the staff and residents to rate various programs and services on a scale of 1 to 9 as to whether the particular programs were "needed/not needed", and whether they considered these programs "helpful/not helpful/unavailable".

This report will first describe the sample of residents and staff at each of the seven institutions (Chapter II). The next chapter will discuss the Moos scale and some statistical correlations with certain measures describing the institutions (Chapter III). Chapter IV compares the responses to the Moos scale according to particular variables describing the residents and staff. In Chapter V, the attitudes of residents and staff regarding the correctional programs and services will be summarized.

The questionnaire was developed and has been used extensively by the U.S. Bureau of Prisons in conjunction with their implementation of "functional unit management" (or "unitization") in Federal correctional institutions. It

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(1) Dee Arends of the Iowa Dept. of Substance Abuse supervised the administration of the questionnaire to residents and staff at the Men's Reformatory at Anamosa, and is analyzing the data on substance abuse.

(2) Rudolph Moos, Evaluating Correctional and Community Settings, Wiley, 1975. The CIES is published by Consulting Psychologists Press, Inc.

has been used both before and after unitization in order to determine what changes in an institution's social climate can be noted. It was with this objective in mind when these questionnaires were given to 483 residents and 330 staff at Iowa's 7 correctional institutions.

It would seem logical to assume that the attitudes of clients and treaters (whether counselors, correctional officers, probation or parole officers) ought to be taken into account in developing and administering correctional institutions and programs. The CIES and this questionnaire are not the only means for obtaining an insight into participants' reactions to correctional programs. A previous report analyzed the attitudes of inmates through the content analysis of essays written by residents of the penitentiary at Fort Madison (Brady and Boudouris, 1979). In addition, Hans Toch (1977) has developed the Prison Preference Inventory.

II - DESCRIPTION OF THE SAMPLES

Sampling

The intention was to administer the questionnaire to all residents at the Women's Reformatory (N=74) in order to compensate for the small number of women in the survey, and to all residents at the Medium Security Unit at Mt. Pleasant (N=132) because of the diversity of the six living units. At the other five institutions an effort was made to obtain a 30% random sample of the resident population.

All staff were asked to complete the questionnaire.

The following table summarized the completion rates that were actually obtained:

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Resident Completion Rate	16.2%	72.0%	12.2%	19.4%	18.6%	28.2%	76.0%
Total Resident Population (5/79)	(76)	(132)	(729)	(180)	(690)	(85)	(75)
Staff Completion Rate	43.1%	44.7%	4.4%	45.3%	26.7%	58.3%	54.9%
Total Staff (based on appropriated funds)	(51)	(103)	(362)	(64)	(315)	(132)	(51)

It should be noted that because of the voluntary nature of the survey there was a considerable amount of self-selection, by both residents and staff. Among the residents, the most complete sample was obtained at the Iowa Security Medical Facility where 28.2% (instead of 30.0%) of the residents were surveyed. The lowest completion rate was at the Iowa State Penitentiary at Fort Madison.

Among the staff, the lowest completion rate was also at Fort Madison where only 4.4% of the staff agreed to complete the questionnaire.

A comparable "refusal rate" was calculated on the basis of certain adjustments being made for those persons who were unavailable or had been transferred out. The "refusal rates" are shown below:

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Inmate Refusal Rates	54.5%	19.7%	45.6%	9.8%	15.2%	0.0%	13.3%
Staff Refusal Rates	51.0%	54.4%	94.8%	51.6%	73.0%	41.7%	31.4%

These figures are probably more accurate measures of the degree of cooperation obtained at each institution.

* RRC - Riverview Release Center, Newton
MSU - Medium Security Unit, Mt. Pleasant
ISP - Iowa State Penitentiary, Ft. Madison
JBCC - John Bennett Correctional Center, Ft. Madison
IMR - Iowa Men's Reformatory, Anamosa
ISMF - Iowa Security Medical Facility, Oakdale
IWR - Iowa Women's Reformatory, Rockwell City

Characteristics of the Samples

Table 1 summarizes selected characteristics of the sample of residents completing the questionnaires in each correctional institution. Comparing the sample with the total institutional population enables us to determine the kind of bias that was a result of self-selection. The following statistically significant observations can be made:

a) The sample of residents includes a larger proportion of persons who had completed high school (73% of the sample compared to 40% of the institutional population).

b) The sample had a higher proportion of residents under 30 compared to the total population.

c) The sample had the same proportion of Caucasian inmates as the total population (80%), but was underrepresented in Blacks (13% compared to 18%) and overrepresented in Asians, American Indians, and Hispanics (6.5% compared to 1.2% in the total population). When the ethnic composition of each sample at each institution was compared with the total population there were no statistically significant differences at Mt. Pleasant, John Bennett Correctional Center, Anamosa, Oakdale, or Rockwell City. Only at Riverview Release Center and at Fort Madison were there statistically significant differences in the ethnic composition.

d) Because the sampling rate was not the same at all institutions, the females are overrepresented in the sample totals.

e) While 34% of the total population has a history of prior incarcerations, 41% of the sample had prior prison sentences.

f) Comparing the types of offenses for which convicted, the sample from each institution did not differ significantly with the population at those institutions.

Table 2 summarizes selected characteristics of the staff at each institution who completed the questionnaire. Because of a lack of comparable data, it was not possible to compare the samples of staff with the total population, except in the two selected categories of job assignments, for example, the counselors and correctional officers.

Almost all of the counselors at Anamosa returned the questionnaire, while only about 10% of the counselors at Fort Madison did so.

None of the correctional officers assigned to the cellblocks at Fort Madison completed the questionnaires.

TABLE 1 - Characteristics of Sample of Residents
Per Cent Distribution, by Institution

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
High School Graduates							
No	8.3%	21.6%	23.1%	29.4%	35.6%	53.8%	23.4%
Yes	91.7	78.4	76.9	70.6	64.4	46.2	76.6
(N)	(12)	(97)	(91)	(34)	(135)	(26)	(64)
Prior Imprisonment							
No	35.7%	67.3%	34.4%	52.8%	77.0%	57.9%	52.6%
Yes	64.3	32.7	65.6	47.2	23.0	42.1	47.4
(N)	(14)	(98)	(93)	(36)	(139)	(19)	(57)
Amount of time spent in Segregation?							
None	85.7%	81.6%	63.9%	91.7%	62.7%	88.0%	61.5%
1 - 10 days	7.1	13.3	14.5	5.6	19.8	12.0	21.5
11 - 20 days	0.0	5.1	6.0	0.0	7.9	0.0	7.7
21 - 90 days	7.1	0.0	15.7	2.8	9.5	0.0	9.2
(N)	(14)	(98)	(83)	(36)	(126)	(25)	(65)
Amount of time spent in Administrative Detention?							
None	84.6%	82.7%	60.7%	97.2%	71.2%	92.0%	61.9%
1 - 10 days	15.4	14.3	15.5	2.8	14.4	8.0	12.7
11 - 20 days	0.0	2.0	4.8	0.0	4.8	0.0	7.9
21 - 98 days	0.0	1.0	19.0	0.0	9.6	0.0	17.5
(N)	(13)	(98)	(84)	(36)	(125)	(25)	(63)

(Table 1 - Continued)

	KRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Length of time in Institution?							
First 6 months	50.0%	52.4%	12.2%	75.7%	33.6%	84.6%	24.6%
Second 6 months	7.1	28.2	12.2	13.5	25.0	7.7	24.6
1 to 1½ years	7.1	5.8	13.3	0.0	10.7	0.0	16.9
1½ to 2 years	7.1	1.9	13.3	5.4	9.3	0.0	10.8
2 to 4 years	0.0	1.0	22.4	0.0	14.3	3.8	16.9
More than 4 years	28.6	10.7	26.5	5.4	7.1	3.8	6.2
(N)	(14)	(103)	(98)	(37)	(140)	(26)	(65)
Type of Offense?							
Crime Against Persons	35.7%	1.9%	57.1%	45.9%	36.4%	57.7%	23.1%
Crime Against Property	42.9	78.6	36.7	40.5	50.0	38.5	64.6
Drugs	7.1	5.8	0.0	0.0	2.1	0.0	4.6
OMVUI	0.0	4.9	3.1	2.7	2.9	0.0	0.0
Others	14.3	8.7	3.1	10.8	8.6	3.8	7.7
(N)	(14)	(103)	(98)	(37)	(140)	(26)	(65)
Age Groups							
17 - 29	85.7%	88.3%	51.0%	45.9%	95.0%	80.8%	72.3%
30 - 39	14.3	10.7	27.6	24.3	4.3	11.5	21.5
40 - 49	0.0	1.0	14.3	21.6	0.7	7.7	6.2
50 or older	0.0	0.0	7.1	8.1	0.0	0.0	0.0
(N)	(14)	(103)	(98)	(37)	(140)	(26)	(65)

(Table 1 - Continued)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Ethnicity							
White	46.2%	86.6%	73.3%	74.1%	84.7%	88.5%	76.2%
Black	38.5	7.2	15.6	22.2	10.9	3.8	20.6
Other	15.4	6.2	11.1	3.7	4.4	7.7	3.2
(N)	(13)	(97)	(90)	(27)	(137)	(26)	(63)
	$p<.001$	(n.s.)	$p<.001$	(n.s.)	(n.s.)	(n.s.)	(n.s.)
Ever on Juvenile Probation?							
No	42.9%	53.9%	49.5%	66.7%	46.0%	30.8%	70.8%
Yes	57.1	46.1	50.5	33.3	54.0	69.2	29.2
(N)	(14)	(102)	(95)	(36)	(139)	(26)	(65)
Place of Residence Prior to Incarceration?							
Rural	7.1%	10.9%	8.3%	11.1%	10.1%	15.4%	4.7%
Town of 5,000 or less	0.0	11.9	4.2	8.3	21.7	11.5	10.9
Town of 5,000 - 10,000	21.4	16.8	5.2	11.1	8.7	7.7	6.3
10,000 - 25,000	7.1	18.8	15.6	11.1	7.2	0.0	14.1
25,000 - 50,000	0.0	20.8	11.5	13.9	15.9	11.5	18.8
Over 50,000	64.3	20.8	55.2	44.4	36.2	53.8	45.3
(N)	(14)	(101)	(96)	(36)	(138)	(26)	(64)
Employed at the Time of Arrest?							
No	40.0%	44.8%	52.3%	40.0%	58.9%	61.5%	59.1%
Yes (40 hours/week)	60.0	55.2	47.7	60.0	41.1	38.5	40.9
(N)	(10)	(67)	(65)	(20)	(90)	(13)	(44)

(Table 1 - Continued)	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Total N (466)	(13)	(100)	(95)	(37)	(134)	(25)	(62)

* RRC - Riverview Release Center, Newton
MSU - Medium Security Unit, Mt. Pleasant
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IWR - Iowa Women's Reformatory, Rockwell City

TABLE 2 - Characteristics of Sample of Staff
Per Cent Distribution, by Institution

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Sex							
Male	60.0%	87.2%	61.1%	86.7%	75.0%	63.6%	32.4%
Female	40.0	12.8	38.9	13.3	25.0	36.4	67.6
(N)	(25)	(47)	(18)	(30)	(92)	(77)	(34)
Age Groups							
17-29 years	32.0%	36.2%	21.1%	58.1%	30.9%	39.2%	28.6%
30-39	28.0	29.8	42.1	22.6	26.6	31.6	5.7
40-49	12.0	23.4	10.5	12.9	18.1	8.9	22.9
50 or older	28.0	10.6	26.3	6.5	24.5	20.3	42.9
(N)	(25)	(47)	(19)	(31)	(94)	(79)	(35)
Ethnicity							
White	100.0%	97.9%	100.0%	96.7%	98.9%	89.5%	97.1%
Black	--	2.1	--	3.3	--	7.9	--
Other	--	--	--	--	1.1	2.6	2.9
(N)	(25)	(47)	(18)	(30)	(90)	(76)	(34)
What Capacity Employed?							
Administration	50.0%	17.5%	52.6%	20.0%	26.4%	28.4%	17.9%
Direct Service Supervision	36.4	52.5	26.3	56.0	36.8	23.9	60.7
Direct Service (counseling, teaching, etc.)	13.6	20.0	21.1	24.0	36.8	47.8	21.4
(N)	(22)	(40)	(19)	(25)	(87)	(67)	(28)

(Table 2 - Continued)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
How Long Worked at Institution?							
First 6 months	16.0%	10.6%	15.8%	58.1%	6.4%	16.5%	14.3%
Second 6 months	4.0	10.6	10.5	19.4	2.1	8.9	20.0
Second Year	8.0	38.3	10.5	3.2	8.5	10.1	8.6
Two - Three Years	4.0	36.2	0.0	3.2	9.6	5.1	11.4
3 - 5 Years	12.0	4.3	10.5	6.5	20.2	8.9	11.4
5 - 10 Years	36.0	0.0	15.8	9.7	21.3	41.8	11.4
Over 10 Years	20.0	0.0	36.8	0.0	31.9	8.9	22.9
(N)	(25)	(47)	(19)	(31)	(94)	(79)	(35)
Current Job Assignment?							
Counselor	8.0%	8.7%	11.1%	7.1%	11.8%	3.8%	9.1%
Correctional Supervision	16.0	8.7	5.6	10.7	4.3	2.6	3.0
Correctional Officer - Living Unit	8.0	47.8	0.0	64.3	6.5	33.3	33.3
Correctional Officer - Tower	12.0	8.7	16.7	7.1	4.3	10.3	0.0
Academic/Vocational Teacher	0.0	2.2	0.0	0.0	12.9	1.3	3.0
Maintenance/Service	12.0	0.0	0.0	0.0	12.9	10.3	15.2
Prison Industries	0.0	0.0	0.0	0.0	7.5	0.0	3.0
Food Service	8.0	0.0	0.0	0.0	1.1	10.3	3.0
Hospital	0.0	0.0	0.0	3.6	5.4	10.3	9.1
Clerical	20.0	8.7	11.1	3.6	15.1	6.4	9.1
Administrative	12.0	10.9	27.8	0.0	10.8	10.3	6.1
Other	4.0	4.3	27.8	3.6	7.5	1.3	6.1
(N)	(25)	(46)	(18)	(28)	(93)	(78)	(33)

(Table 2 - Continued)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Educational Level?							
Less than high school	0.0%	6.4%	0.0%	9.7%	0.0%	7.6%	8.6%
High school graduate	68.0	46.8	15.8	51.6	52.1	41.8	65.7
Some college	4.0	17.0	21.1	29.0	10.6	12.7	8.6
College graduate	20.0	17.0	42.1	9.7	19.1	30.4	11.4
Post-graduate	8.0	12.8	21.1	0.0	18.1	7.6	5.7
(N)	(25)	(47)	(19)	(31)	(94)	(79)	(35)
If A.A. or College Degree, what major?							
Social Science	40.0%	15.4%	8.3%	22.2%	11.1%	13.8%	33.3%
Criminal Justice	0.0	23.1	16.7	44.4	7.4	13.8	16.7
Social Work	20.0	23.1	16.7	11.1	22.2	17.2	16.7
Education	20.0	15.4	16.7	0.0	18.5	10.3	0.0
Nurse	0.0	0.0	0.0	0.0	3.7	17.2	33.3
Religion	0.0	15.4	8.3	0.0	0.0	0.0	0.0
Liberal Arts	0.0	7.7	8.3	11.1	18.5	13.8	0.0
Business	0.0	0.0	16.7	0.0	14.8	13.8	0.0
Agronomy	0.0	0.0	0.0	11.1	0.0	0.0	0.0
Legal Secretary	0.0	0.0	8.3	0.0	3.7	0.0	0.0
Food Service	20.0	0.0	0.0	0.0	0.0	0.0	0.0
(N)	(5)	(13)	(12)	(9)	(27)	(29)	(6)
What Occupation Prior to Corrections?							
Farm	14.3%	3.6%	0.0%	6.7%	3.6%	2.2%	0.0%
Military	21.4	25.0	0.0	13.3	5.5	4.4	4.5
Law Enforcement	0.0	14.3	0.0	13.3	3.6	0.0	9.1
Teacher	7.1	0.0	0.0	0.0	12.7	0.0	9.1
Business - Sales	7.1	3.6	8.3	13.3	5.5	4.4	9.1

(Continued on next page)

(Table 2 - Continued)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
What Occupation Prior to Corrections? (Cont'd.)							
Clerical - Secr'y	7.1%	10.7%	0.0%	6.7%	16.4%	8.9%	31.8%
Skilled	7.1	7.1	8.3	6.7	7.3	8.9	0.0
Social Service	7.1	3.6	0.0	0.0	5.5	0.0	0.0
Nurse	0.0	0.0	0.0	6.7	3.6	8.9	9.1
Nurse's Aide	0.0	0.0	0.0	0.0	1.8	2.2	4.5
Service Worker	0.0	3.6	0.0	13.3	5.5	11.1	4.5
Laborer	7.1	3.6	16.7	13.3	9.1	4.4	4.5
Minister	0.0	10.7	8.3	0.0	0.0	0.0	0.0
Student	0.0	10.7	33.3	0.0	18.2	31.1	4.5
None - Housewife	0.0	0.0	25.0	6.7	1.8	2.2	9.1
Other	21.4	3.6	0.0	0.0	0.0	11.1	0.0
(N)	(14)	(28)	(12)	(15)	(55)	(45)	(22)
How Many Years of Direct Service (Counselor) Experience?							
1 - 2 Years	40.0%	46.2%	16.7%	75.0%	27.6%	22.2%	14.3%
3 - 5 Years	20.0	38.5	16.7	25.0	44.8	22.2	28.6
6 - 10 Years	40.0	15.4	16.7	0.0	20.7	37.0	42.9
11 - 23 Years	0.0	0.0	50.0	0.0	6.9	18.5	14.3
(N)	(5)	(13)	(6)	(4)	(29)	(27)	(7)
How Many Years of Supervis./Admin. Experience?							
1 - 5 Years	55.6%	56.5%	58.3%	66.7%	32.1%	54.3%	23.1%
6 - 10 Years	22.2	26.1	25.0	20.0	20.8	32.6	46.2
11 or More Years	22.2	17.4	16.7	13.3	47.2	13.0	30.8
(N)	(18)	(23)	(12)	(15)	(53)	(46)	(13)

(Table 2 - Continued)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
If direct service provider, what average monthly workload?							
1 - 20 Cases	28.6%	0.0%	0.0%	0.0%	17.9%	22.2%	14.3%
21 - 40 Cases	42.9	50.0	0.0	33.3	10.7	55.6	57.1
41 - 60 Cases	0.0	33.3	66.7	16.7	17.9	0.0	7.1
61 - 80 Cases	0.0	16.7	0.0	16.7	28.6	11.1	7.1
Over 80 Cases	28.6	0.0	33.3	33.3	25.0	11.1	14.3
(N)	(7)	(6)	(3)	(6)	(28)	(18)	(14)
Average Number of Time Per Month see Client?							
Once	0.0%	20.0%	0.0%	25.0%	8.7%	11.8%	0.0%
Twice	0.0	0.0	33.3	25.0	17.4	0.0	9.1
3 - 4	33.3	40.0	33.3	0.0	30.4	0.0	27.3
5 - 10	33.3	40.0	0.0	25.0	8.7	47.1	18.2
11 - 20	33.3	0.0	33.3	25.0	34.8	41.2	45.5
(N)	(3)	(5)	(3)	(4)	(23)	(17)	(11)

* RRC - Riverview Release Center, Newton
MSU - Medium Security Unit, Mt. Pleasant
ISP - Iowa State Penitentiary, Ft. Madison
JBCC - John Bennett Correctional Center, Ft. Madison
IMR - Iowa Men's Reformatory, Anamosa
ISMF - Iowa Security Medical Facility, Oakdale
IWR - Iowa Women's Reformatory, Rockwell City

Almost half of all the male counselors in the institutions completed the questionnaires while only about one-third of the female counselors did.

About 20% of all male correctional officers (on the living units or in the towers/control centers) completed the questionnaires while about 40% of all female correctional officers did so.

III - CIES - UNIT MEASURES

For a detailed discussion of the Correctional Institutions Environment Scale (CIES), the text by Rudolph Moos (1975) should be consulted. The CIES (attached to this report) was developed through its use in a great variety of correctional institutions, including dormitories, barracks, cellhouses, honor units, vocational farms, etc. It has been administered to adult males in 51 units in 14 states, including 3,151 residents and 895 staff. The adult female sample was obtained in 9 states, 32 units for the residents, and 6 units for the staff. Moos' female sample included 552 residents and 143 staff.

The 90 true/false statements on the CIES apply to nine dimensions that reflect the following three broader categories:

Relationship dimensions (involvement, support, and expressiveness) measure the type and intensity of personal relationships which exist within a living unit.

Treatment program dimensions (autonomy, practical orientation, and personal problem orientation) reflect the type of treatment orientation found in a living unit.

System maintenance dimensions (order and organization, clarity, and staff control) have to do with how the living unit functions.

The following nine dimensions are expected to reflect the milieu or social climate of an institution:[1]

---

[1] From Moos, 1975, p. 41.

1. Involvement: measures how active and energetic residents are in the day-to-day functioning of the program (i.e., interacting socially with other residents, doing things on their own initiative, and developing pride and group spirit in the program).

2. Support: measures the extent to which residents are encouraged to be helpful and supportive toward other residents, and how supportive the staff is toward residents.

3. Expressiveness: measures the extent to which the program encourages the open expression of feelings (including angry feelings) by residents and staff.

4. Autonomy: assesses the extent to which residents are encouraged to take initiative in planning activities and take leadership in the unit.

5. Practical Orientation: assesses the extent to which the resident's environment orients him toward preparing himself for release from the program -- training for new kinds of jobs, looking to the future, and setting and working toward goals are among the factors considered.

6. Personal Problem Orientation: measures the extent to which residents are encouraged to be concerned with their personal problems and feelings and to seek to understand them.

7. Order and Organization: measures how important order and organization are in the program, in terms of residents (how they look), staff (what they do to encourage order), and the facility itself (how well it is kept).

8. Clarity: measures the extent to which the resident knows what to expect in the day-to-day routine of this program and how explicit the program rules and procedures are.

9. Staff Control: assesses the extent to which the staff use regulations to keep residents under necessary controls (i.e., in the formulation of rules, the scheduling of activities, and in the relationships between residents and staff).

The CIES scores are based on the number of correct true or false answers given to the 90 statements that constitute the nine dimensions. Both the resident and staff samples were asked to express their personal attitudes. The scores were then transformed into standard scores (T-scores) based on the means and standard deviations obtained by Moos for the national samples. The average score on each dimension is 50. By using T-scores based on national norms, it is possible to interpret the scores in comparison with residents and staff in other states and institutions.

However, national norms (based on individuals, not units) were only available for males. Therefore, for the present report, norms were also calculated for the Iowa samples so that T-scores for males and females could be compared.(1)

In interpreting the results, the higher the scores, the more positive the social climate, except for the "staff control" dimension which is the opposite; that is, a low score on staff control is a positive indicator for the environment.

The CIES measures the "social climate" of an institute according to the attitudes of staff and residents, but an institution can also be studied according to aggregate characteristics of the institution and according to the individual characteristics of the residents and staff.

The organization of this report will be to present the unit CIES scores and characteristics of the seven institutions and their intercorrelations in this chapter, and in the next chapter to compare individual characteristics of the residents and staff with the CIES mean scores for various categories.

Figure 1 presents the T-scores (based on the national norms) for the sample of residents (N=483) in Iowa's seven correctional institutions. The great variation among the institutions in their CIES scores reflects a combination

(1) There were no differences in the levels of significance (using the F-test to compare means) when the national norms and the Iowa norms for males were compared.

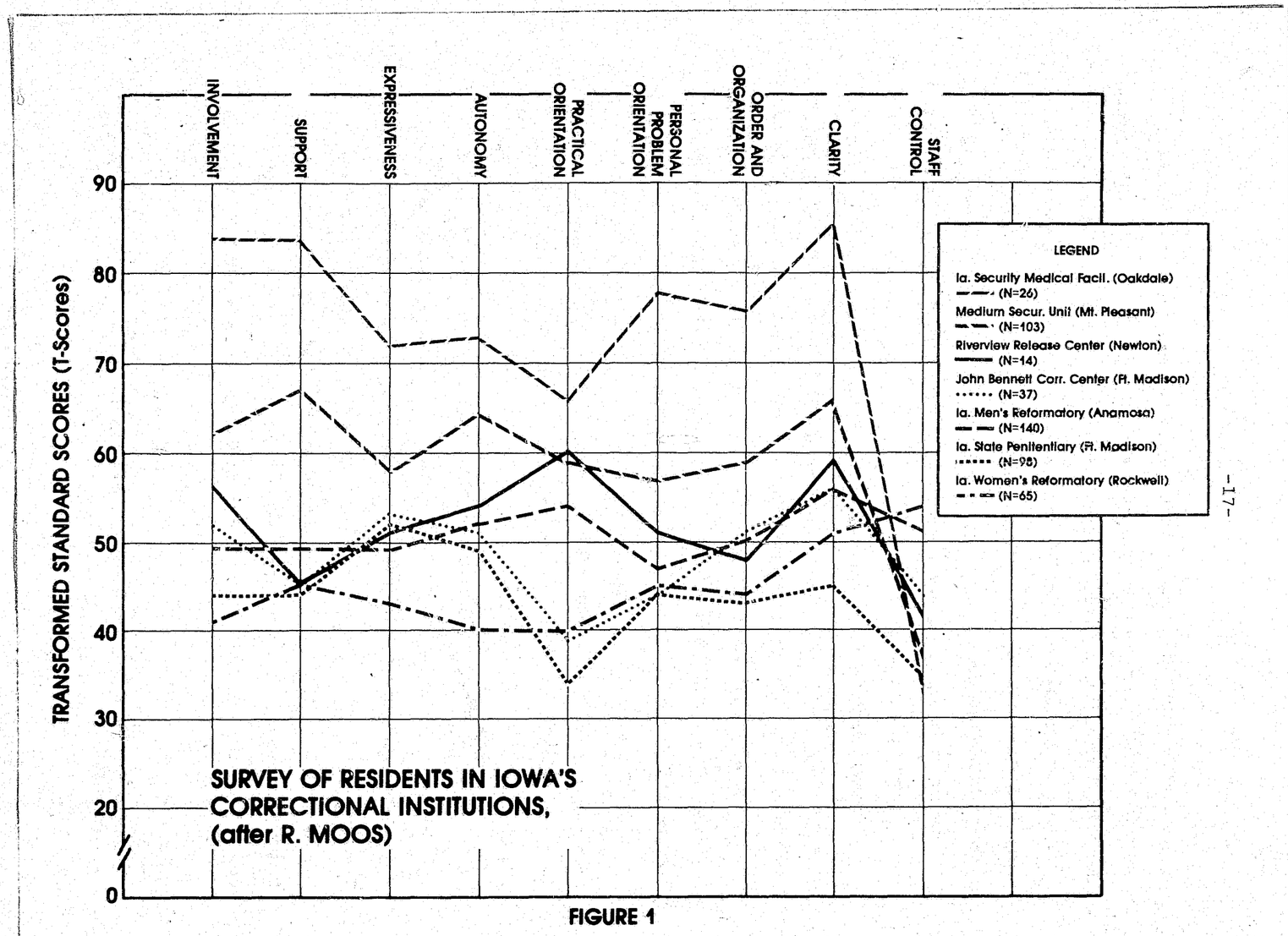
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Ia. Security Medical Facil. (Oakdale) (N=26)
Medium Secur. Unit (Mt. Pleasant) (N=103)
Riverview Release Center (Newton) (N=14)
John Bennett Corr. Center (Ft. Madison) (N=37)
Ia. Men's Reformatory (Anamosa) (N=140)
Ia. State Penitentiary (Ft. Madison) (N=98)
Ia. Women's Reformatory (Rockwell) (N=65)
SURVEY OF RESIDENTS IN IOWA'S CORRECTIONAL INSTITUTIONS, (after R. MOOS)

FIGURE 1

of factors. The institutions vary in the characteristics of their programs, residents, and physical structure. The extent to which the social climate or milieu of the institution as measured by the CIES may be a function of the particular individuals who are responding to the items will be examined.(1) Various statistical techniques were utilized in an effort to sort out the effects of characteristics of the institutions and of the individuals, and these correlations will be presented subsequently.

Figure 1 shows that the institution with the most positive social climate is the Iowa Security Medical Facility at Oakdale. This is similar to a graph for a community correctional center included in a publication by Wenk and Moos (1972).(2) The Oakdale facility includes both residents there for court-ordered psychiatric evaluations, and for the short-term treatment of residents from the other correctional institutions. The emphasis in such a social climate is therapeutic and diagnostic. The low "staff control" score suggests that residents' behavior is controlled more by the staff emphasizing interpersonal controls rather than through written rules and regulations.

Although the scores are lower at Mt. Pleasant than at Oakdale, the overall pattern of the CIES profile is very parallel. The variation among the different units at Mt. Pleasant is discussed later in this report.

Examination of Figure 1 will reveal several dimensions where, although the institutions differ in the characteristics of the residents and in the type of institution, the CIES scores are almost identical. For example, the residents at the penitentiary, the Release Center at Newton, the John Bennett Center, and the Women's Reformatory all perceive their environments as lacking "support".

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(1) R. Moos, in various publications has summarized the theory and research on this subject. The bibliography of his book (1975) can be consulted for these references.

Figure 2 presents the great diversity in the perceptions of the staff (N=330) at the correctional institutions. The staff at the penitentiary and at the John Bennett Center are both at Fort Madison and show considerable similarities in their scores which probably reflects similarities in their training and experiences, even though the institutions are administratively separate.

Figures 3 - 9 show the CIES scores for the staff and residents at each of the institutions. Comparing these charts reveals overal similarities and agreement between the residents and staff as to their institutions. Anamosa has the greatest congruence between residents and staff. By totaling the differences in the scores at each institution, it was found that Anamosa has the least difference in resident-staff scores (with 32), while the Women's Reformatory at Rockwell City has the highest (with 136). Fort Madison, Riverview Release, Mt. Pleasant, and John Bennett are intermediate in the amount of congruence between the residents and staff, and the Medical Facility at Oakdale is relatively high with a difference of 104. These differences are analysed below.

Pearson correlation coefficients were calculated between the CIES scores and differences of the residents and staff, and measures intended to characterize the correctional institutions.[1] The correlation coefficients and their levels of statistical significance are shown in Table 3 (residents' CIES scores), Table 4, (staff's CIES scores), and Table 5 (resident-staff differences in CIES scores).

The unit variables are grouped (following Moos) according to "structural dimensions", "resident characteristics", and a category called "program policy".

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(1) The unit variables and the values for each institution are tabulated in the Appendix (Table A1).

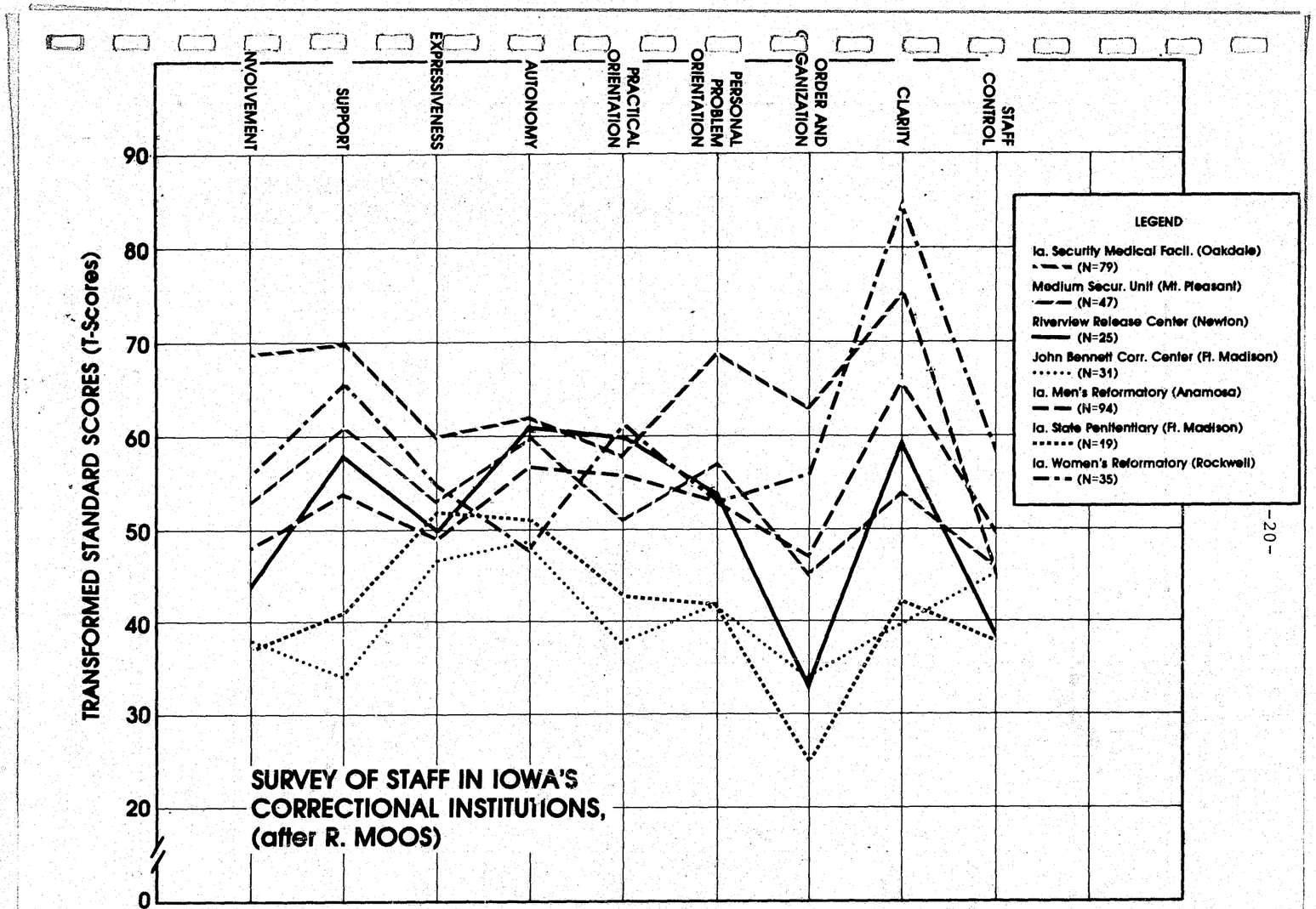

INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Ia. Security Medical Facil. (Oakdale) (N=79)
Medium Secur. Unit (Mt. Pleasant) (N=47)
Riverview Release Center (Newton) (N=25)
John Bennett Corr. Center (Ft. Madison) (N=31)
Ia. Men's Reformatory (Anamosa) (N=94)
Ia. State Penitentiary (Ft. Madison) (N=19)
Ia. Women's Reformatory (Rockwell) (N=35)
SURVEY OF STAFF IN IOWA'S CORRECTIONAL INSTITUTIONS, (after R. MOOS)

FIGURE 2

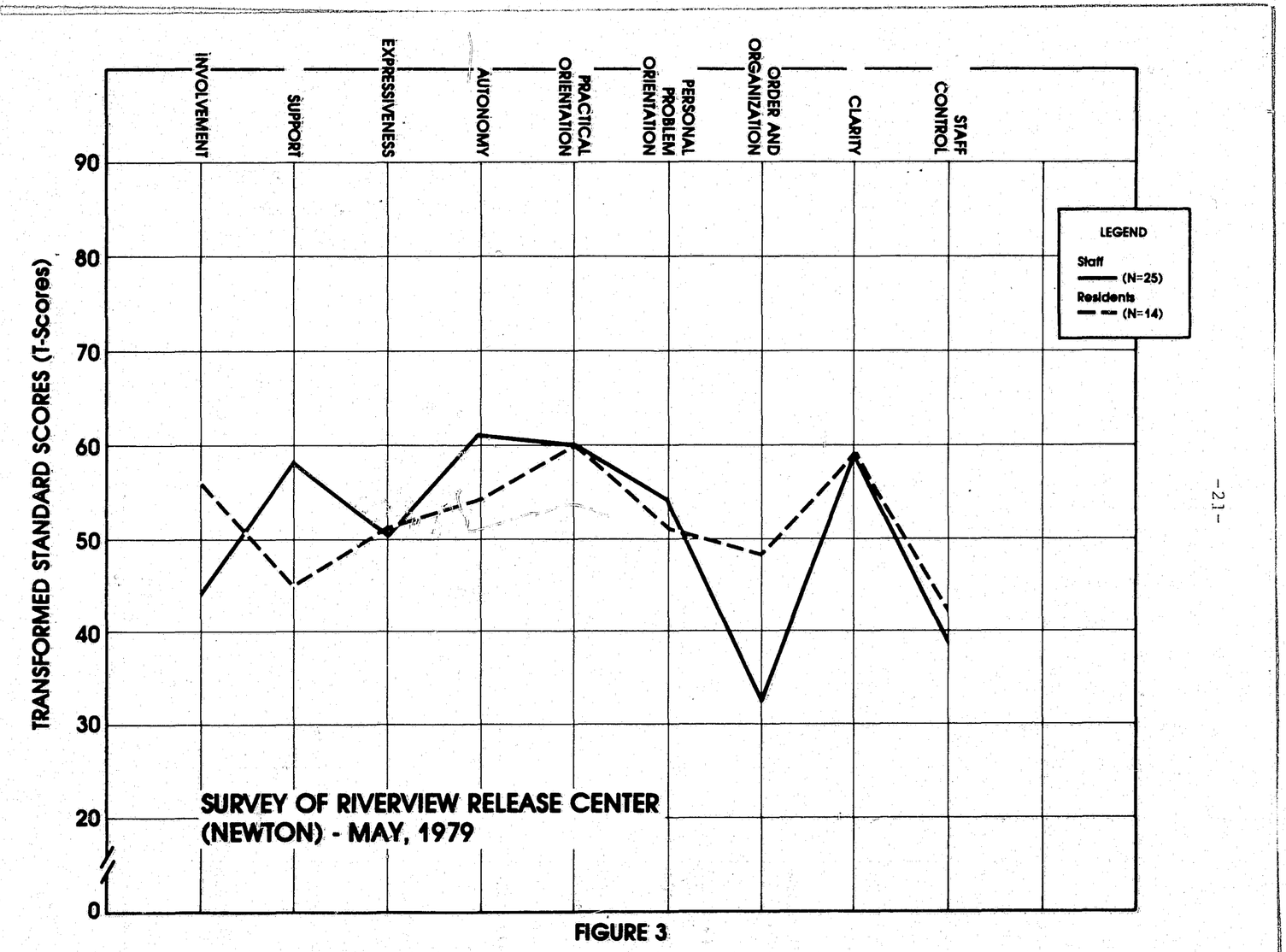
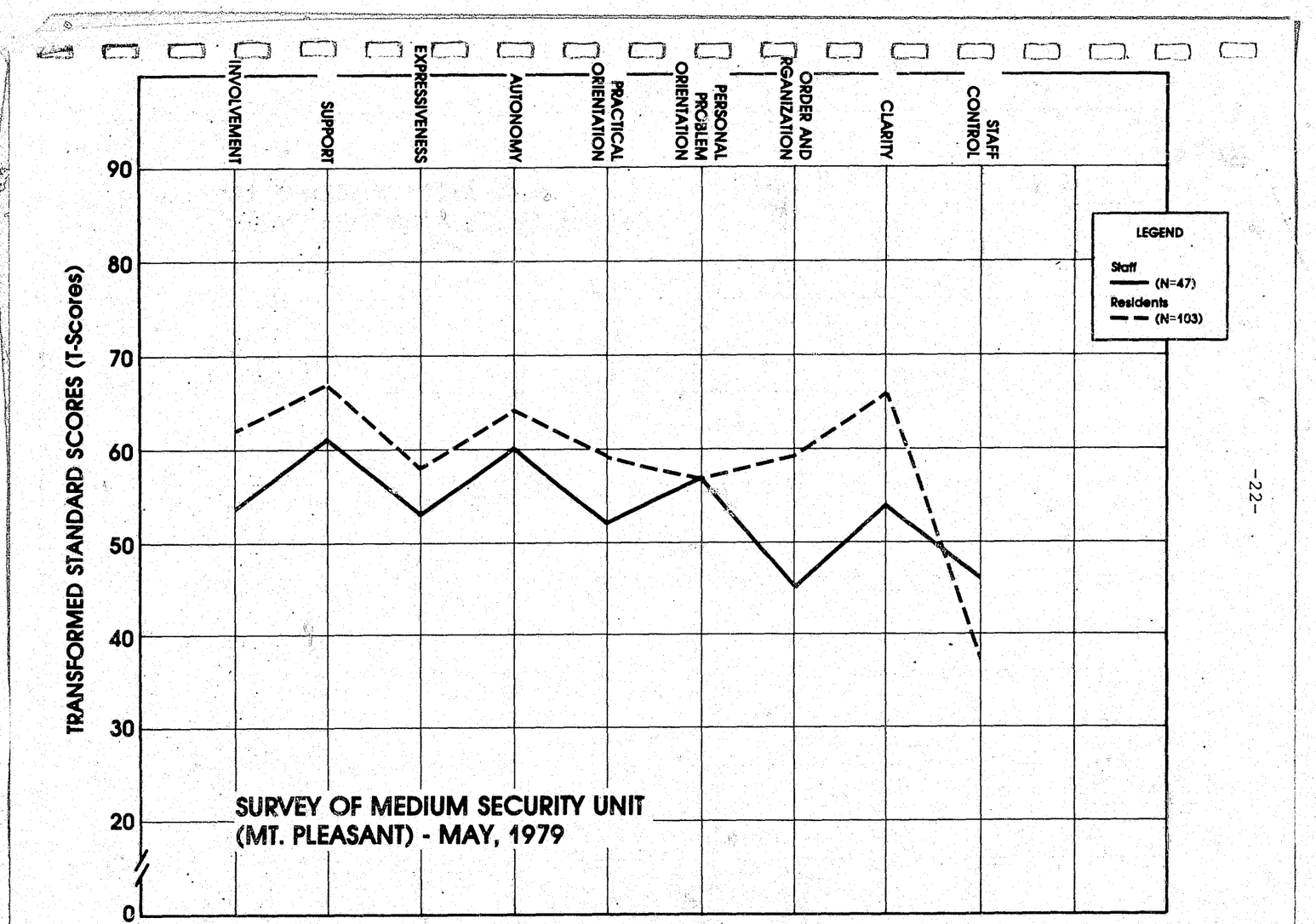

INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Staff
(N=25)
Residents
(N=14)
SURVEY OF RIVERVIEW RELEASE CENTER
(NEWTON) - MAY, 1979

FIGURE 3


INVOLVEMENT
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EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Staff (N=47)
Residents (N=103)
SURVEY OF MEDIUM SECURITY UNIT
(MT. PLEASANT) - MAY, 1979

FIGURE 4

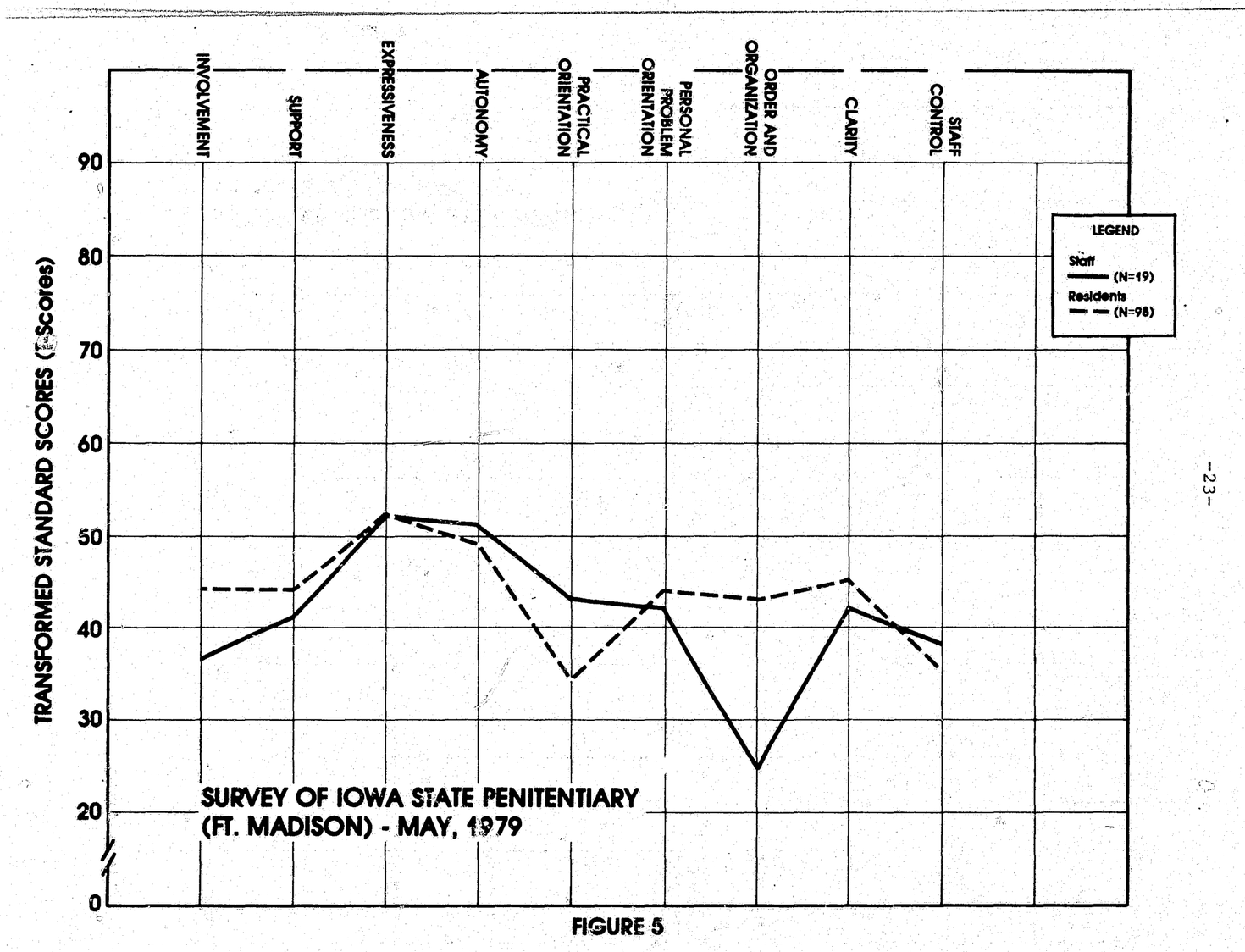
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
LEGEND
Staff (N=19)
Residents (N=98)
TRANSFORMED STANDARD SCORES (T Scores)
90
80
70
60
50
40
30
20
0
SURVEY OF IOWA STATE PENITENTIARY
(FT. MADISON) - MAY, 1979

FIGURE 5

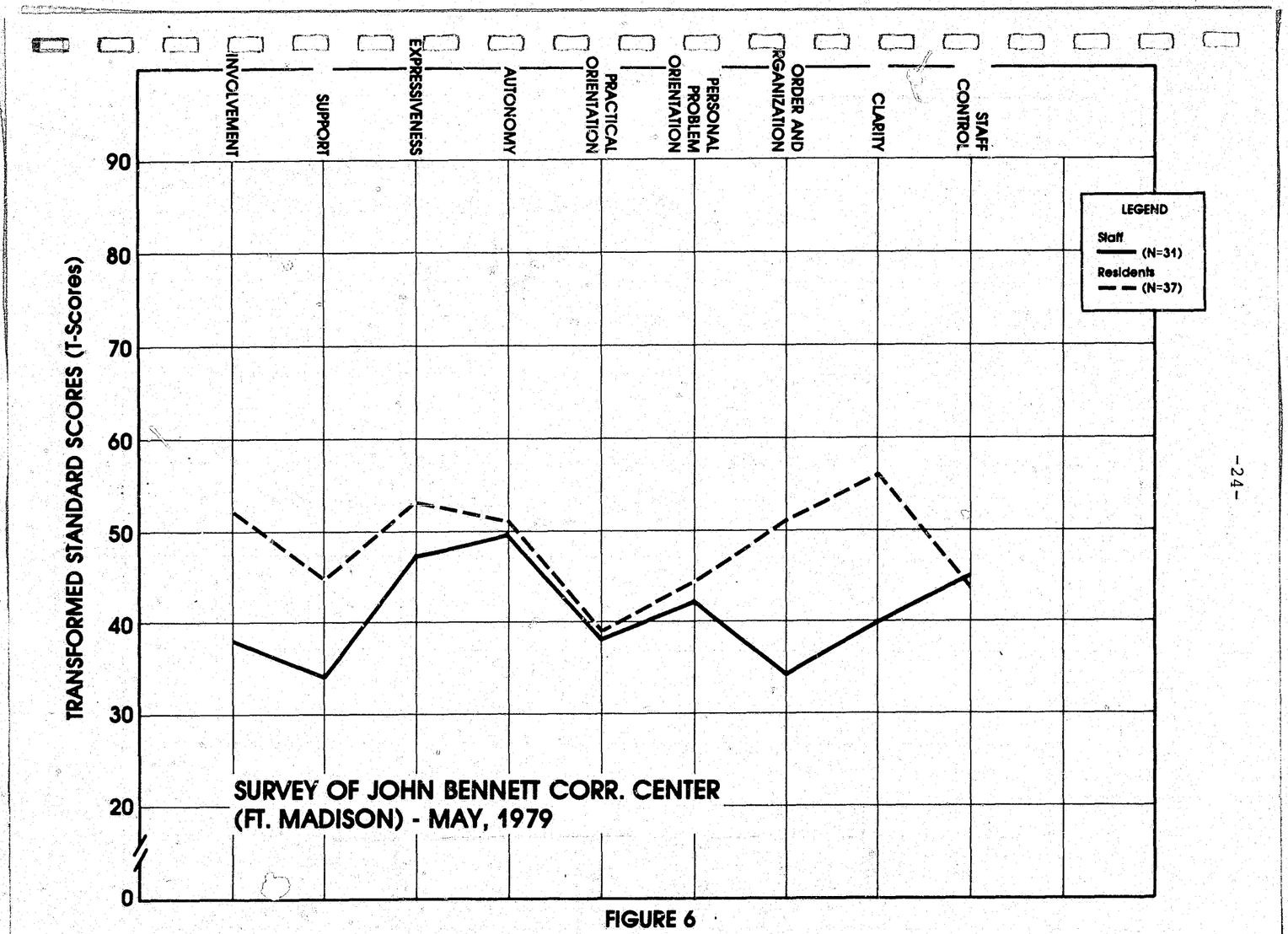
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
LEGEND
Staff (N=31)
Residents (N=37)
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
SURVEY OF JOHN BENNETT CORR. CENTER
(FT. MADISON) - MAY, 1979

FIGURE 6

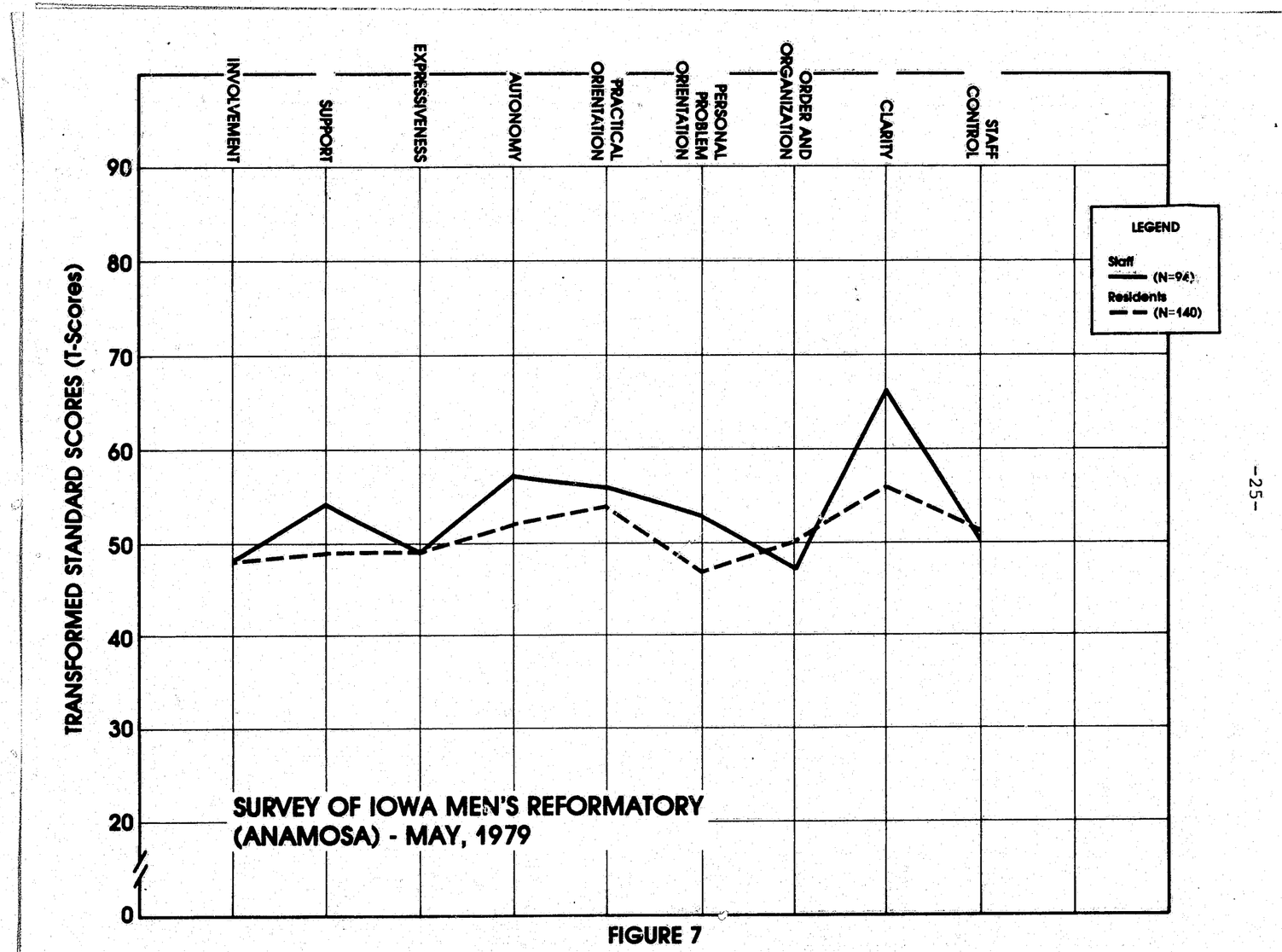
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
90
80
70
60
50
40
30
20
0
TRANSFORMED STANDARD SCORES (T-Scores)
LEGEND
Staff (N=94)
Residents (N=140)
SURVEY OF IOWA MEN'S REFORMATORY
(ANAMOSA) - MAY, 1979

FIGURE 7

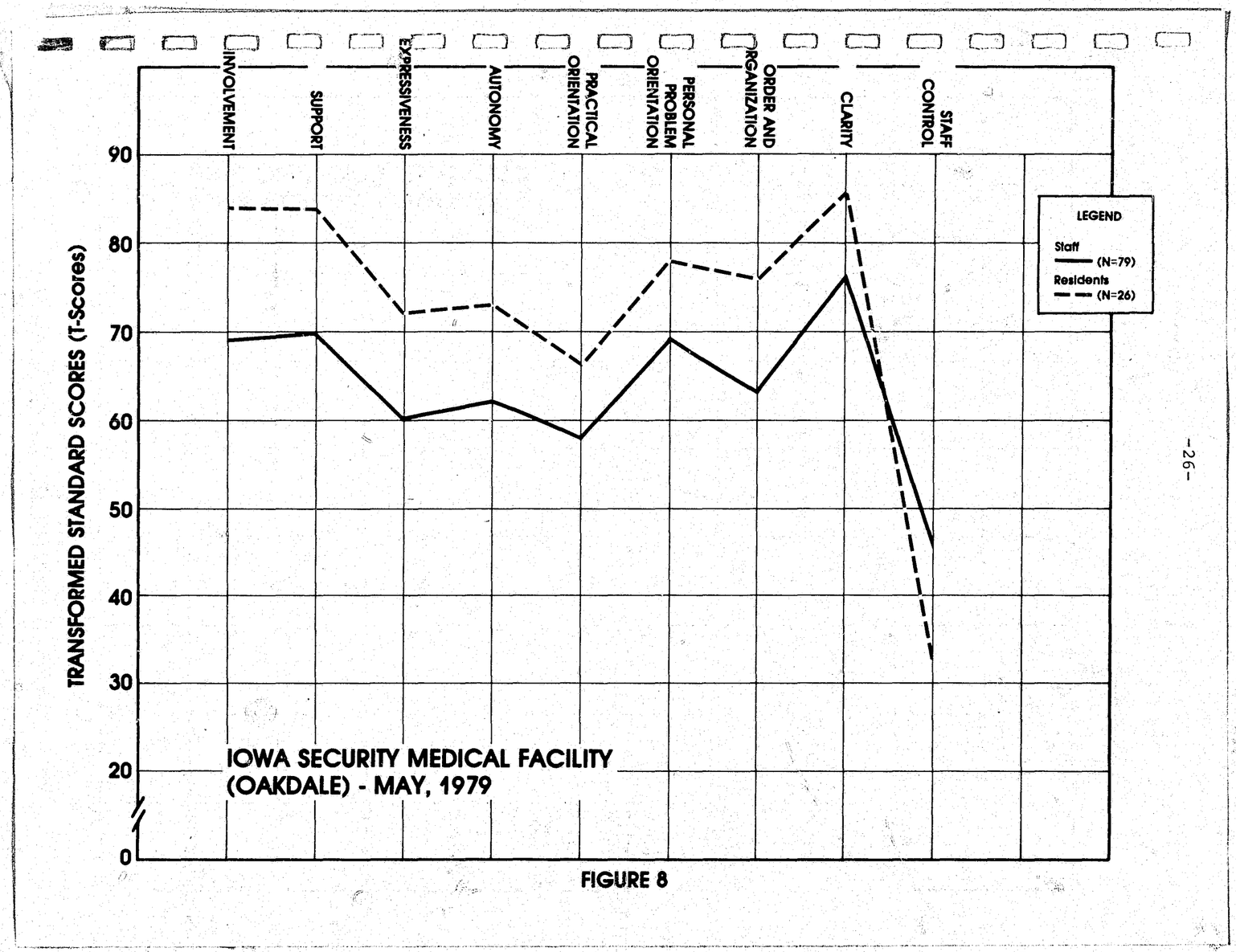
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Staff (N=79)
Residents (N=26)
IOWA SECURITY MEDICAL FACILITY
(OAKDALE) - MAY, 1979

FIGURE 8

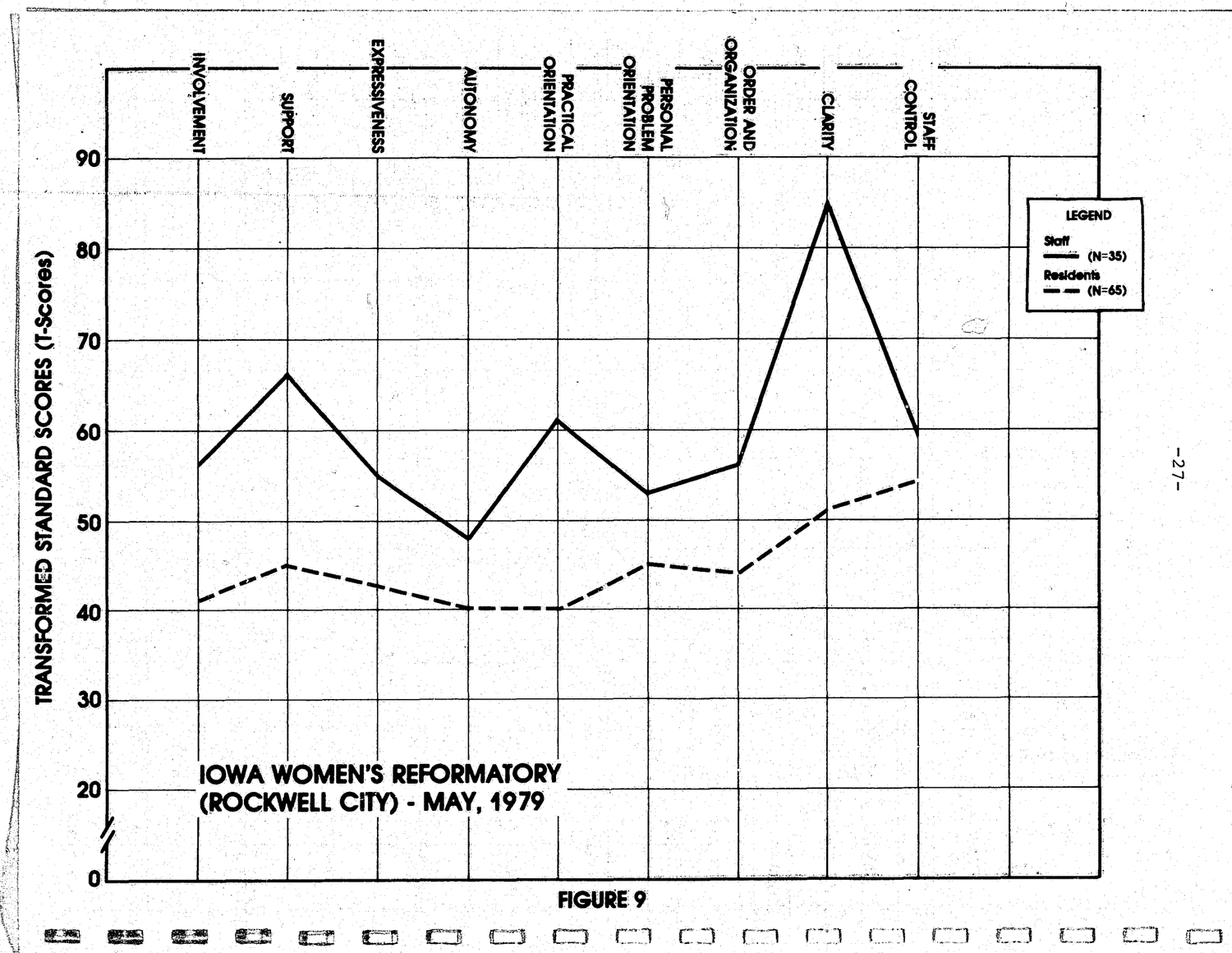
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Staff (N=35)
Residents (N=65)
IOWA WOMEN'S REFORMATORY
(ROCKWELL CITY) - MAY, 1979

FIGURE 9

In Table 3, only the variables that correlated signigicantly with the Moos scores for residents (based on the national unit norms) are shown. The following variables were not significantly correlated, but because of the small number of institutions in the Iowa sample (seven) these variables might yield significant correlations if a larger number of institutions were included in the analysis: average daily population, total number of staff, annual rate of staff turnover, number of counselor contacts per year, staff refusal rate (shown earlier in this report), number of major disciplinary reports, number of escapes per inmate, number of inmate-inmate assaults, number of inmate-staff assaults, and inmate refusal rate (shown above).

Table 3 reveals the following:

a) The institutions with high staff-resident ratios are also likely to have high scores for support, expressiveness, autonomy, personal problem orientation, order and organization, and clarity.

b) The lower the number of major disciplinary reports per inmate, the higher is the score for "order and organization" and "clarity".

c) The inmate-staff assaults per inmate correclate positively with support, expressiveness, personal problem orientation, order and organization, and clarity. Referring back to the definition of these dimensions suggests some contradictions. While inmate-staff assaults might relate to expressiveness, order and organization, and clarity, the correlation with "support" and "personal problem orientation" is harder to explain. "Support" includes both a supportive attitude toward other residents (which might result in conflicts with staff), but the inmate-staff assaults would not be expected to indicate that the staff are supportive of residents.

d) The number of counselor contacts per inmate correlates positively with involvement, practical orientation, personal problem orientation, and with clarity.

TABLE 3 - RESIDENTS' CIES MEANS-PEARSON CORRELATION COEFFICIENTS

	INVOLVEMENT	SUPPORT	EXPRESSIVENESS	AUTONOMY	PRACTICAL ORIENTATION	PERSONAL PROBLEM ORIENTATION	ORDER AND ORGANIZATION	CLARITY	STAFF CONTROL
STRUCTURAL DIMENSIONS									
Staff - Resident Ratio		.92**	.86*	.78*		.96**	.91**	.91**	
Counselor - Resident Ratio		.76*	.69*			.86*	.77*	.79*	
No. of Counselor Contacts per Counselor/year				.80*			.78*		
RESIDENT CHARACTERISTICS									
No. of Major Disciplinary Reports/Inmate							-.67*	-.70*	
Number of Escapes		-.75*							
Inmate - Inmate Assaults per Inmate	-.70*								
Inmate - Staff Assaults per Inmate		.76*	.73*			.83*	.76*	.74*	
Percent of Total Population Over 35 Years					-.69*				
Percent of Total Population High School Graduates		-.73*		-.76*			-.72*		
Percent of Total Population Black Inmates		-.69*							
Counselor Contacts Per Inmate/Year	.77*				.84*	.95**		.83*	
PROGRAM POLICY									
Average Daily Cost Per Resident		.85*	.82*	.74*		.95**	.85*	.87*	
Average Daily Income of Residents (in Dollars)	.92*				.99**	.97*		.96*	

*P = .10-.011 **P = .010-.001 ***P<.001

e) The average daily cost per resident is shown to contribute to high scores for support, expressiveness, autonomy, personal problem orientation, order and organization, and clarity. These correlations are almost the same as the correlations with staff-resident ratios which is probably what accounts for the higher costs. If fact, the correlation between the average daily cost per resident and the staff-resident ratio is .97.

f) Where inmates receive a relatively high daily income, it appears to correlate with high scores on involvement (.92), practical orientation (.99), personal problem orientation (.97), and clarity (.96). These Pearson correlation coefficients (the highest possible is 1.00) are about the highest of any of these variables.

g) None of the variables was found to correlate with "staff control". This is surprising in view of the number of variables that measure disciplinary actions.

It should be pointed out that high correlations do not imply any causal relationships between the variables. If a sample is expecially large (such as a table of random numbers) some significant correlations would be found. In the present instance, however, we are dealing with a small sample of only 7 institutions and these high correlations are suggestive of an association between certain unit measures and the CIES scores.

As unitization proceeds in some of the correctional institutions, it will be interesting to see if this is accompanied by a higher staff-resident ratio, a higher daily cost per resident, and as has been reported by the Bureau of Prisons research, a greater likelihood of inmate-staff assaults per inmate. This might be the explanation for the above-noted paradoxical correlation between inmate-staff assaults and "support".

Table 4 presents the Pearson correlation coefficients for the same variables and the correlations with how the staff (based on the national norms) scored the CIES. The following variables are not shown in the table because there was no significant correlation with the CIES scores of the staff: average daily population, total number of staff, number of counselor contacts per year, number of counselor contacts per counselor, number of major disciplinary reports, number of major disciplinary reports per inmate, number of escapes, number of escapes per inmate, number of inmate-inmate assaults, number of inmate-staff assaults, and per cent of total resident population that were high school graduates.

The following observations can be made about the correlations in Table 4:

a) As with the residents, the staff-resident and counselor-resident ratios correlate with several CIES dimensions, including involvement, support, expressiveness, personal problem orientation, and order and organization.

b) The per cent of staff turnover in a year correlates negatively with involvement, support, practical orientation (-.98), personal problem orientation, order and organization, and clarity. In other words, the higher the staff turnover, the lower are the scores on these dimensions. There were no significant correlations between this variable and the resident scores on any of the dimensions.

c) The "staff refusal" rate and the "inmate refusal" rate (presented above) both show a negative correlation with "order and organization". That is, those institutions where the staff and residents showed an unwillingness to participate in the survey, were scored low on the "order and organization" dimension.

d) The three "system maintenance dimensions" (order and organization, clarity, and staff control) showed statistically significant correlations with the "inmate-inmate assaults per inmate". Since these correlations, as stated

TABLE 4 - STAFF'S CIES MEANS-PEARSON CORRELATION COEFFICIENTS

	INVOLVEMENT	SUPPORT	EXPRESSIVENESS	AUTONOMY	PRACTICAL ORIENTATION	PERSONAL PROBLEM ORIENTATION	ORDER AND ORGANIZATION	CLARITY	STAFF CONTROL
STRUCTURAL DIMENSIONS									
Staff - Resident Ratio	.87*		.88**			.85*	.72*		
Counselor - Resident Ratio	.87*	.69*	.89**			.81*	.75*		
Staff Turnover	-.68*	-.91**			-.98***	-.68*	-.68*	-.92**	
Staff Refusal Rate							-.68*		
RESIDENT CHARACTERISTICS									
Inmate - Inmate Assaults per Inmate							.69*	.75*	.88**
Inmate - Staff Assaults per Inmate	.79*		.88**			.71*	.69*		
Percent of Total Population Over 35 yrs.		-.69*		.78*			=		
Percent of Total Population Black Inmates							-.67*		
Counselor Contacts Per Inmate/Year				.76*		.84*			
Inmate Refusal Rate							-.76*		
PROGRAM POLICY									
Average Daily Cost Per Resident	.84*	.69*	.88**			.86*			
Average Daily Income of Residents (in Dollars)				.94*					

previously, cannot answer questions regarding causality, it cannot be determined whether the emphasis on "system maintenance" contributes to a social climate that results in inmate-inmate conflicts and assaults, or if the conflict-laden environment produces efforts by the staff and administration to emphasize the system maintenance dimensions. Or both the rate of inmate-inmate assaults and the system maintenance dimensions may be related to another unidentified factor.

e) The number of inmate-staff assaults per inmate correlates with high scores on some of the same dimensions as recorded by the residents, that is, expressiveness, personal problem orientation, and order and organization. In addition, the staff scores were high on the involvement dimension.

f) As the average daily cost per resident increases, there is an increase in CIES scores on involvement, support, expressiveness, and personal problem orientation.

g) Other correlations can be noted by examining Table 4. The only unit variable that correlated with "staff control", whether according to the residents or staff, was the number of inmate-inmate assaults per inmate.

Chapter 9 of Moos' book (1975) discusses congruence and incongruence in correctional environments. He points out that while psychiatric treatment programs tend to have residents and staff who agree in their perceptions of the treatment environment, in correctional programs they do not. Correctional programs tend to be culturally or socially disorganized, and residents and staff constitute two distinct subcultures, according to Moos.

Table 5 presents the correlations between the unit variables and the congruence or lack of it as measured by the differences between the resident and staff means on each of the CIES dimensions. There were no statistically significant correlations with the following unit variables: number of counselor

TABLE 5 - RESIDENT/STAFF DIFFERENCES IN MEANS-PEARSON CORRELATION COEFFICIENTS

	INVOLVEMENT	SUPPORT	EXPRESSIVENESS	AUTONOMY	PRACTICAL ORIENTATION	PERSONAL PROBLEM ORIENTATION	ORDER AND ORGANIZATION	CLARITY	STAFF CONTROL
STRUCTURAL DIMENSIONS									
Average Daily Population	-.84*	-.75*	-.70*						
Total Staff	-.73*	-.77*							
Staff - Resident Ratio			.70*	.77*					.91**
Counselor - Resident Ratio			.76*	.88**		.73*			.79*
Staff Turnover				-.78*					
No. of Counselor Contacts/Year	-.97**	-.78*							
Staff Refusal Rate	-.74*	-.89**	-.81*						
RESIDENT CHARACTERISTICS									
No. of Major Disciplinary Reports	-.83*	-.71*	-.68*						
Escapes per Inmate		.76*							
No. of Inmate-Inmate Assaults	-.88**						-.68*		
Inmate-Inmate Assaults per Inmate					.85*	.74*		.84*	
Inmate-Staff Assaults per Inmate				.76*		.73*			.74*
Percent of Total Population Over 35 yrs.							.74*		
Counselor Contacts per Inmate/Year									.75*
Inmate Refusal Rate			-.71*						
PROGRAM POLICY									
Average Daily Cost Per Resident				.83*					.85*

contacts per counselor, number of major disciplinary reports per inmate, number of escapes, number of inmate-staff assaults, per cent of the total population that were high school graduates, per cent of the total population who were Blacks, and the average daily income of the residents. Only a few of the correlations from Table 5 will be mentioned below:

a) The differences in residents and staff in the scores for "staff control" correlate with the staff-resident ratio (.91), counselor-resident ratio , inmate-staff assaults per inmate, counselor contacts per inmate, and average daily cost per resident. That is, as these measures increase, so does the difference (or lack of congruence) between the staff and residents' scores on staff control.

b) The higher the average daily population, the smaller the difference in the staff-resident differences in involvement, support, and expressiveness.

c) The higher the staff refusal rate, the more congruent are the residents' and staff's view of the institutions' "relationship dimensions" (involvement, support, expressiveness).

Figure 10 shows the differences among the six sub-units at the Medium Security Unit at Mt. Pleasant. Each sub-unit consists of 24 residents, and is administered separately from the others. The CIES revealed similarities among the residents' scores on three types of sub-units, the "Just Community", the Therapeutic Communities, and the General Population. According to Superintendent John Thalacker, the results appear to be fairly accurate and valid descriptive measures of the sub-units.

The Just Community is managed in a way that emphasizes involvement.[1] The men create and enforce unit rules beyond those of the institution, and at the time of this survey had considerable input into who came on the unit and

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(1) Dr. John Stratton of the University of Iowa has been conducting evaluative research at Mt. Pleasant, and I relied on his familiarity with these sub-units for the observations in this section of the report.

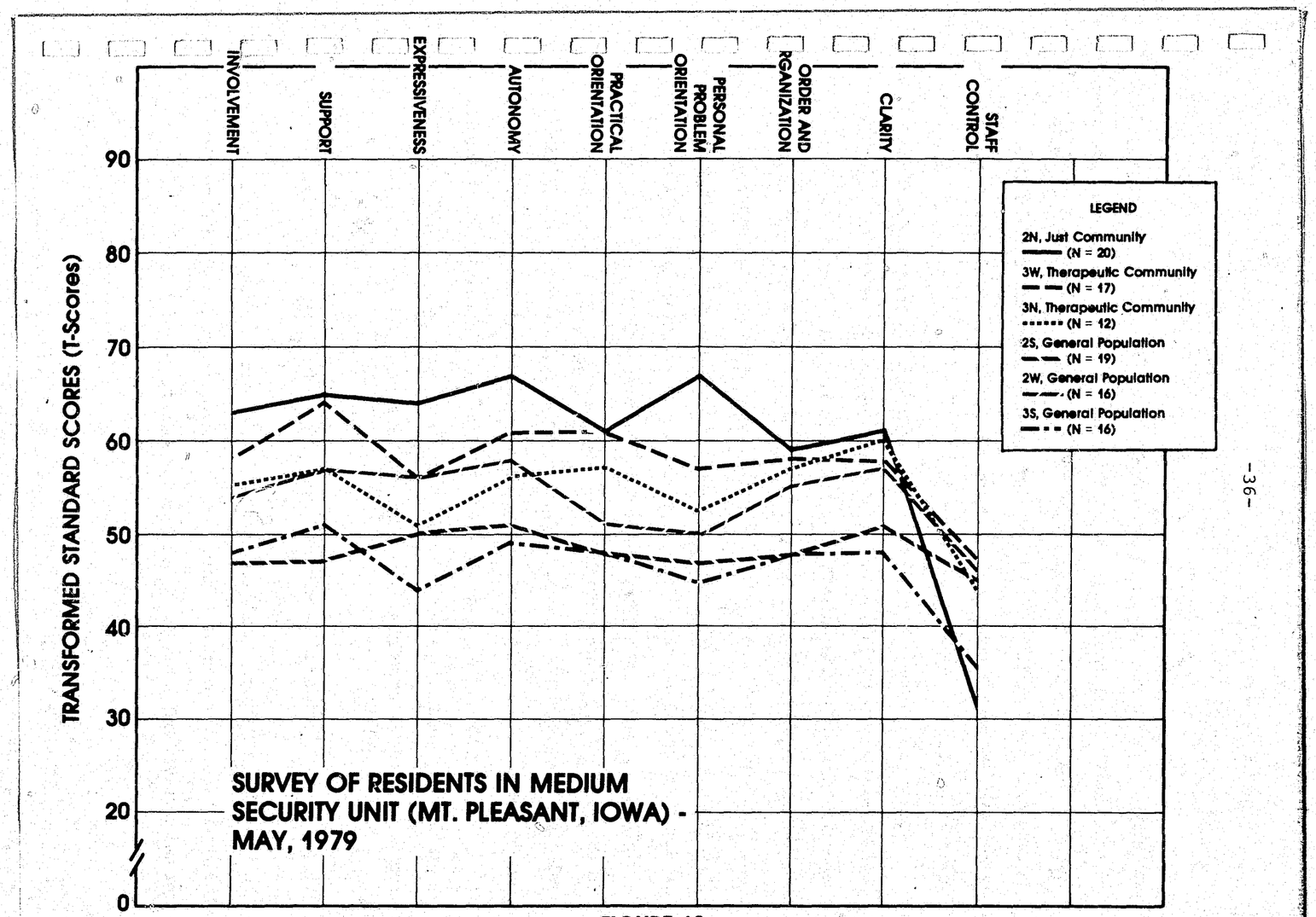
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND RGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
2N, Just Community (N = 20)
3W, Therapeutic Community (N = 17)
3N, Therapeutic Community (N = 12)
2S, General Population (N = 19)
2W, General Population (N = 16)
3S, General Population (N = 16)
SURVEY OF RESIDENTS IN MEDIUM SECURITY UNIT (MT. PLEASANT, IOWA) - MAY, 1979

FIGURE 10

who stayed on the unit. The Therapeutic Communities (3W and 3N) seem to have closely parallel profiles with the major divergence being on the clarity dimension where 3N rises above 3W. 3N began operation as a unit in early April; 3W began in January and was getting close to termination when the questionnaires were completed. The particular point in a program's cycle at which the questionnaires are administered may influence the responses.

The remaining three sub-units are regular program units. 3S shared two counselors who in addition were each responsible for one of the TC units. Each counselor had half of the 3S residents. 3S's profile seems to resemble that of the Therapeutic Communities but at a lower level. The residents of 3S might have felt (compared to the Therapeutic Communities) that they were getting less counselor time support, etc., than the other units -- this might be true in fact. It should be noted that the Therapeutic Communities' residents are exclusively drug-alcohol abusers, while this characteristic is less frequent in the other units. Since participation in the survey was voluntary, self-selection on those units where participation was relatively low, e.g., 3N (50%) and 2W and 2S (66%), might have contributed somewhat to the differences.

This chapter has examined the CIES scores based on the means and national norms for the units (the institutions). The next chapter will analyse the CIES scores for various categories of residents and staff.

IV - CIES - INDIVIDUAL CHARACTERISTICS

The individual CIES scores for residents and staff were converted to T-scores and their means were calculated using both the national norms (supplied by Moos for males only), and using the Iowa norms for males and females.

The means of the T-scores were compared for statistical significance using one-way analysis of variance and the F-test to determine if there were statistically significant differences. These levels of significance are shown on the following charts.

The significance levels for males, using either the national norms or the Iowa norms were the same. The differences among the females usually paralleled those for the males and there were no significant differences in the CIES T-scores between the sexes. Although the charts were constructed for males only, the same statistics were calculated for females, but because of the smaller sample size of the sample of females, there were fewer statistically significant relationships.

The same relationships were analyzed by separate institutions, but except for the differences previously discussed among the sub-units of Mt. Pleasant, no pronounced differences were found.

RESIDENTS

Before discussing these relationships, a sample of the CIES statements and the residents' responses will be described. The statements upon which there was the greatest amount of consensus on each of the dimensions were purposely selected.

For the "involvement" dimension, the following statement drew these results: "The unit has very few social activities." 69% of the male residents and 90% of the women thought this was "False". According to the CIES scoring key, this is the correct response.

For the "support" dimension, the statement, "Counselors have very little time to encourage residents", the correct response was "False" and this was expressed by 67% of the men and 58% of the women.

On the "expressiveness" dimension, 75% of the men and 84% of the women responded correctly, "False", to this statement: "Residents tend to hide their feelings from the staff".

For the "autonomy" dimension, there was less consensus on the following: "Residents here are encouraged to be independent". The correct response was "True", and 52% of the men and 51% of the women answered in this way.

For the "practical orientation" statement, "Residents are encouraged to plan for the future", the correct response was "True", and this was the response of 67% of the male residents and 68% of the women. However, at the penitentiary and at the John Bennett Center, only 38% of the men said this was "True".

For the "personal problem orientation" dimension, 33% of the men and 31% of the women responded correctly, "True", to this statement: "Residents are expected to share their personal problems with each other". Only at Oakdale and at Mt. Pleasant did a majority of the residents agree with this.

On the "order and organization" dimension, "Things are sometimes very disorganized around here", the correct response was "False" and this was given by 80% of the men. In one of the few expressions of unanimity, 100% of the 61 women at the Women's Reformatory said this was "False".

For the "clarity" dimension, 70% of the men and 52% of the women responded correctly, "True", to this statement: "If a resident breaks a rule, he knows what will happen to him".

On the "staff control" statement, "The unit staff regularly check up on the residents", the correct response was "True" and this was the response of 60% of the men and 57% of the female residents.

Figures 11 - 14 show the more statistically significant relationships between the characteristics of the male residents and the CIES means for these categories. The following variables did not show any significant differences

in the means of the CIES T-scores: whether a resident had ever been on juvenile probation or not, the ethnicity of the resident, and the sex of the resident.

Some significantdifferences were found when controlling for the age of the residents, particularly in the dimensions of practical orientation, personal problem orientation, and order and organization.

The "practical orientation" dimension showed statistically significant differences when the following variables were controlled: age, length of time spent at the institution, whether a high school graduate or not, the type of offense for which sentenced, number of days spent in segregation, number of days spent in administrative detention, and whether they had ever been previously incarcerated. These findings suggest that rehabilitative efforts might be more successful if residents were grouped according to these variables.

If an institution were interested in emphasizing the "order and organization" dimension, the following variables showed significant differences and ought to be planned for: age, time spent at the institution, whether a high school graduate or not, number of days spent in segregation, number of days spent in administrative detention, and whether they had ever been previously incarcerated.

The only significant variable associated with "staff control" (among the male residents) was employment. There was a significant difference in the means of those men who were employed compared to those who were not prior to their imprisonment.

Figure 11 shows that the higher CIES scores are generally found among those residents who had been incarcerated for less than a year. The lowest CIES scores are found among those men who had been incarcerated from 2 to 4 years. No significant differences were found among the residents on the "staff control" dimension, indicating their general agreement on this aspect of imprisonment. This finding suggests that since residents tend to view the institution more

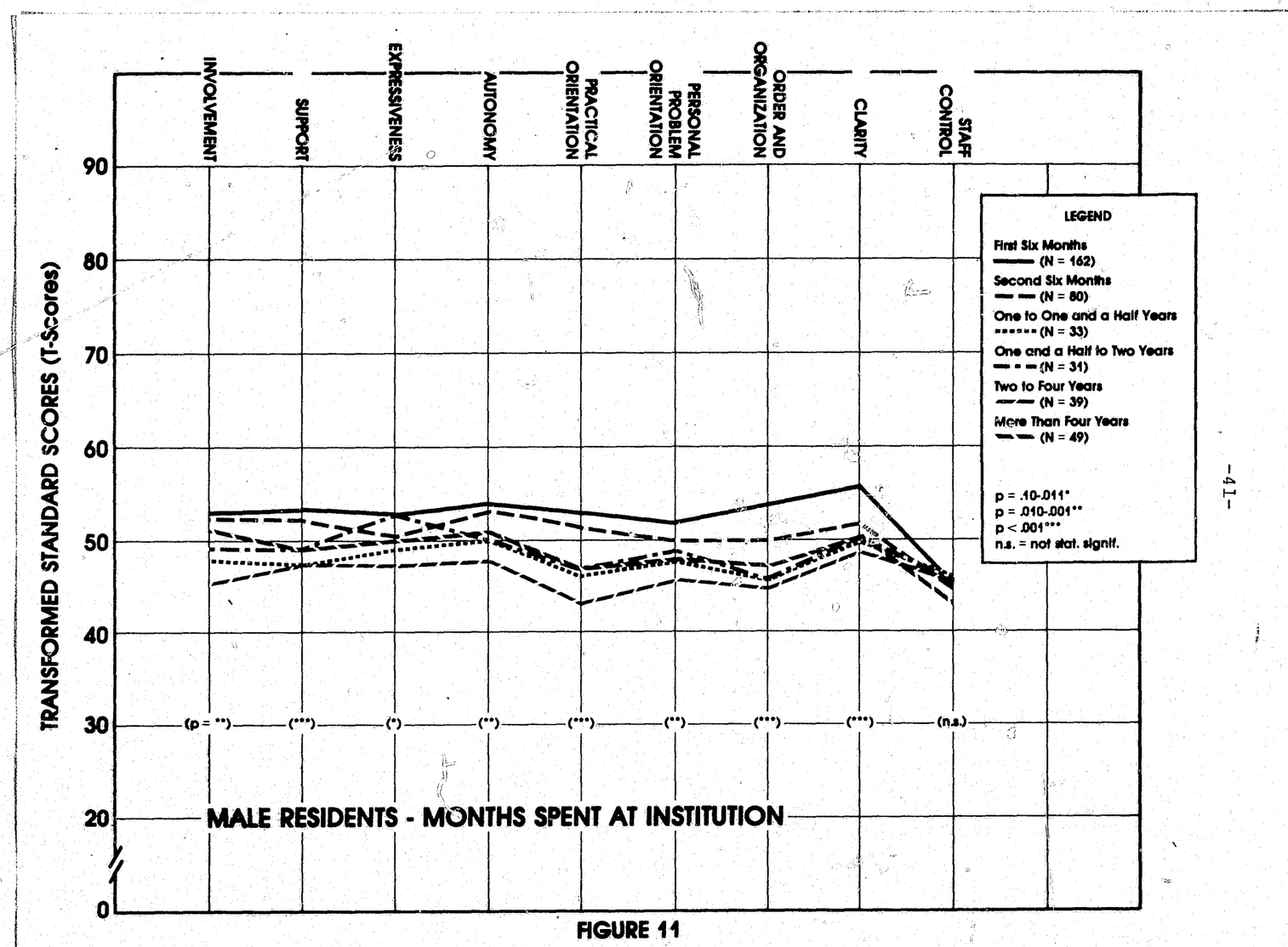
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = **)
(***)
(*)
(**)
(***)
(**)
(***)
(***)
(n.s.)
MALE RESIDENTS - MONTHS SPENT AT INSTITUTION
LEGEND
First Six Months (N = 162)
Second Six Months (N = 80)
One to One and a Half Years (N = 33)
One and a Half to Two Years (N = 31)
Two to Four Years (N = 39)
More Than Four Years (N = 49)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.

FIGURE 11

positively at first, that this is the time when they may be more motivated to take part in the rehabilitative programs that an institution can offer. Also, perhaps the new arrivals ought to be kept separate from the residents who have been there longer in order to avoid acquiring more negative attitudes toward the institution. And finally, short prison sentences might have more positive effects than longer prison sentences.

Figure 12 shows that the residents who spend zero, or 1 to 10 days in administrative detention (which generally refers to restriction to their cell), view the institutions more positively than those who spend more time in detention. No difference was found on the dimensions of "expressiveness" and "staff control". How this should be interpreted is something requiring further study. It may be that those residents who view the institution negatively act out their feelings and get punished, in spite of the impression they appear to have that "expressiveness" will be permitted. On the other hand, those institutions that may be heavy-handed in their use of disciplinary actions may cause the residents to view the institution in a negative way, generally.

Figure 13 presents the finding that with the exception of two dimensions ("personal problem orientation" and "staff control"), those residents with no prior imprisonment see their environments more positively than those who had been imprisoned before.

Figure 14 shows that on 5 of the dimensions the residents who were not high-school graduates scored the institutions higher than those who were.

The findings have various implications for programming and planning within the institutions. They also tend to show that comparing CIES scores of institutions without controlling for certain characteristics of the residents may result in misleading conclusions as to the institution's "social climate" when the explanation may lie in the composition and characteristics (particularly those cited in Figures 11 - 14) of the respondents.

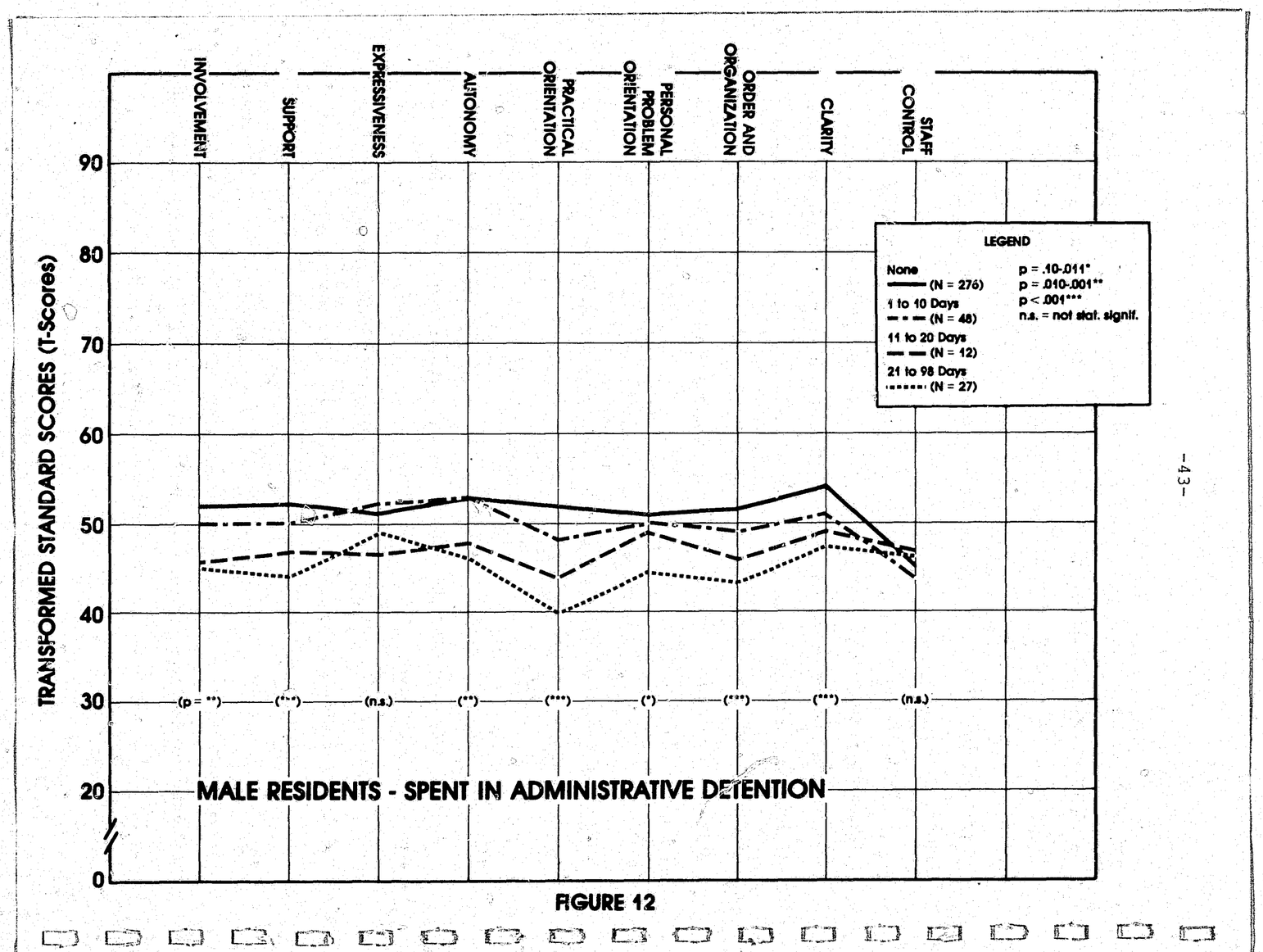
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = **)
(***)
(n.s.)
(**)
(***)
(*)
(***)
(***)
(n.s.)
LEGEND
None (N = 276)
1 to 10 Days (N = 48)
11 to 20 Days (N = 12)
21 to 98 Days (N = 27)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE RESIDENTS - SPENT IN ADMINISTRATIVE DETENTION

FIGURE 12

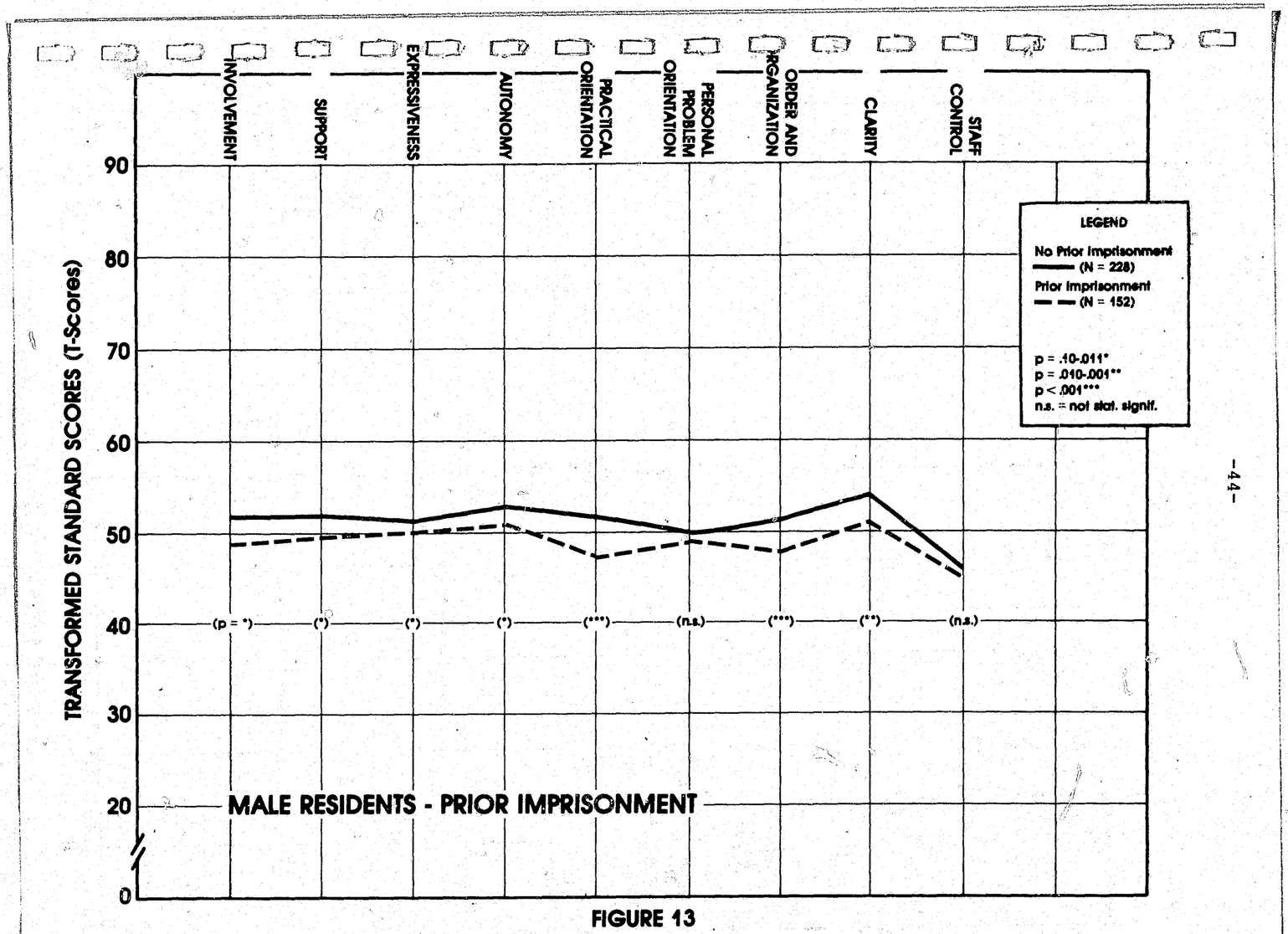
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = *)
(*)
(*)
(*)
(***)
(n.s.)
(***)
(**)
(n.s.)
MALE RESIDENTS - PRIOR IMPRISONMENT
LEGEND
No Prior Imprisonment
(N = 228)
Prior Imprisonment
(N = 152)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.

FIGURE 13

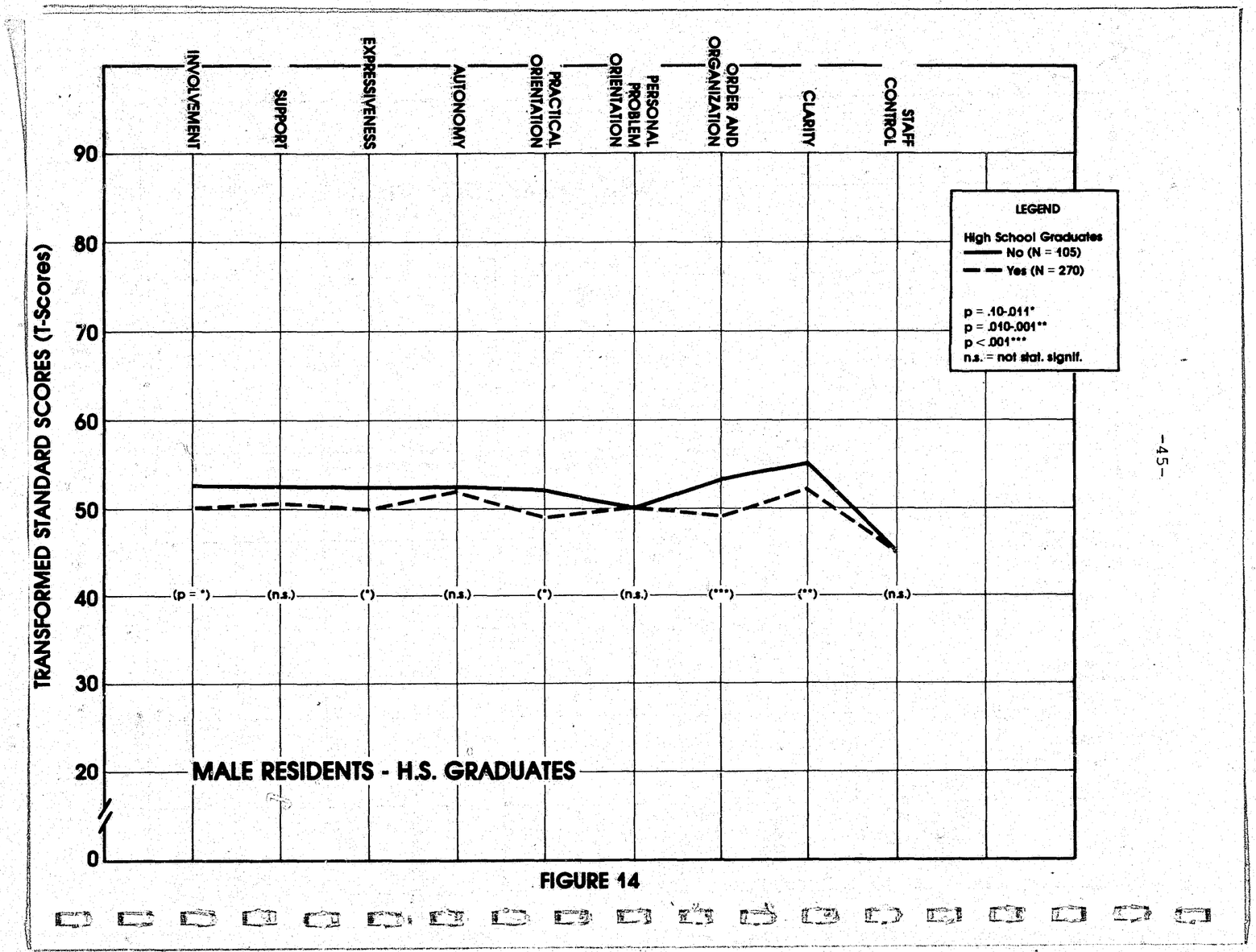
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
(p = *)
(n.s.)
(*)
(n.s.)
(*)
(n.s.)
(***)
(**)
(n.s.)
LEGEND
High School Graduates
No (N = 105)
Yes (N = 270)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE RESIDENTS - H.S. GRADUATES

FIGURE 14

STAFF

Twelve variables were controlled for in comparing the staff CIES scores. Among the male staff, the following did not reveal statistically significant differences in the means of the T-scores: their college degree or associate of arts degree major area of specialization, the amount of counseling or direct service experience, the amount of supervisory experience, and the average number of times they see their caseloads.

Age was related to the dimensions of "practical orientation" and "staff control". The educational level of achievement was related to "involvement", "support", "autonomy", and "practical orientation". The ethnic composition of the staff was related to "involvement", "personal problem orientation", and "order and organization". The occupation of the male staff prior to their employment at the institution was related to "expressiveness" and "order and organization".

Those characteristics that were related to a greater number of CIES dimensions have been plotted in Figures 15 - 17. These figures show the CIES means based on the Iowa norms for male staff. Figure 15 suggests that generally the more senior staff tend to view the institution more positively than the newer employees, but there are some exceptions and two of the nine dimensions were not significantly different.

Figure 16 shows even less distinct trends because of the attempt to show the different categories of job assignments.

Where a person works in the institution does influence how they will view the institution on 8 of the 9 dimensions. The correctional officers tend to have a lower score (view the institution less positively) than the counselors

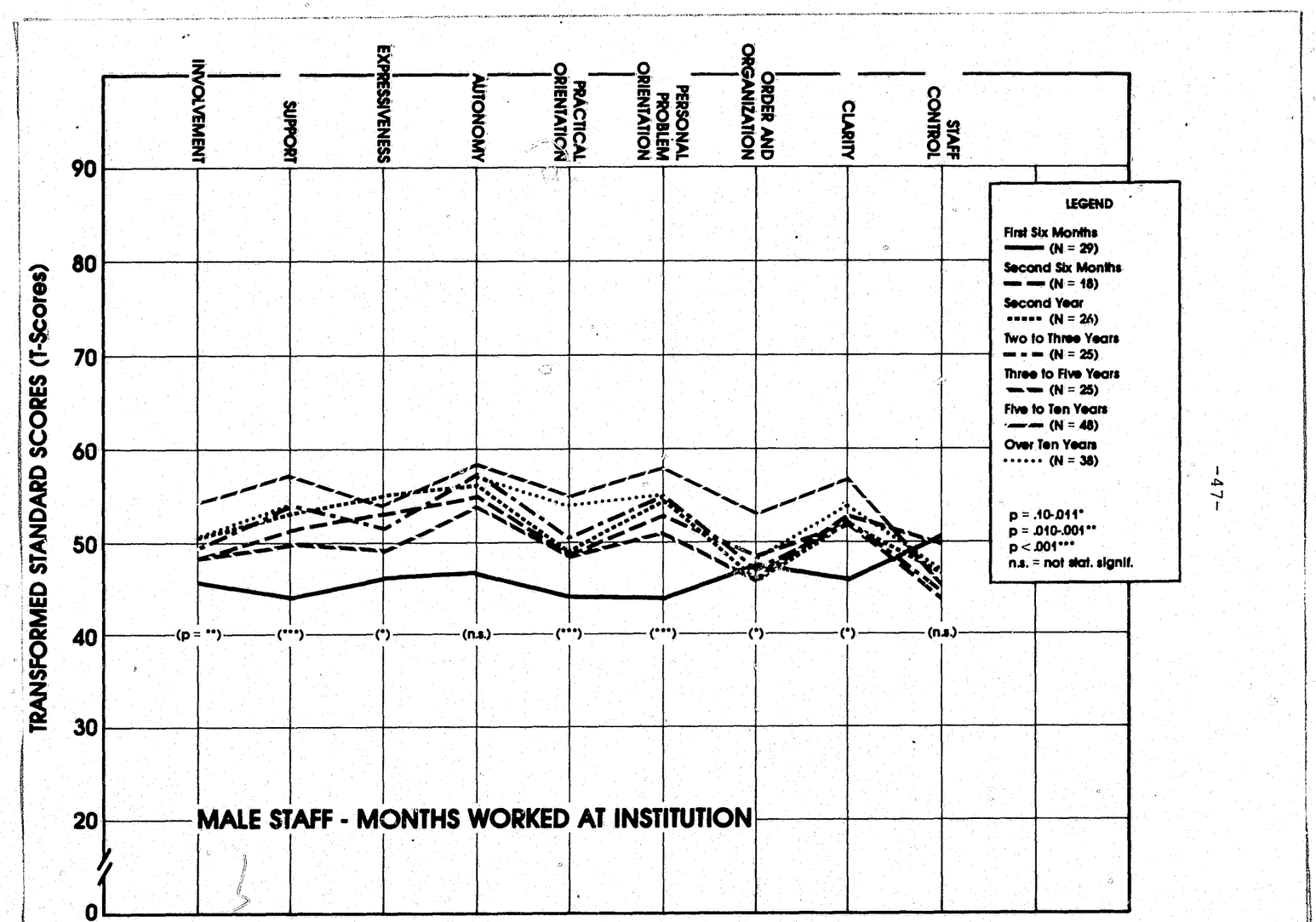
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = **)
(***)
(*)
(n.s.)
(***)
(***)
(*)
(*)
(n.s.)
LEGEND
First Six Months (N = 29)
Second Six Months (N = 18)
Second Year (N = 26)
Two to Three Years (N = 25)
Three to Five Years (N = 25)
Five to Ten Years (N = 48)
Over Ten Years (N = 38)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE STAFF - MONTHS WORKED AT INSTITUTION

FIGURE 15

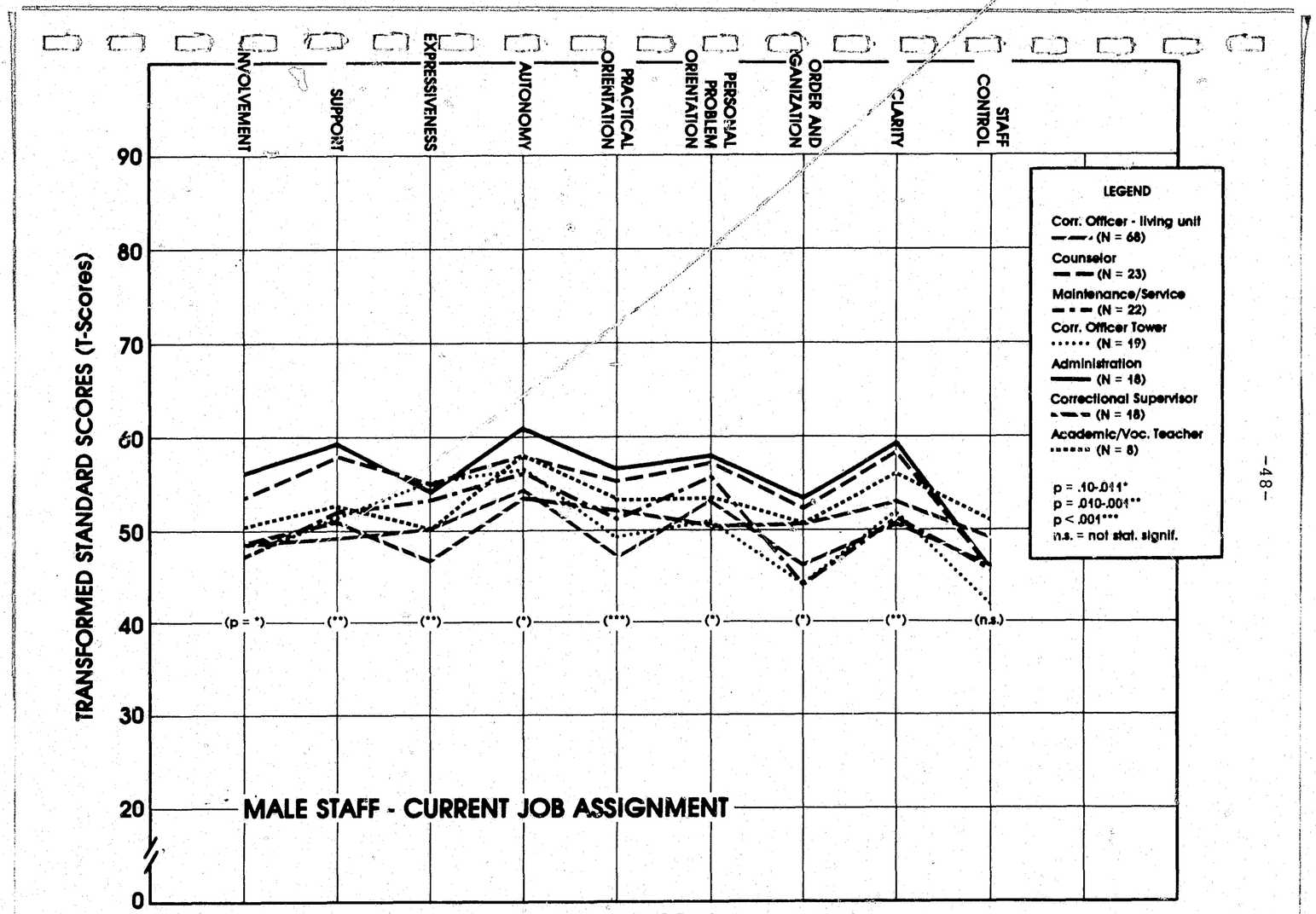
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = *)
(**)
(**)
(*)
(***)
(*)
(*)
(**)
(n.s.)
MALE STAFF - CURRENT JOB ASSIGNMENT
LEGEND
Corr. Officer - living unit (N = 68)
Counselor (N = 23)
Maintenance/Service (N = 22)
Corr. Officer Tower (N = 19)
Administration (N = 18)
Correctional Supervisor (N = 18)
Academic/Voc. Teacher (N = 8)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.

FIGURE 16

and administrators. This may reflect the custody/security versus the treatment/rehabilitation orientation of these groups of staff, but further research and analysis is needed.

Figure 17 presents a more general classification of the job assignments and it appears that direct service staff (including counselors) tend to give the institution higher scores, the administrators are intermediate and the supervisors the lowest. The scores on "staff control" are identical, regardless of the job assignment, and this is somewhat below the national norms.

Female-staff members do not show the same patterns as the males, but there are no pronounced differences on any particular variables or CIES dimensions. The amount of counseling or direct service experience appears to result in significant differences in the means for "support", "autonomy", "personal problem orientation", and "clarity".

As in the data for residents, these findings indicate that unless the composition of institutions is held constant, particularly in regard to the length of service and type of job assignments, comparisons of unit scores of the staff may result in misleading conclusions. This analysis does reveal which characteristics affect the CIES scores, and which do not. The greater integration of staff and residents that is expected to result from unitization may cause these differences to disappear, but this remains to be determined through replications of this survey.

V - ATTITUDES TOWARD PROGRAMS AND SERVICES

In addition to the 90 items on the CIES, the residents and staff were asked to indicate on a 1 to 9 point scale if various programs or services were "needed/not needed" or "helpful/not helpful/unavailable". Before analyzing these responses as they relate to the CIES, the specific responses have been

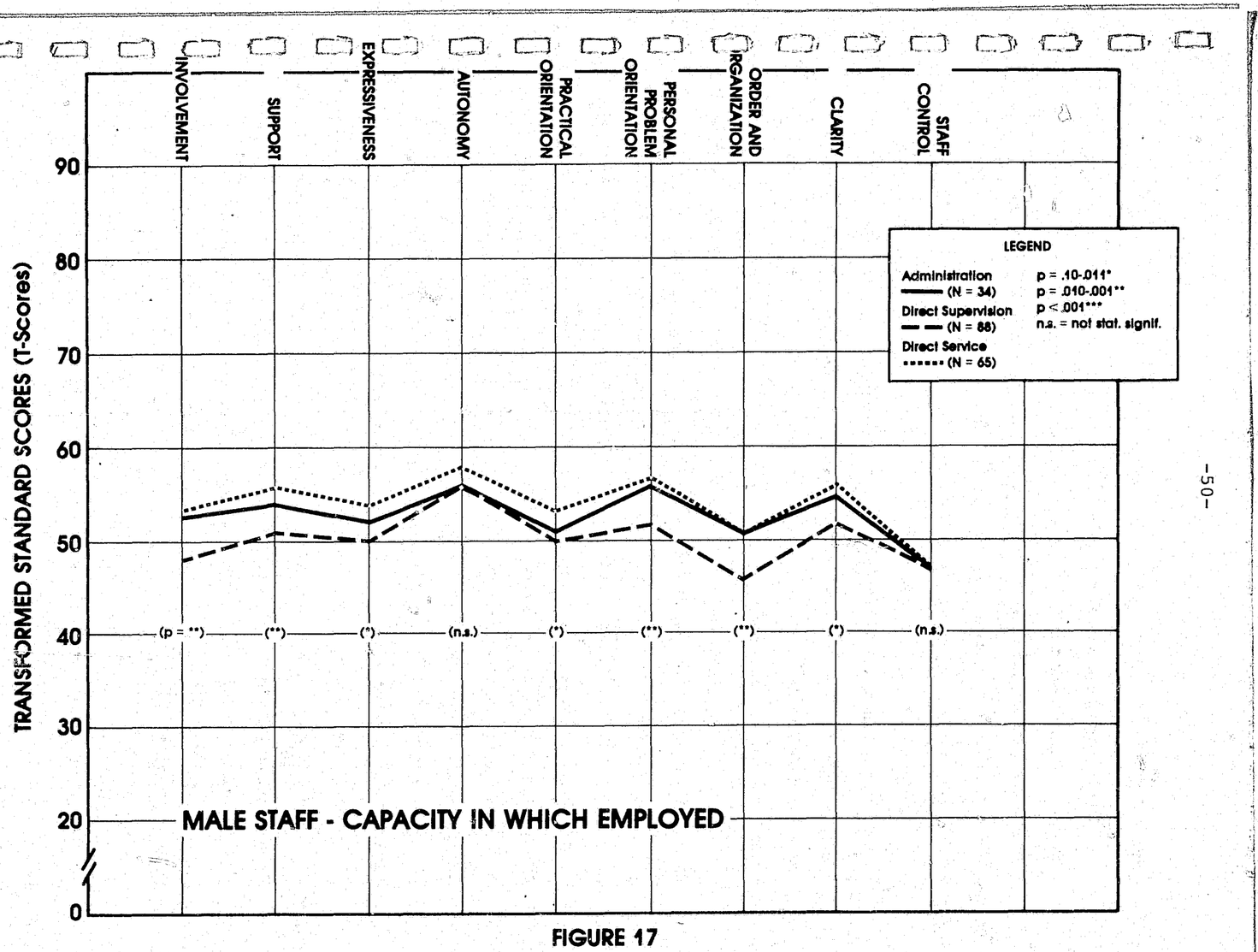
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Administration (N = 34)
Direct Supervision (N = 88)
Direct Service (N = 65)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
(p = **)
(**)
(*)
(n.s.)
(*)
(**)
(**)
(*)
(n.s.)
MALE STAFF - CAPACITY IN WHICH EMPLOYED

FIGURE 17

The residents and staff were asked about the following kinds of programs/ services: academic education programs, vocational training programs, contact with volunteers from the community, furlough programs, religious programs, work release programs, dental care, medical care, prison industry, counseling groups, nutritious food, and tasty food.

The proportion of the population of each institution that is represented by this survey can be calculated by noting the appropriate sample and total population N's that are supplied in the tables. The actual completion rates are shown only for the response to the first questions, but the rates for the other questions are comparable.

Some self-selection resulted from the voluntary nature of the survey and by permitting anyone not interested in completing the questionnaire to decline. The result was probably to exclude the more hostile and uncooperative persons.

The tables also indicate the levels of statistical significance as determined by the chi-square test. A $p < .05$ means that such differences would occur by chance in only 5 out of 100 instances. The significant differences in Tables 6, 7, and 9 apply to all institutions while the levels of significance in Table 8 apply to only the males in 6 of the 7 institutions.

For purposes of economy of space, the responses were collapsed into only two categories. Those circling 1 - 4 are labeled "needed", and those circling 5 - 9 are labeled "not needed" responses (Tables 6 and 7).

The residents' responses are shown in Table 6 and the staff's responses to the same statements are summarized in Table 7.

Comparisons were made between the mean differences in the responses in order to identify the areas in which there may exist the greatest conflict or agreement between residents and staff.

In the responses to the statement, "A Furlough Program is Needed/Not Needed", the greatest amount of disagreement exists between residents and staff.

TABLE 6

ATTITUDES OF THE NEEDS OF RESIDENTS AT IOWA'S CORRECTIONAL INSTITUTIONS

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
Academic Programs are"							
Needed	75.0%	60.0%	62.9%	68.6%	53.9%	66.7%	78.9%
Not Needed	25.0	40.0	37.1	31.4	46.1	33.3	21.1
(N)	(12)	(95)	(89)	(35)	(128)	(24)	(57)
Completion Rate	16.2%	72.0%	12.2%	19.4%	18.6%	28.2%	76.0%
Vocational Training Programs are"							
Needed	69.2%	71.1%	58.4%	66.7%	56.2%	68.0%	88.5%
Not Needed	30.8	28.9	41.6	33.3	43.8	32.0	11.5
(N)	(13)	(97)	(89)	(36)	(130)	(25)	(61)
Contact with Volunteers from the Community is"							
Needed **	84.6%	72.4%	66.3%	78.4%	55.6%	68.0%	63.3%
Not Needed	15.4	27.6	33.7	21.6	44.4	32.0	36.7
(N)	(13)	(98)	(89)	(37)	(126)	(25)	(60)
Furlough Program is"							
Needed	84.6%	86.6%	82.6%	80.6%	77.2%	80.0%	95.0%
Not Needed	15.4	13.4	17.4	19.4	22.8	20.0	5.0
(N)	(13)	(97)	(86)	(36)	(127)	(25)	(60)
Religious Programs are"							
Needed	38.5%	46.9%	49.4%	56.8%	40.9%	44.0%	60.0%
Not Needed	61.5	53.1	50.6	43.2	59.1	56.0	40.0
(N)	(13)	(98)	(85)	(37)	(127)	(25)	(60)

Table 6 (Cont'd)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Friendly Staff-Resident Relationships are"							
Needed **	84.6%	75.5%	62.5%	67.6%	57.0%	80.0%	83.6%
Not Needed	15.4	24.5	37.5	32.4	43.0	20.0	16.4
(N)	(13)	(98)	(88)	(37)	(128)	(25)	(61)
"Study Release Programs are"							
Needed **	72.7%	81.6%	68.5%	75.0%	66.4%	92.0%	79.3%
Not Needed	27.3	18.4	31.5	25.0	33.6	8.0	20.7
(N)	(11)	(98)	(89)	(36)	(125)	(25)	(58)
"Work Release Programs are"							
Needed	63.6%	73.5%	73.3%	72.2%	80.8%	68.0%	81.0%
Not Needed	36.4	26.5	26.7	27.8	19.2	32.0	19.0
(N)	(11)	(98)	(90)	(36)	(125)	(25)	(58)
"Dental Care is"							
Needed	54.5%	77.6%	67.0%	72.2%	68.3%	68.0%	84.7%
Not Needed	45.5	22.4	33.0	27.8	31.7	32.0	15.3
(N)	(11)	(98)	(88)	(36)	(126)	(25)	(59)
"Medical Care is"							
Needed	36.4%	69.4%	64.4%	72.2%	58.4%	56.0%	84.7%
Not Needed	63.6	30.6	35.6	27.8	41.6	44.0	15.3
(N)	(11)	(98)	(90)	(36)	(125)	(25)	(59)

Table 6 (Cont'd)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Prison Industry is"							
Needed **	45.5%	60.8%	56.2%	33.3%	44.4%	44.0%	72.4%
Not Needed	54.5	39.2	43.8	66.7	55.6	56.0	27.6
(N)	(11)	(97)	(89)	(36)	(126)	(25)	(58)
"Counseling Groups are"							
Needed **	41.7%	69.1%	49.4%	52.8%	45.0%	76.0%	65.0%
Not Needed	58.3	30.9	50.6	47.2	55.0	24.0	35.0
(N)	(12)	(97)	(89)	(36)	(129)	(25)	(60)
"Nutritious Food is"							
Needed **	75.0%	91.7%	88.6%	91.7%	85.9%	64.0%	88.5%
Not Needed	25.0	8.3	11.4	8.3	14.1	36.0	11.5
(N)	(12)	(96)	(88)	(36)	(128)	(25)	(61)
"Tasty Food is"							
Needed	83.3%	80.4%	80.5%	85.7%	77.2%	64.0%	86.7%
Not Needed	16.7	19.6	19.5	14.3	22.8	36.0	13.3
(N)	(12)	(97)	(87)	(35)	(127)	(25)	(60)
"Are Illegal Drugs Easy to Obtain in this Facility?"							
Yes **	50.0%	33.3%	51.9%	19.2%	36.4%	21.1%	21.8%
No	50.0	66.7	48.1	80.8	63.6	78.9	78.2
(N)	(8)	(87)	(79)	(26)	(121)	(19)	(55)
Percentage of Population Responding	10.8%	65.9%	10.8%	14.4%	17.5%	22.4%	73.3%

Table 6 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
Total Population N (May 31, 1979)	74	132	729	180	690	85	75

Abbreviations used on this chart:

* RRC - Riverview Release Center, Newton
  MSU - Medium Security Unit, Mt. Pleasant
  ISP - Iowa State Penitentiary, Ft. Madison
  JBCC - John Bennett Correctional Center, Ft. Madison
  IMR - Iowa Men's Reformatory, Anamosa
  ISMF - Iowa Security Medical Facility, Oakdale
  IWR - Iowa Women's Reformatory, Rockwell City

** $p < .05$

TABLE 7

ATTITUDES OF NEED BY STAFF AT IOWA'S CORRECTIONAL INSTITUTIONS

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
"Academic Education Programs are"							
Needed	86.4%	87.0%	37.5%	83.3%	81.0%	77.9%	85.7%
Not Needed	13.6	13.0	62.5	16.7	19.0	22.1	14.3
(N)	(22)	(46)	(16)	(30)	(84)	(77)	(28)
Completion Rate	43.1%	44.7%	4.4%	46.9%	26.7%	58.3%	54.9%
"Vocational Training Programs are"							
Needed **	83.3%	82.6%	40.0%	80.0%	82.1%	52.6%	92.6%
Not Needed	16.7	17.4	60.0	20.0	17.9	47.4	7.4
(N)	(24)	(46)	(15)	(30)	(84)	(76)	(27)
"Contact with Volunteers from the Community is"							
Needed	54.2%	63.0%	43.8%	76.7%	43.4%	60.5%	67.9%
Not Needed	45.8	37.0	56.3	23.3	56.6	39.5	32.1
(N)	(24)	(46)	(16)	(30)	(83)	(76)	(28)
"A Furlough Program is"							
Needed **	77.3%	45.5%	46.7%	73.3%	35.4%	27.0%	80.8%
Not Needed	22.7	54.5	53.3	26.7	64.6	73.0	19.2
(N)	(22)	(44)	(15)	(30)	(82)	(74)	(26)
"Religious Programs are"							
Needed **	75.0%	65.2%	56.3%	73.3%	87.7%	48.7%	80.8%
Not Needed	25.0	34.8	43.8	26.7	12.3	51.3	19.2
(N)	(24)	(46)	(16)	(30)	(81)	(76)	(26)

* $p < .001$

Table 7 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Friendly Staff-Resident Realtionships are"							
Needed	75.0%	71.1%	56.3%	80.0%	79.3%	73.3%	84.6%
Not Needed	25.0	28.9	43.8	20.0	20.7	26.7	15.4
(N)	(24)	(45)	(16)	(30)	(82)	(75)	(26)
"Study Release Programs are"							
Needed	65.2%	63.4%	53.8%	71.4%	53.8%	52.1%	83.3%
Not Needed	34.8	36.6	46.2	28.6	46.3	47.9	16.7
(N)	(23)	(41)	(13)	(28)	(80)	(71)	(24)
"Work Release Programs are"							
Needed	73.9%	71.1%	62.5%	90.0%	83.1%	68.9%	88.0%
Not Needed	26.1	28.9	37.5	10.0	16.9	31.1	12.0
(N)	(23)	(45)	(16)	(30)	(83)	(74)	(25)
"Dental Care is"							
Needed	70.8%	73.3%	73.3%	70.0%	81.9%	76.0%	76.0%
Not Needed	29.2	26.7	26.7	30.0	18.1	24.0	24.0
(N)	(24)	(45)	(15)	(30)	(83)	(75)	(25)
"Medical Care is"							
Needed	83.3%	75.6%	75.0%	73.3%	84.3%	79.7%	84.0%
Not Needed	16.7	24.4	25.0	26.7	15.7	20.3	16.0
(N)	(24)	(45)	(16)	(30)	(83)	(74)	(25)

Table 7 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Prison Industry is"							
Needed **	66.7%	82.6%	68.8%	83.3%	85.4%	36.1%	80.8%
Not Needed	33.3	17.4	31.3	16.7	14.6	63.9	19.2
(N)	(21)	(46)	(16)	(30)	(82)	(72)	(26)
Counseling Groups are"							
Needed	78.3%	80.4%	68.8%	75.9%	77.8%	78.9%	92.0%
Not Needed	21.7	19.6	31.3	24.1	22.2	21.1	8.0
(N)	(23)	(46)	(16)	(29)	(81)	(76)	(25)
Nutritious Food is"							
Needed	86.4%	82.6%	73.3%	80.0%	85.4%	84.0%	88.5%
Not Needed	13.6	17.4	26.7	20.0	14.6	16.0	11.5
(N)	(22)	(46)	(15)	(30)	(82)	(75)	(26)
Tasty Food is"							
Needed	87.0%	82.6%	66.7%	83.3%	85.2%	86.7%	88.5%
Not Needed	13.0	17.4	33.3	16.7	14.8	13.3	11.5
(N)	(23)	(46)	(15)	(30)	(81)	(75)	(26)
OTAL STAFF (May, 1979)	(51)	(103)	(362)	(64)	(315)	(132)	(51)

bbreviations used on this chart:

* RRC - Riverview Release Center, Newton
MSU - Medium Security Unit, Mt. Pleasant
ISP - Iowa State Penitentiary, Ft. Madison
JBCC - John Bennett Correctional Center, Ft. Madison
IMR - Iowa Men's Reformatory, Anamosa
ISMF - Iowa Security Medical Facility, Oakdale
IWR - Iowa Women's Reformatory, Rockwell City

** $p < .001$

CONTINUED

1 OF 2

The greatest differences can be noted at Mt. Pleasant, Ft. Madison, Anamosa, and Oakdale where the residents believe a furlough program is needed and the staff feel it is not needed.

Differences between the residents and staff can be noted regarding prison industry (where the residents believe it is "not needed" at Newton, John Bennett, and Anamosa while the staff believe it is "needed"); religious programs (with the residents tending to believe they are "not needed" while the staff believe they are "needed"); and counseling groups (with the residents less likely to believe they are needed than is the staff).

Table 6 also summarizes the responses to the question, "Are Illegal Drugs Easy to Obtain in this Facility?" As with all of these statements, no extensive discussion was held at the time of the survey with the respondents, and different interpretations could account for some of the variations. For instance, in this example, residents might interpret the question to mean the authorities were planning a crackdown and therefore they might wish to be deceptive. Or they might believe that drugs are available, but they are not "easy" to obtain. Or the question might be interpreted to mean can the resident himself get drugs easily, and although they might be available within the institution, the respondent is not plugged into the pipeline and therefore is unable to obtain them.

Until further research is conducted, the responses must be read with caution, and it remains to be determined if drugs are more easily available at the penitentiary at Fort Madison and at the Release Center at Newton than at the other institutions.

In Tables 8 and 9, the residents and staff were asked to respond to a similar set of statements on a 1 (helpful) to 9 (not helpful) scale, and allowed

TABLE 8

ATTITUDES OF RESIDENTS AT IOWA'S CORRECTIONAL INSTITUTIONS

(Helpful/Not Helpful/Unavailable)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
"Academic Education Programs have been"							
Helpful **	41.7%	58.5%	42.2%	45.7%	52.3%	73.9%	48.3%
Not Helpful	33.3	37.2	31.1	31.4	35.9	17.4	13.8
Unavailable	25.0	4.3	26.7	22.9	11.7	8.7	37.9
(N)	(12)	(94)	(90)	(35)	(128)	(23)	(58)
Completion Rate	16.2%	71.2%	12.3%	19.4%	18.6%	27.1%	77.3%
"Vocational Training Programs have been"							
Helpful	69.2%	38.5%	40.2%	51.4%	39.1%	64.0%	39.3%
Not Helpful	15.4	27.1	27.6	34.3	35.2	24.0	13.1
Unavailable	15.4	34.4	32.2	14.3	25.8	12.0	47.5
(N)	(13)	(96)	(87)	(35)	(128)	(25)	(61)
"Contact with Volunteers from the Community has been"							
Useful	23.1%	32.3%	27.1%	32.4%	24.8%	40.0%	18.3%
Not Useful	46.2	19.8	20.0	23.5	32.8	40.0	30.0
Unavailable	30.8	47.9	52.9	44.1	42.4	20.0	51.7
(N)	(13)	(96)	(85)	(34)	(125)	(25)	(60)
"A Furlough Program has been"							
Useful **	46.2%	15.6%	14.1%	15.6%	16.8%	24.0%	55.0%
Not Useful	38.5	10.4	7.1	6.3	13.6	28.0	3.3
Unavailable	15.4	74.0	78.8	78.1	69.6	48.0	41.7
(N)	(13)	(96)	(85)	(32)	(125)	(25)	(60)

p < .01 (Males only)

Table 8 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Religious Programs have been"							
Helpful	30.8%	37.1%	46.0%	47.1%	31.0%	36.0%	56.7%
Not Helpful	69.2	58.8	43.7	44.1	62.8	48.0	36.7
Unavailable	0.0	4.1	10.3	8.8	6.2	16.0	6.7
(N)	(13)	(97)	(87)	(34)	(129)	(25)	(60)
"Friendly staff-resident relationships have been"							
Useful **	61.5%	67.3%	35.6%	37.1%	35.2%	68.0%	49.2%
Not Useful	30.8	24.5	42.5	37.1	48.4	24.0	23.0
Unavailable	7.7	8.2	21.8	25.7	16.4	8.0	27.9
(N)	(13)	(98)	(87)	(35)	(128)	(25)	(61)
"Study Release Programs have been"							
Helpful **	36.4%	43.8%	17.2%	17.6%	18.0%	44.0%	30.5%
Not Helpful	36.4	16.7	23.0	14.7	25.4	16.0	22.0
Unavailable	27.3	39.6	59.8	67.6	56.6	40.0	47.5
(N)	(11)	(96)	(87)	(34)	(122)	(25)	(59)
"Work Release Programs have been"							
Helpful	45.5%	40.0%	22.1%	32.4%	21.1%	36.0%	35.6%
Not Helpful	36.4	24.2	19.8	23.5	21.1	16.0	25.4
Unavailable	18.2	35.8	58.1	44.1	57.7	48.0	39.0
(N)	(11)	(95)	(86)	(34)	(123)	(25)	(59)

** $p < .01$ (Males only)

Table 8 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Dental Care has been"							
Helpful **	36.4%	37.5%	40.9%	51.5%	46.8%	60.0%	50.0%
Not Helpful	54.5	26.0	37.5	21.2	42.1	28.0	23.3
Unavailable	9.1	36.5	21.6	27.3	11.1	12.0	26.7
(N)	(11)	(96)	(88)	(33)	(126)	(25)	(60)
"Medical Care has been"							
Helpful	60.0%	47.9%	34.1%	45.7%	42.1%	68.0%	40.0%
Not Helpful	30.0	37.5	47.7	34.3	41.3	28.0	40.0
Unavailable	10.0	14.6	18.2	20.0	16.7	4.0	20.0
(N)	(10)	(96)	(88)	(35)	(126)	(25)	(60)
"Prison Industry has been"							
Helpful	45.5%	38.5%	34.4%	38.2%	42.1%	44.0%	38.3%
Not Helpful	45.5	35.4	52.2	38.2	47.6	32.0	50.0
Unavailable	9.1	26.0	13.3	23.5	10.3	24.0	11.7
(N)	(11)	(96)	(90)	(34)	(126)	(25)	(60)
"Counseling Groups have been"							
Helpful **	50.0%	61.5%	25.0%	21.2%	41.9%	70.8%	30.0%
Not Helpful	33.3	33.3	54.5	42.4	52.7	29.2	45.0
Unavailable	16.7	5.2	20.5	36.4	5.4	0.0	25.0
(N)	(12)	(96)	(88)	(33)	(129)	(24)	(60)

* $p < .01$ (Males only)

Table 8 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Nutritious Food has been"							
Available **	25.0%	53.1%	26.4%	55.9%	41.5%	84.0%	44.6%
Unavailable	75.0	46.9	73.6	44.1	58.5	16.0	55.4
(N)	(12)	(96)	(87)	(34)	(123)	(25)	(56)
"Tasty Food has been"							
Available **	0.0%	36.8%	14.0%	44.1%	26.4%	76.0%	34.5%
Unavailable	100.0	63.2	86.0	55.9	73.6	24.0	65.5
(N)	(12)	(95)	(86)	(34)	(125)	(25)	(58)
Total Population N (May 31, 1979)	(74)	(132)	(729)	(180)	(690)	(85)	(75)

Abbreviations used on this chart:

* RRC - Riverview Release Center, Newton
  MSU - Medium Security Unit, Mt. Pleasant
  ISP - Iowa State Penitentiary, Ft. Madison
  JBCC - John Bennett Correctional Center, Ft. Madison
  IMR - Iowa Men's Reformatory, Anamosa
  ISMF - Iowa Security Medical Facility, Oakdale
  IWR - Iowa Women's Reformatory, Rockwell City

** $p < .01$ (Males only)

TABLE 9

Attitudes of Staff at Iowa's Correctional Institutions

(Helpful/Not Helpful/Unavailable)

	RRC*	MSU	ISP	JBCC	IMR	ISMF	IWR
"Academic Education Programs have been"							
Helpful **	50.0%	73.9%	75.0%	48.3%	84.5%	79.2%	85.7%
Not Helpful	18.2	10.9	25.0	27.6	14.3	20.8	14.3
Unavailable	31.8	15.2	0.0	24.1	1.2	0.0	0.0
(N)	(22)	(46)	(16)	(29)	(84)	(77)	(28)
Completion Rate	43.1%	44.7%	4.4%	45.3%	26.7%	58.3%	54.9%
"Vocational Training Programs have been"							
Helpful **	70.8%	36.4%	73.3%	66.7%	85.7%	36.0%	66.7%
Not Helpful	8.3	20.5	26.7	30.0	14.3	16.0	18.5
Unavailable	20.8	43.2	0.0	3.3	0.0	48.0	14.8
(N)	(24)	(44)	(15)	(30)	(84)	(75)	(27)
"Contact with Volunteers from the Community has been"							
Useful	58.3%	47.8%	37.5%	34.5%	36.7%	55.4%	61.5%
Not Useful	33.3	30.4	62.5	34.5	51.9	36.5	30.8
Unavailable	8.3	21.7	0.0	31.0	11.4	8.1	7.7
(N)	(24)	(46)	(16)	(29)	(79)	(74)	(26)
"The Furlough Program has been"							
Useful **	87.0%	34.1%	37.5%	17.2%	35.4%	20.8%	79.3%
Not Useful	13.0	18.2	37.5	3.4	44.3	27.8	20.7
Unavailable	0.0	47.7	25.0	79.3	20.3	51.4	0.0
(N)	(23)	(44)	(16)	(29)	(79)	(72)	(29)

Table 9 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Religious Programs have been"							
Helpful **	62.5%	60.9%	81.3%	55.2%	87.3%	51.4%	89.7%
Not Helpful	33.3	37.0	18.8	41.4	12.7	43.2	10.3
Unavailable	4.2	2.2	0.0	3.4	0.0	5.4	0.0
(N)	(24)	(46)	(16)	(29)	(79)	(74)	(29)
"Friendly Staff-Resident Relationships have been"							
Useful	75.0%	84.4%	50.0%	66.7%	71.1%	77.3%	88.5%
Not Useful	25.0	15.6	43.8	30.0	20.5	22.7	11.5
Unavailable	0.0	0.0	6.3	3.3	2.4	0.0	0.0
(N)	(24)	(45)	(16)	(30)	(83)	(75)	(26)
"Study Release Programs have been"							
Helpful **	40.9%	24.4%	30.8%	21.4%	40.3%	35.7%	66.7%
Not Helpful	27.3	36.6	53.8	28.6	46.8	22.9	16.7
Unavailable	31.8	39.0	15.4	50.0	13.0	41.4	16.7
(N)	(22)	(41)	(13)	(28)	(77)	(70)	(24)
"Work Release Programs have been"							
Helpful	91.7%	75.6%	75.0%	75.9%	74.1%	65.8%	85.2%
Not Helpful	8.3	22.2	25.0	24.1	24.7	20.5	14.8
Unavailable	0.0	2.2	0.0	0.0	1.2	13.7	0.0
(N)	(24)	(45)	(16)	(29)	(81)	(73)	(27)

** $p < .001$

Table 9 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Dental Care has been"							
Helpful	75.0%	68.2%	73.3%	62.1%	77.5%	85.3%	85.7%
Not Helpful	20.8	25.0	26.7	34.5	18.8	14.7	14.3
Unavailable	4.2	6.8	0.0	3.4	3.8	0.0	0.0
(N)	(24)	(44)	(15)	(29)	(80)	(75)	(28)
"Medical Care has been"							
Helpful	79.2%	73.3%	68.8%	60.0%	77.8%	85.5%	92.3%
Not Helpful	20.8	20.0	31.3	36.7	19.8	14.5	7.7
Unavailable	0.0	6.7	0.0	3.3	2.5	0.0	0.0
(N)	(24)	(45)	(16)	(30)	(81)	(76)	(26)
"Prison Industry has been"							
Helpful **	60.9%	2.3%	75.0%	58.6%	88.8%	25.0%	84.6%
Not Helpful	4.3	4.5	25.0	20.7	11.3	16.7	15.4
Unavailable	34.8	93.2	0.0	20.7	0.0	58.3	0.0
(N)	(23)	(44)	(16)	(29)	(80)	(72)	(26)
"Counseling Groups have been"							
Helpful **	70.8%	75.6%	62.5%	30.0%	72.5%	85.5%	92.3%
Not Helpful	25.0	20.0	37.5	40.0	27.5	14.5	3.8
Unavailable	4.2	4.4	0.0	30.0	0.0	0.0	3.8
(N)	(24)	(45)	(16)	(30)	(80)	(76)	(26)

Table 9 (Cont'd.)

	RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
"Nutritious Food has been"							
Available **	83.3%	77.8%	57.1%	53.3%	87.8%	76.0%	96.3%
Not Available	16.7	22.2	42.9	46.7	12.2	24.0	3.7
(N)	(24)	(45)	(14)	(30)	(82)	(75)	(27)
"Tasty Food has been"							
Available **	83.3%	73.9%	66.7%	33.3%	75.3%	65.3%	77.8%
Not Available	16.7	26.1	33.3	66.7	24.7	34.7	22.2
(N)	(24)	(46)	(15)	(30)	(81)	(75)	(27)
TOTAL STAFF (May, 1979)	(51)	(103)	(362)	(64)	(315)	(132)	(51)

Abbreviations used on this chart:

* RRC - Riverview Release Center, Newton
MSU - Medium Security Unit, Mt. Pleasant
ISP - Iowa State Penitentiary, Ft. Madison
JBCC - John Bennett Correctional Center, Ft. Madison
IMR - Iowa Men's Reformatory, Anamosa
ISMF - Iowa Security Medical Facility, Oakdale
IWR - Iowa Women's Reformatory, Rockwell City

a response of "unavailable". In these tables the responses are grouped under "helpful" (1 to 4), "not helpful" (5 to 9), and "unavailable". As in the previous tables, the completion rates and levels of significance are also shown.

Generally, in comparing the residents' and staff's responses as to availability of these programs and services, the residents tend to believe that they were "unavailable" more than the staff. This may be due to the residents responding to the statements from a personal point of view, while the staff response refers to whether these programs existed at the institution, or not. In other words, some of the discrepancies may be related to the programs' existence at an institution, but for various unknown reasons, some residents may feel they are unavailable to them.

No attempt will be made to interpret Tables 8 and 9 at this point in this report, but the next section of this report presents correlations between the responses of the residents summarized in Tables 6 and 8 and the CIES scores which may aid in this analysis.

RESIDENTS' ATTITUDES AND CIES SCORES

The residents' responses in Table 6, (using the 1 ("needed") to 9 ("not needed") scale, were correlated with the CIES scores, and the Pearson correlation coefficients and significance levels calculated. Using the Iowa norms it was possible to do this for males and females.

The correlation coefficients, where statistically significant, were generally of a low magnitude and usually negative. For the men, the best correlations were between their responses to the statements on the need for counseling groups and all the CIES dimensions.

The highest correlations were between the attitudes about counseling groups and involvement (-.25) and autonomy (-.26), significant at the .001 level.

In other words, those residents who were most likely to say the counseling groups were needed were also likely to score the institution positively on these dimensions.

The correlations between the women's responses to these statements and their CIES scores did not reveal such clear patterns. These correlations appeared to be more often positive. That is, the more the women felt the programs were not needed, the more positive did they view the institutional environment. The autonomy dimension correlated with the women's attitudes regarding volunteers, work release, dental care, medical care, and the nutritious quality of the food. That is, those women who felt these programs were "not needed" would tend to rate the autonomy dimension of the institution in a positive way.

The women's attitudes regarding academic education programs correlated with involvement (.19), expressiveness (.22), personal problem orientation (.20), order and organization (.24), and clarity (.21).

The women's attitudes regarding volunteer program correlated with support (.19), expressiveness (.27), autonomy (.21), order and organization (.29), and clarity (.21).

Since these are all positive correlations, it means that those women who felt that these programs were not needed, would also score the institutions high on these dimensions.

There were no statistically significant correlations between the men's responses to "academic education" programs and "volunteers", and their CIES scores.

Higher and more significant Pearson correlations were obtained between the residents' responses to the statements summarized in Table 8 and their CIES scores. These correlations were calculated using the 1 to 9 scale, and by ignoring the "unavailable" responses.

The correlations are generally negative, and none is higher than -.43. Among the men, the correlations are strongest between the CIES scores and their attitudes regarding the following programs: volunteers, friendly relationships between staff and residents, study release programs, counseling groups, nutritious food, and tasty food. All of these correlation coefficients are negative for 8 of the 9 CIES dimensions, and positive with the "staff control" dimension. In other words, those male residents who found these programs "helpful", would tend to view all CIES dimensions positively.

Among the women residents the most pronounced correlations were between the attitudes regarding furlough programs and involvement (.32), support (.34), expressiveness (.43), autonomy (.37), practical orientation (.46), and staff control (-.39). As noted above, the correlations are in this instance positive, but generally they are negative and comparable to the men's, although about as often higher as they are lower correlations.

To more easily understand these complex relationships, Figures 18 - 23 were prepared. They were analyzed by the one-way analysis of variance of the CIES means of the male residents. All charts show the levels of statistical significance.

Figure 18 shows the responses to the statement regarding friendly staff-resident relationships and the CIES scores. Those who find these relationships useful also view the institution's social climate positively according to the CIES dimensions.

Figure 19 shows the responses to the statement on counseling groups tend to dichotomize the residents into those who have found them "helpful" and those who either found them "not helpful" or "unavailable". Those who found them helpful gave higher CIES scores to the institution's social climate.

Figure 20 shows that the residents who found academic education programs helpful would also view the institution positively on the CIES dimensions.

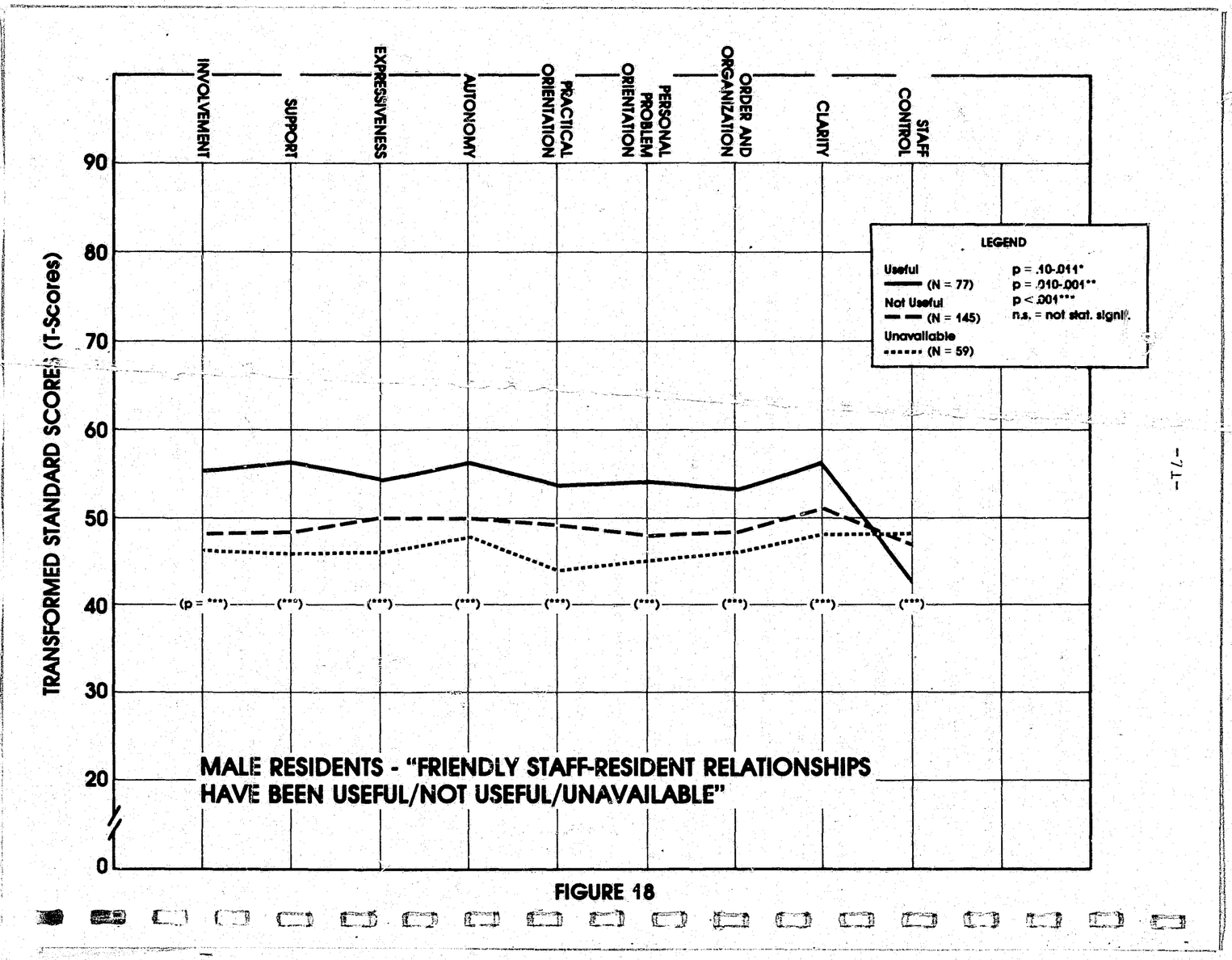
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = ***)
(***)
(***)
(***)
(***)
(***)
(***)
(***)
(***)
LEGEND
Useful
(N = 77)
Not Useful
(N = 145)
Unavailable
(N = 59)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE RESIDENTS - "FRIENDLY STAFF-RESIDENT RELATIONSHIPS HAVE BEEN USEFUL/NOT USEFUL/UNAVAILABLE"

FIGURE 18

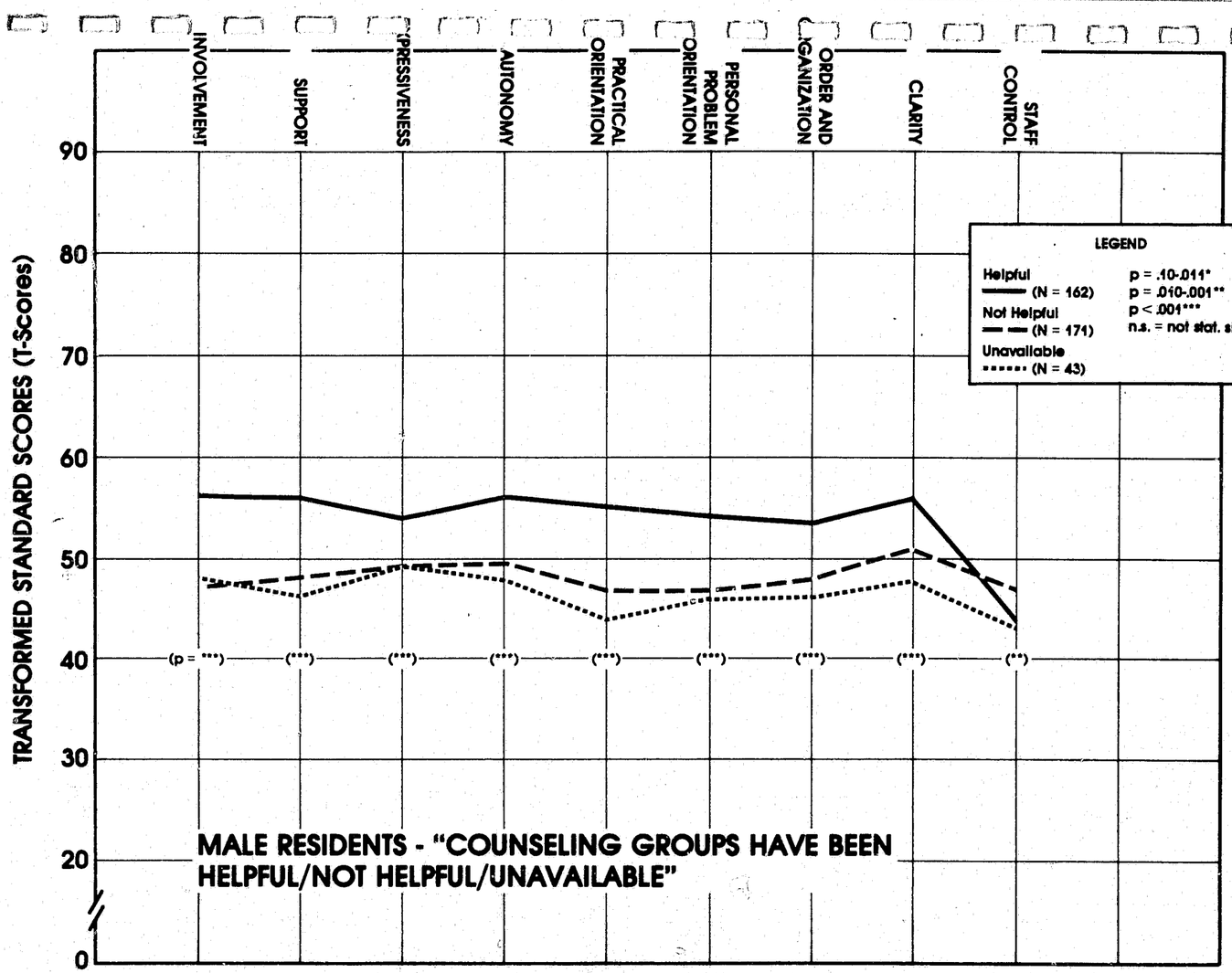
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Helpful (N = 162)
Not Helpful (N = 171)
Unavailable (N = 43)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
(p = ***) (***) (***) (***) (***) (***) (***) (***) (**)
MALE RESIDENTS - "COUNSELING GROUPS HAVE BEEN HELPFUL/NOT HELPFUL/UNAVAILABLE"

FIGURE 19

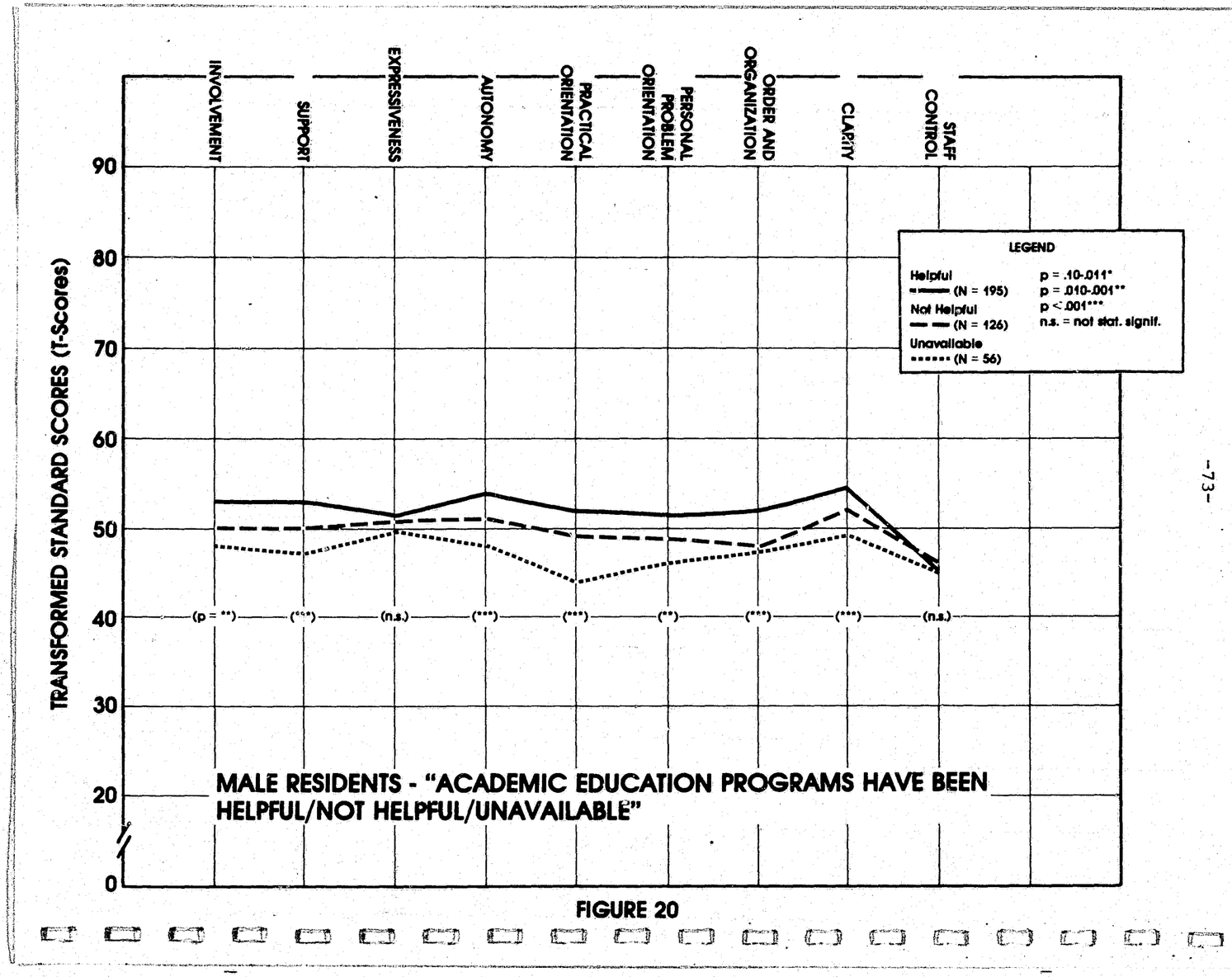
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = **)
(***)
(n.s.)
(***)
(***)
(**)
(***)
(***)
(n.s.)
LEGEND
Helpful
(N = 195)
Not Helpful
(N = 126)
Unavailable
(N = 56)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE RESIDENTS - "ACADEMIC EDUCATION PROGRAMS HAVE BEEN HELPFUL/NOT HELPFUL/UNAVAILABLE"

FIGURE 20

Figure 21 shows that positive attitudes about contact with volunteers from the community is associated with high scores on the CIES dimensions.

Figure 22 presents the association between positive attitudes about work release programs and the CIES dimensions.

Figure 23 presents the association between residents' attitudes about prison industry and their CIES scores. The strongest relationship is on the "practical orientation" dimension. As might be expected, a prison industry program that is generally seen as helpful will also be associated with residents who view the institution positively in terms of the practical orientation dimension.

SUMMARY

It appears that the programs and services that are available to the residents of an institution are associated with the social climate as measured by the CIES scores. Where they find them "helpful" they will also tend to view the institution positively on the CIES dimensions.

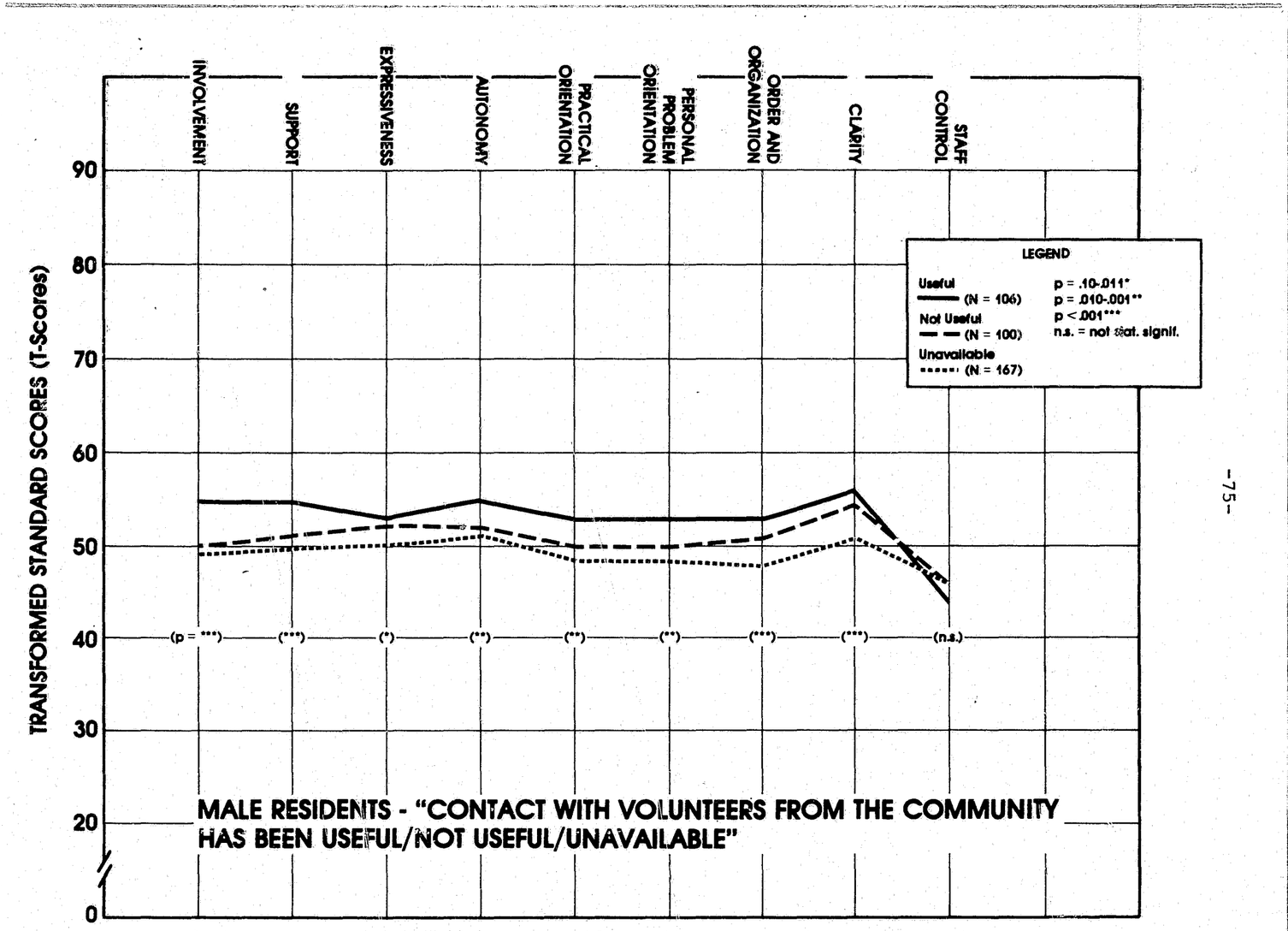
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = ***)
(***)
(*)
(**)
(**)
(**)
(***)
(***)
(n.s.)
LEGEND
Useful
(N = 106)
Not Useful
(N = 100)
Unavailable
(N = 167)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE RESIDENTS - "CONTACT WITH VOLUNTEERS FROM THE COMMUNITY HAS BEEN USEFUL/NOT USEFUL/UNAVAILABLE"

FIGURE 21

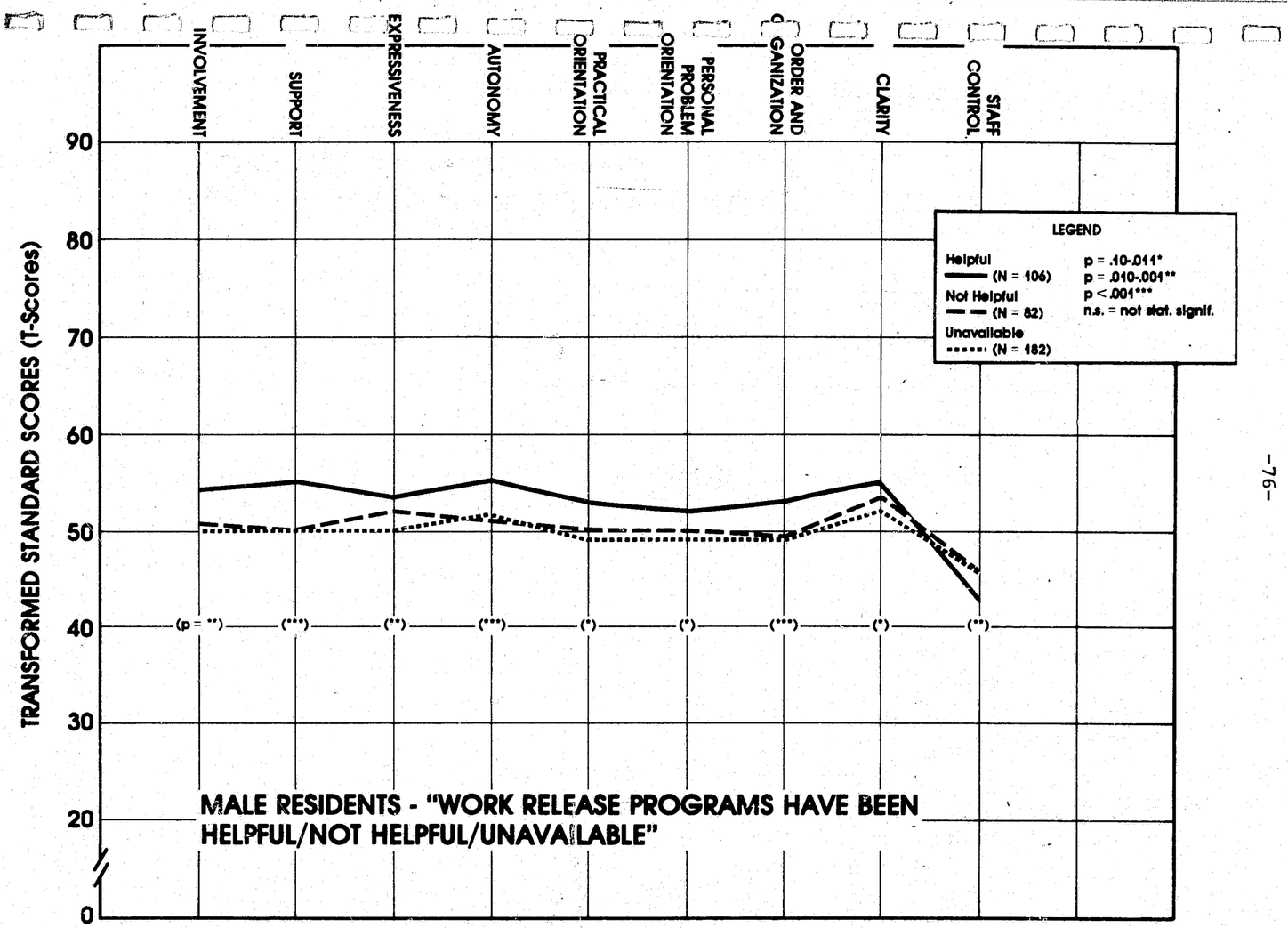
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
(p = **)
(***)
(**)
(***)
(*)
(*)
(***)
(*)
(**)
LEGEND
Helpful
(N = 106)
Not Helpful
(N = 82)
Unavailable
(N = 182)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
MALE RESIDENTS - "WORK RELEASE PROGRAMS HAVE BEEN HELPFUL/NOT HELPFUL/UNAVAILABLE"

FIGURE 22

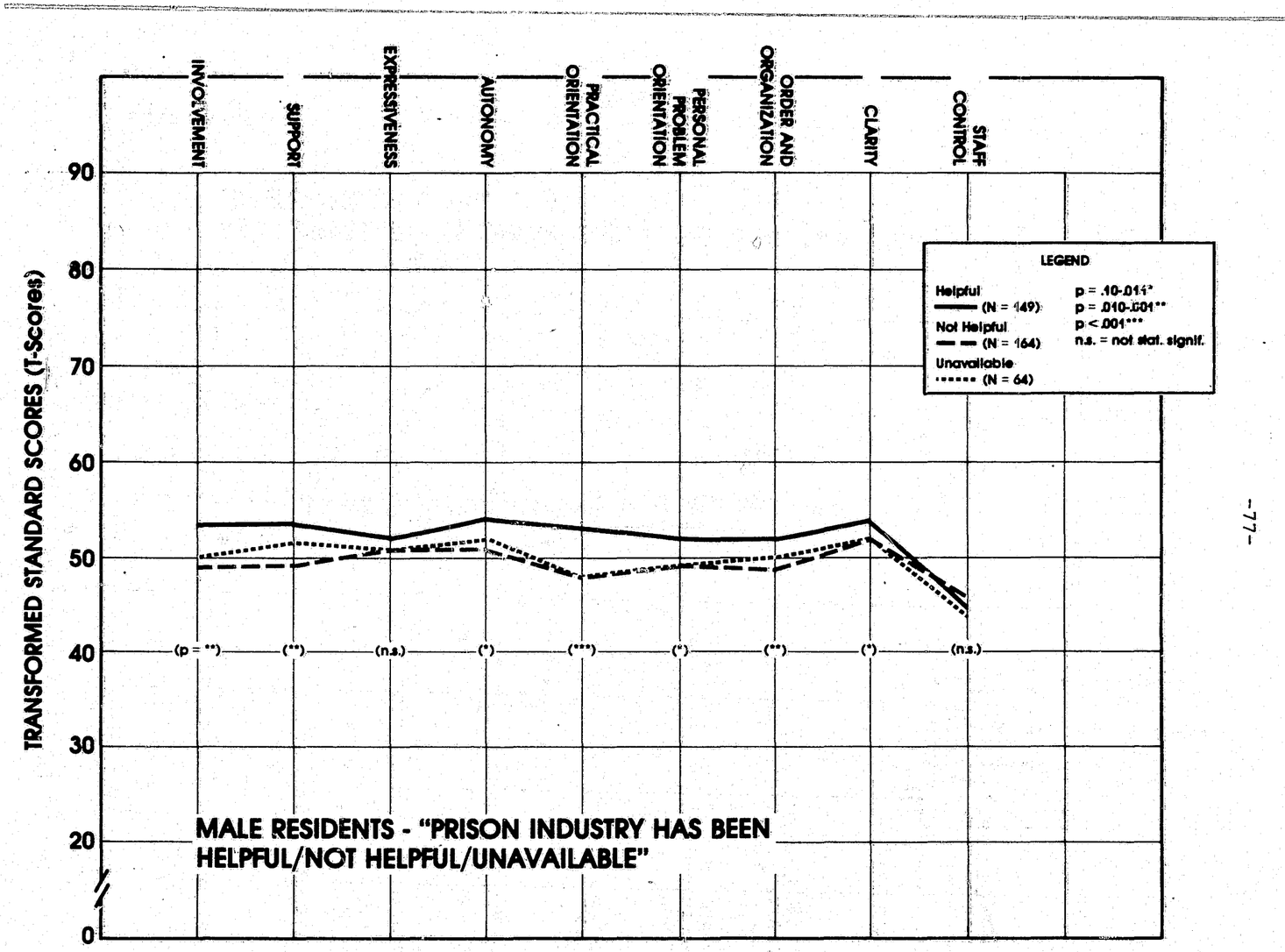
INVOLVEMENT
SUPPORT
EXPRESSIVENESS
AUTONOMY
PRACTICAL ORIENTATION
PERSONAL PROBLEM ORIENTATION
ORDER AND ORGANIZATION
CLARITY
STAFF CONTROL
TRANSFORMED STANDARD SCORES (T-Scores)
90
80
70
60
50
40
30
20
0
LEGEND
Helpful (N = 149)
Not Helpful (N = 164)
Unavailable (N = 64)
p = .10-.011*
p = .010-.001**
p < .001***
n.s. = not stat. signif.
(p = **)
(**)
(n.s.)
(*)
(***)
(*)
(**)
(*)
(n.s.)
MALE RESIDENTS - "PRISON INDUSTRY HAS BEEN HELPFUL/NOT HELPFUL/UNAVAILABLE"

FIGURE 23

REFERENCES

Brady, Harlan J., and James Boudouris. "Attitudes of Prison Inmates", Iowa Division of Adult Corrections, September, 1979. 22 pp.

Moos, Rudolph H. Evaluating Correctional and Community Settings, New York: John Wiley & Sons, 1975.

Toch, Hans. Living in Prison - The Ecology of Survival, New York: The Free Press, 1977.

Wenk, Ernst A. and Rudolph H. Moos. "Prison Environments - The Social Ecology of Correctional Institutions", Crime and Delinquency Literature, December, 1972, pp. 591 - 621.

APPENDIX

CORRECTIONAL INSTITUTIONS ENVIRONMENT SCALE (CIES), R. MOOS (1975).

	TRUE	FALSE		
38	1	2	1.	The residents are proud of the unit.
39	1	2	2.	Staff have very little time to encourage residents.
40	1	2	3.	Residents are encouraged to show their feelings.
41	1	2	4.	The staff act on residents' suggestions.
42	1	2	5.	There is very little emphasis on making plans for getting out of here.
43	1	2	6.	Residents are expected to share their personal problems with each other.
44	1	2	7.	The staff make sure that the unit is always neat.
45	1	2	8.	Staff sometimes argue with each other.
46	1	2	9.	Once a schedule is arranged for a resident, he must follow it.
47	1	2	10.	Residents here really try to improve and get better.
48	1	2	11.	Staff are interested in following up residents once they leave.
49	1	2	12.	Residents tend to hide their feelings from the staff.
50	1	2	13.	Residents are expected to take leadership on the unit.
51	1	2	14.	Residents are encouraged to plan for the future.
52	1	2	15.	Residents rarely talk about their personal problems with other residents.
53	1	2	16.	The day room is often messy.
54	1	2	17.	If a resident's program is changed, someone on the staff always tells him why.
55	1	2	18.	Residents may criticize staff members to their faces.
56	1	2	19.	Residents on this unit care about each other.
57	1	2	20.	The staff helps new residents get acquainted on the unit.

	TRUE	FALSE		
58	1	2	21.	Staff and residents say how they feel about each other.
59	1	2	22.	The staff give residents very little responsibility.
60	1	2	23.	Residents are encouraged to learn new ways of doing things.
61	1	2	24.	Personal problems are openly talked about.
62	1	2	25.	The unit usually looks a little messy.
63	1	2	26.	When residents first arrive on the unit, someone shows them around and explains how the unit operates.
64	1	2	27.	Residents will be transferred from this unit if they don't obey the rules.
65	1	2	28.	There is very little group spirit on the unit.
66	1	2	29.	The more mature residents on the unit help take care of the less mature ones.
67	1	2	30.	People say what they really think around here.
68	1	2	31.	Residents have a say about what goes on here.
69	1	2	32.	There is very little emphasis on what residents will be doing after they leave the unit.
70	1	2	33.	Discussions on the unit emphasize understanding personal problems.
71	1	2	34.	This is a very well organized unit.
72	1	2	35.	Staff are always changing their minds here.
73	1	2	36.	All decisions about the unit are made by the staff and not by the residents.
74	1	2	37.	Residents put a lot of energy into what they do.
75	1	2	38.	Residents rarely help each other.
76	1	2	39.	Residents say anything they want to the counselors.
77	1	2	40.	The staff discourage criticism.
78	1	2	41.	Staff care more about how residents feel than about their practical problems.
79	1	2	42.	Staff are mainly interested in learning about residents' feelings.
80	1	2	43.	Things are sometimes very disorganized around here.

	TRUE	FALSE		
9	1	2	44.	Staff tell residents when they're doing well.
10	1	2	45.	The staff very rarely punish residents by restricting them.
11	1	2	46.	The unit has very few social activities.
12	1	2	47.	Staff go out of their way to help residents.
13	1	2	48.	Residents are careful about what they say when staff are around.
14	1	2	49.	Staff encourage residents to start their own activities.
15	1	2	50.	The unit emphasizes training for new kinds of jobs.
16	1	2	51.	Residents are rarely asked personal questions by the staff.
17	1	2	52.	Many residents look messy.
18	1	2	53.	If a resident breaks a rule, he knows what will happen to him.
19	1	2	54.	Staff don't order the residents around.
20	1	2	55.	Very few things around here ever get people excited.
21	1	2	56.	Staff are involved in resident activities.
22	1	2	57.	When residents disagree with each other, they keep it to themselves.
23	1	2	58.	Staff rarely give in to resident pressure.
24	1	2	59.	Residents here are expected to work toward their goals.
25	1	2	60.	The staff discourage talking about sex.
26	1	2	61.	Residents' activities are carefully planned.
27	1	2	62.	Residents are always changing their minds here.
28	1	2	63.	If one resident argues with another, he will get into trouble with the staff.
29	1	2	64.	Discussion are pretty interesting on the unit.
30	1	2	65.	Counselors have very little time to encourage residents.

	TRUE	FALSE		
31	1	2	66.	It is hard to tell how residents are feeling on this unit.
32	1	2	67.	Residents here are encouraged to be independent.
33	1	2	68.	New treatment approaches are often tried on this unit.
34	1	2	69.	Staff try to help residents understand themselves.
35	1	2	70.	Counselors sometimes don't show up for their appointments with residents.
36	1	2	71.	Residents never know when a counselor will ask to see them.
37	1	2	72.	The unit staff regularly check up on the residents.
38	1	2	73.	Residents don't do anything unless the staff ask them to around here.
39	1	2	74.	Staff encourage group activities among residents.
40	1	2	75.	Staff think it is a healthy thing to argue on this unit.
41	1	2	76.	There is no resident government on the unit.
42	1	2	77.	Residents must make plans before leaving the unit.
43	1	2	78.	Residents hardly ever discuss their sexual lives.
44	1	2	79.	The staff set an example for neatness and orderliness.
45	1	2	80.	Residents never know when they will be transferred from the unit.
46	1	2	81.	Residents can call staff by their first names.
47	1	2	82.	This is a friendly unit.
48	1	2	83.	The staff know what the residents want.
49	1	2	84.	Residents on the unit rarely argue.
50	1	2	85.	Residents are encouraged to make their own decisions.
51	1	2	86.	There is very little emphasis on making residents more practical.

	TRUE	FALSE		
52	1	2	87.	Residents cannot openly discuss their personal problems here.
53	1	2	88.	Residents are rarely kept waiting when they have appointments with the staff.
54	1	2	89.	The residents know when the counselors will be on the unit.
55	1	2	90.	The staff does not tolerate sexual behavior by residents.

APPENDIX

TABLE A1 - UNIT VARIABLES, BY INSTITUTION*

	RRC***	MSU	ISP	JBCC	IMR	ISMF	IWR
STRUCTURAL DIMENSIONS							
Average Daily Population (FY 79)	86	134	747	153	694	76	72
Total Staff (6/79)	48	107	314	70	241	130	48
N of counselors, psychologists, etc. (7/79)	4	4	16	3	10	15	6
Staff-Resident Ratio (6/79)	.558	.799	.420	.458	.347	1.711	.667
Counselor-Resident Ratio (7/79)	.047	.030	.021	.020	.014	.197	.083
Resident-Counselor Ratio (7/79)	21.500	33.500	46.688	51.000	69.400	5.067	12.000
Staff Turnover (FY 79)	22%	29%	48%	52%	27%	25%	13%
Number of Counselor Contacts/Year (FY 79)	7884	14451	27611	6632	36941	NA**	4511
Number of Counselor-Contact per Couns./Year	1971	3613	1726	2211	3694	NA**	752
Staff Refusal Rate	51.0%	54.4%	94.8%	51.6%	73.0%	41.7%	31.4%
RESIDENT CHARACTERISTICS							
Number of Major Disciplinary Reports (1/79-6/79)	77	112	1271	76	1152	36	97
Major Discipl. Reports/Inmate	.895	.836	1.701	.497	1.660	.474	1.347
Number of Escapes (1/79 - 6/79)	9	0	6	7	3	2	6
Escapes per Inmate	.105	.000	.008	.046	.004	.026	.083
No. of Inmate-Inmate Assaults (1/79 - 6/79)	0	7	46	6	81	9	18
Inmate-Inmate Assaults per Inmate	0.0	.052	.062	.039	.117	.118	.250
No. of Inmate-Staff Assaults (1/79 - 6/79)	0	0	33	0	9	20	5
Inmate-Staff Assaults per Inmate	0.0	0.0	.044	0.0	.013	.263	.069
Per Cent of Sample Over 35 Yrs. (5/79)	0.0%	5.8%	25.5%	40.5%	2.9%	15.4%	10.8%
Per Cent of Population Over 35 Yrs. (5/79)	11.1%	7.4%	29.7%	30.8%	4.5%	16.8%	14.6%
Per Cent of Sample H.S. Grads. (5/79)	91.7%	78.4%	76.9%	70.6%	64.4%	46.2%	76.6%
Per Cent of Population H.S. Grads. (5/79)	45.4%	36.6%	43.5%	42.9%	34.8%	34.6%	47.5%

TABLE A1 - Cont'd.	*** RRC	MSU	ISP	JBCC	IMR	ISMF	IWR
Per Cent of Sample, Black Residents (5/79)	38.5%	7.2%	15.6%	22.2%	10.9%	3.8%	20.6%
Per Cent of Population, Black Residents (5/79)	22.3%	7.5%	23.6%	21.5%	13.3%	13.1%	17.1%
Counselor Contacts per Inmate/Year (FY 79)	91.67	107.84	36.96	43.35	53.23	NA**	62.65
Inmate Refusal Rate	54.5%	19.7%	45.6%	9.8%	15.2%	0.0%	13.3%
PROGRAM POLICY							
Average Daily Cost per Resident (6/79)	$41	$38	$31	$24	$26	$86	$38
Average Daily Income of Res. (in $) (6/79)	$3.56	$0.00	$0.37	NA**	$2.48	NA**	$0.90

* Only those variables are tabulated in Tables 3 - 5 that were statistically significant (p .10). Where variables are highly intercorrelated, only the most signigicant correlation is tabulated in Tables 3 - 5.

** Not Ascertained.

*** RRC - Riverview Release Center, Newton
MSU - Medium Security Unit, Mt. Pleasant
ISP - Iowa State Penitentiary, Ft. Madison
JBCC - John Bennett Correctional Center, Ft. Madison
IMR - Iowa Men's Reformatory, Anamosa
ISMF - Iowa Security Medical Facility, Oakdale
IWR - Iowa Women's Reformatory, Rockwell City

END