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Assessing Staff and Inmate Perceptions  
of their Environment:  
an application of the Correctional  
Institution Environment Scale at  
Patuxent Institution

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## ABSTRACT

"Assessing Staff and Inmate Perceptions of their Environment:  
an application of the Correctional Institution Environment  
Scale at Patuxent Institution"

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Patuxent Institution has a legal mandate to treat and rehabilitate convicted criminals. The Institution strives to maintain an environment of staff commitment, trust, and belief in inmate self-evaluation and change. Patuxent staff believe that, in addition to a program that integrates psychotherapy, education, and vocational training, the experience of being in Patuxent's rehabilitation-oriented environment contributes to the organization's success. In October of 1982 Patuxent was forced to double-cell a portion of its inmate population. It was feared that Patuxent's "therapeutic milieu" would suffer as a consequence. The Correctional Institution Environment Scale (CIES) was administered at Patuxent in 1982, and again in 1984 and 1985. Patuxent staff exhibit very positive perceptions of Patuxent's environment, with few changes between 1982 and 1985. Inmates tested in 1984, who had just arrived at the 1982 testing, showed significant positive changes in their perceptions of Patuxent. Double celling appears not to have detracted from the positive perceptions of the environment at Patuxent Institution.

## INTRODUCTION

This paper presents the results of a recent assessment of inmate and staff perceptions about Patuxent Institution, using the Correctional Institution Environment Scale (CIES). Patuxent Institution is, by law,<sup>1</sup> a treatment facility for inmates who volunteer to participate in Patuxent's program. The treatment program consists of a graded tier and gradual release system integrated with regular psychotherapy, and participation in education and vocational training.

CIES measures perceptions of correctional environments in a way that is particularly suited to Patuxent Institution. It measures perceptions along three dimensions--Relationships, Treatment Program, and System Maintenance--using nine subscales that measure numerous facets of an institution's environment. See Moos (1974 and 1975) for detailed information regarding the history and development of the scale.

Because of its legal mandate to treat and rehabilitate convicted criminals, Patuxent Institution staff strive to maintain a positive environment; one of staff commitment, trust, and a belief in inmate self-evaluation, progress, and change. Patuxent staff believe that, in addition to the carefully planned programs of psychotherapy, education, and vocational training, the experience of being at Patuxent in a rehabilitation-oriented environment contributes to the organization's "success."<sup>2</sup>

Patuxent Institution undertook this research in a search for answers to some general and specific questions:

- Do Patuxent Institution staff and inmates perceive that the institution is doing what it is supposed to?
- Do different staff sub-groups perceive the Institution differently?
- Do different inmate groups perceive the Institution differently?
- Do staff perceptions of the Institution differ from inmate perceptions?
- Has double-celling at Patuxent had a negative effect on staff and inmate perceptions of Patuxent Institution?

## PATUXENT INSTITUTION

Patuxent Institution sits in Jessup, Maryland, approximately fourteen miles south of the City of Baltimore. It is one of nine correctional institutions maintained and operated by the Maryland Department of Public Safety and Correctional Services. The Department of Public Safety and Correctional Services is a cabinet-level state agency whose responsibility includes the control and reduction of crime, maintenance of public order, and rehabilitation of adjudicated individuals who pose a threat to the public.

### History:<sup>3</sup>

Patuxent Institution was established in 1955, in response to the report of the Commission to study Medico-legal Psychiatry (founded in 1947 under Governor Preston Lane).<sup>4</sup> Originally designed as a facility for "Defective Delinquents"<sup>5</sup> with indeterminate sentences, it remained as such until 1977. Treatment consisted of group or individual psychotherapy, education, vocational training and recreation. The core of the treatment program was a graded tier system and a "therapeutic milieu." Patuxent Institution staff determined when defective delinquents were sufficiently rehabilitated to qualify for release.

In 1977, the Maryland legislature repealed Article 31 B (Patuxent's enabling legislation) and reenacted a new version of the Article, creating Patuxent Institution under a determinate sentencing law. This action was taken as a response to criticisms of the philosophy under which Patuxent was originally created, and of reported practices and recidivism rates of Patuxent.

Article 31 B of the Annotated Code of the General Public Laws of Maryland, Acts of 1977 spells out Patuxent's purpose:

"(b) The purpose of the Institution is to provide efficient and adequate programs and services for the treatment and rehabilitation of eligible persons. This shall include a range of program alternatives indicated by the current state of knowledge to be appropriate and effective for the population being served. As an integral part of the program an effective research and development effort should be established and maintained to evaluate and recommend improvements on an on-going basis."

The law defines eligible persons in the following manner:

"(g) 'Eligible Person' means a person who (1) has been convicted of a crime and is serving a sentence of imprisonment with at least three years remaining on it, (2) has an intellectual deficiency or emotional unbalance, (3) is likely to respond favorably to the programs and services provided at Patuxent Institution, and (4) can be better rehabilitated through these programs and services than by other incarceration."

Under the new Article 31 B, inmates must volunteer for treatment at Patuxent, and have to be diagnosed as Eligible Persons by an evaluation team at Patuxent. The treatment program changed in minor ways compared to the legal change. Psychotherapy, education, and vocational training integrated with a graded tier and release system still characterizes Patuxent. Inmates may not be detained beyond their legal release dates, and may voluntarily leave the program at any time. They may be diagnosed "Non-eligible Persons" by Patuxent's review and paroling authority, and return to the Maryland Division of Correction for the remainder of their sentences.

#### Current Operations

This section outlines the operations and procedures of Patuxent Institution, especially as they pertain to reception, diagnosis, treatment, and release of inmates. It provides a general description of staff activities and the chronological order of events experienced by inmates who come to Patuxent. The reader should refer to the flowchart below on page 6.

#### Inmate reception and diagnosis:

Article 31 B states that any person who is serving a sentence of imprisonment following conviction for a crime, and has more than three years remaining to serve on that sentence, may be referred to the Institution

by the Commissioner of Corrections for evaluation to determine whether the individual is an Eligible Person. The statute further states that the Commissioner may refer any such individual for evaluation upon the recommendation of the sentencing court; the State's Attorney of the county in which the person was convicted; or upon the recommendation of the Commissioner's staff. The Commissioner may also refer persons who personally request such transfer and evaluation.

The Division of Correction employs a screening process by which the Commissioner bases his referrals on the recommendations of classification teams in the Division of Correction. These teams review the records of inmates who voluntarily apply for transfer to Patuxent, and compile a list of recommendations for the Commissioner's review.

Inmates approved for transfer to Patuxent by the Commissioner reside in the Patuxent Annex (a double-celled portion of living units used for Division of Correction inmates awaiting evaluation) until living space becomes available in Patuxent's evaluation population. When an inmate "drops into" Patuxent's evaluation population, he is randomly assigned to one of four separate treatment units, and an elaborate six month diagnostic procedure begins.

Social workers, psychologists, psychiatrists, correctional officers, and medical staff examine and observe inmates during the six month evaluation. Based on formal social history reports, psychological, psychiatric, and medical testing, and on staff judgement of inmates' responses to, and motivation for, therapeutic treatment, a panel of clinical staff members evaluate each inmate as an Eligible Person (EP) or Non-Eligible Person (Non-EP). Non-EP's return to the Division of Correction, and may reapply to Patuxent Institution after a three year period. EP's begin participation in the full treatment program at Patuxent Institution.

#### Treatment and Review of Progress:

Treatment at Patuxent includes a wide range of programs, including psychotherapy, academic (remedial, high school and college-level) education, vocational training, job training and supervision, and recreation and leisure activities. Social, medical, and volunteer services all support and complement the treatment activities.

A graduated tier and privilege system forms the core of the treatment program. Staff (on a continual basis) and the Institutional Board of Review (on an annual basis) review each inmate's progress in the various treatment activities. As an inmate exhibits continued socially desirable and infraction-free behavior, he moves upward in the graded tier system, from Level One with minimum privileges to Level Four with maximum privileges and self-government. Staff determine whether an inmate is promoted or demoted to the various levels, and may recommend that the Board of Review find the inmate to be a Non-EP. A finding of Non-EP by the Board of Review returns the inmate to the Division of Correction.

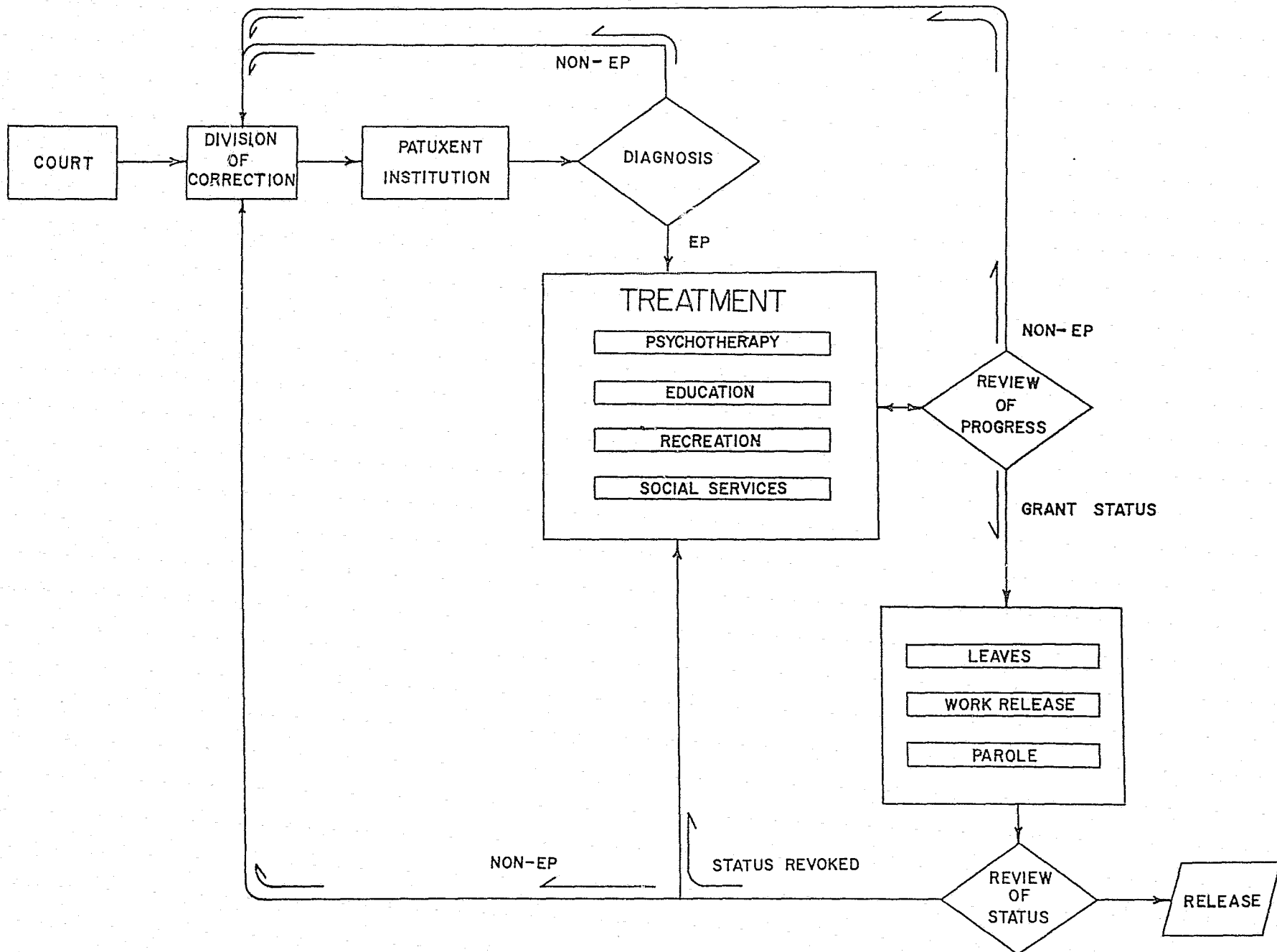
#### Review of Status and Release from Patuxent:

Inmates who successfully reach Level Four prepare for graduated release from Patuxent, beginning with either accompanied or unaccompanied single day leaves and progressing through extended leaves, work or school release, parole, and eventual complete release. Again, advancement in the release program depends on continued responsible behavior on the part of each inmate, and every step must be approved by the Board of Review. At any time the Board of Review may revoke an inmate's leave status or parole and return him to the Institution for further treatment, or it may determine the inmate to be a Non-EP and return him to the Division of Correction.

When inmates successfully complete the release program, the staff and Board of Review recommend them for complete release. If an inmate's sentence has not expired by this time, Patuxent must petition the Court to grant the inmate release from his sentence. The Court may vacate or suspend the sentence, or deny the petition, thus returning the inmate to parole status.

If, at any time during his stay at Patuxent, an inmate's sentence expires, the inmate is released from custody.

# FLOWCHART OF PATUXENT INSTITUTION OPERATIONS AND ACTIVITIES



## CIES AT PATUXENT

In the late 1970's and early 1980's Maryland faced the problem of an increasing prison population without a concomitant increase in available cell space, as did many other states. Most states resolved this problem through double-celling, placing two inmates in a double-bunked cell designed for one. Patuxent Institution avoided double-celling for a period of time. In May of 1982, the problem in Maryland became so acute that the Department of Public Safety and Correctional Services had no alternative but to begin double-celling in a portion of Patuxent.

Since double-celling was to become a reality, we realized that a natural experiment could be developed; attitudes and perceptions concerning the environment at Patuxent Institution could be examined among discrete groups. This was the first time in many years that a large group of inmates came to Patuxent for evaluation at the same time, and we were interested in how its perception of Patuxent compared to the perceptions of groups of staff and inmates who had been at Patuxent for some time. These groups included inmates on Level One (EP's); the newly arrived inmates from the Division of Correction (they were double-celled); and members of Patuxent's Treatment and Education staffs.

During June, July, and August of 1982, Patuxent staff administered CIES to the four groups of subjects (correctional officers were also tested, but the results are not included in this analysis). A total of 168 scores were obtained. The results were reviewed and discussed, though never published.

In September of 1984, Patuxent research staff readministered CIES to a small sample of inmates. This sample included those inmates who were double-celled in 1982, who completed a CIES form, and who still resided at Patuxent on the test date. Twelve scores were obtained.

In 1982 Patuxent's research staff hypothesized that different groups at Patuxent would score differently on CIES; and that the two inmate groups would perceive the Institution differently.

In 1984, Patuxent's research staff hypothesized that the retested inmates would achieve scores different from their 1982 scores, and that their 1984 scores would resemble the scores of staff and Level One inmates

tested in 1982. Put differently, as the double-celled inmates (who had just arrived in 1982) spent more time at Patuxent Institution (and eventually moved into single cells), their assessment of the treatment environment would more closely resemble the assessments of other groups at Patuxent Institution.

The results from the 1984 assessment revealed that the inmates who were double celled in 1982 had in fact changed their perceptions about Patuxent. Their perceptions in 1984 more closely resembled the perceptions held by Patuxent staff and inmates in 1982.

Patuxent's administrators were not entirely satisfied with this finding. Comparing 1984 scores to 1982 scores provided informative, though not definitive, answers. It became important to find out if Patuxent staff and inmate perceptions of Patuxent's environmental dimensions changed over the two years.

For this reason, the Patuxent research office readministered CIES to the treatment and education staffs in January of 1985. Of the 36 staff members tested in 1985, 11 had participated in 1982. This enabled a comparison of the recent inmate assessment to recent staff assessments, and also a comparison of 1982 scores to 1984 and 1985 scores for inmates and staff.

## RESEARCH METHOD

### 1982 data:

All inmates involved in this study resided at Patuxent. All subjects were informed that their responses were confidential, and names were not requested. CIES was administered to all subjects on a group basis.

For the treatment staff, CIES was administered at a regularly scheduled staff meeting. Of 31 possible subjects, 21 responded. The education staff (including teachers, vocational instructors, and recreation staff) were administered CIES in the school building. Of a possible 24 respondents, 16 chose to participate.

Level One inmates could have maximally consisted of 124 subjects. Only inmates present on the tier when CIES was administered were included; 72 participated. The same procedure was followed with the double-celled (DOC) inmates. Of a possible 99 subjects, 59 participated. Research staff emphasized the fact that involvement in the study would not become part of their official records. Each of the 90 items on CIES was read aloud and, after a pause of five to eight seconds, was repeated.

### 1984 and 1985 data:

In September of 1984, 16 of the original 59 double-celled inmates in 1982 remained at Patuxent. Each of the 16 resided in a single-celled living unit; three were housed on Level Three and 13 on Level Two. A Patuxent staff member administered the test in a group setting in a room in the school building. Since all of the respondents read at the sixth grade level or above, the items were not read aloud. The staff person explained the purpose of readministering the test, and remained in the room as the inmates filled out the forms.

In January of 1985, CIES was readministered to the treatment and education staffs at Patuxent under conditions similar to those described for the 1982 testing. All members present at a departmental staff meeting were tested; confidentiality was assured.

Table 1 below summarizes the different groups tested over the years. See Appendix A for details concerning the different groups tested.

TABLE 1

## Summary of CIES Study Subjects at Patuxent

<u>Group</u>	<u>Date</u>	<u>No. of Possible Subjects</u>	<u>Actual No. Tested</u>	<u>Percent</u>
1982:				
1) Treatment staff - Psychologists, Psy- chiatrists, Social Workers	7/82	31	21	68%
2) Education staff - Academic, Voca- tional, Recre- ation	7/82	24	16	67%
3) Level One inmates - Accepted into Patuxent, on lowest tier level	7/82	124	72	58%
4) DOC inmates - Residing at Patuxent, double- celled, awaiting evaluation	7/82	99	59	60%
1984:				
5) Patuxent inmates - subset of group 4 above, still housed at Patuxent	9/84	16	12	75%
1985:				
6) Treatment staff	1/85	30	20	67%
7) Education staff	1/85	24	16	67%

Limitations:

Two sampling problems characterize this study--selection and attrition. Inclusion in any of the above samples was limited to the availability of subjects on a tier or at a meeting. Available subjects had the option of not participating. Attrition poses a further threat. Since participation in Patuxent's program is voluntary, those inmates who were not in Patuxent's

population in September of 1984 may have left the program voluntarily, or may have been ejected (either instance may indicate a negative perception of Patuxent's environment on an inmate's part). The remaining few (n=12) of the original 59 double-celled inmates may be those who perceive Patuxent in the most positive manner. In addition, the small number of subjects available for testing in 1984 further limits generalizations.

These problems, however, are beyond the researcher's control. Inmates and staff cannot be forced to participate (nor will they be retained solely for research purposes).

In a more controllable situation, a pre-post study would have been appropriate, and more feasible. This study is representative of the many "experiments of opportunity" that correctional researchers must take advantage of in order to conduct useful research. When double-celling was mandated for Patuxent, a rare opportunity presented itself--a group of inmates came to Patuxent at the same time. They served as an experimental group of sorts, for the simple purpose of assessing their perceptions of Patuxent Institution, in comparison to the perceptions of certain groups of staff and inmates who had experienced the environment at Patuxent for some time.

For these reasons, Patuxent staff and administration view the conclusions of the study with caution, and with respect for the limitations mentioned. The results are very useful as an exploration into assessing Patuxent's environment and as the starting point for further study of various aspects of Patuxent Institution.

#### Statistical Presentation:

CIES scores may be calculated and presented in a variety of formats--raw scores vs. scaled scores, resident norms vs. staff norms, individual scores vs. group mean scores (Moos 1974). This paper presents all scores as group mean scaled scores calculated on resident norms. Mean raw scores were calculated for each staff or inmate group for each subscale, and scaled scores developed from the mean raw scores. All staff scores were calculated using the resident norm.

## FINDINGS

### General Findings - 1982:

An item-by-item analysis for each group tested revealed that the differences between group scores for the four groups tested are real; they did not occur by statistical chance.<sup>7</sup> Generally, the observed differences between groups were in the expected directions. With the exception of the DOC inmates, we observed a consistent pattern of subscale scores among different groups, which was expected.

DOC inmates fell within one standard deviation of the mean resident norms on all subscales except Expressiveness, where the deviance was just above one standard deviation.

Level One inmates fell within one standard deviation of the mean on the Autonomy, Order and Organization, Clarity, and Staff Control subscales, and fell outside of that range on all others.

With the exception of the Order and Organization subscale, education staff fell outside one standard deviation on all subscales. Treatment staff fell outside of the one standard deviation range on all subscales.

Figure 1 below presents the graph of the subscale scores for the four groups tested. Tables 2 and 3 present summary statistics and test results. Appendix B on page 35 lists each of the items included under the nine subscales and three dimensions of the CIES.

FIGURE 1

CIES Profiles for DOC Inmates, Level 1 Inmates,  
Treatment and Education Staff - 1982

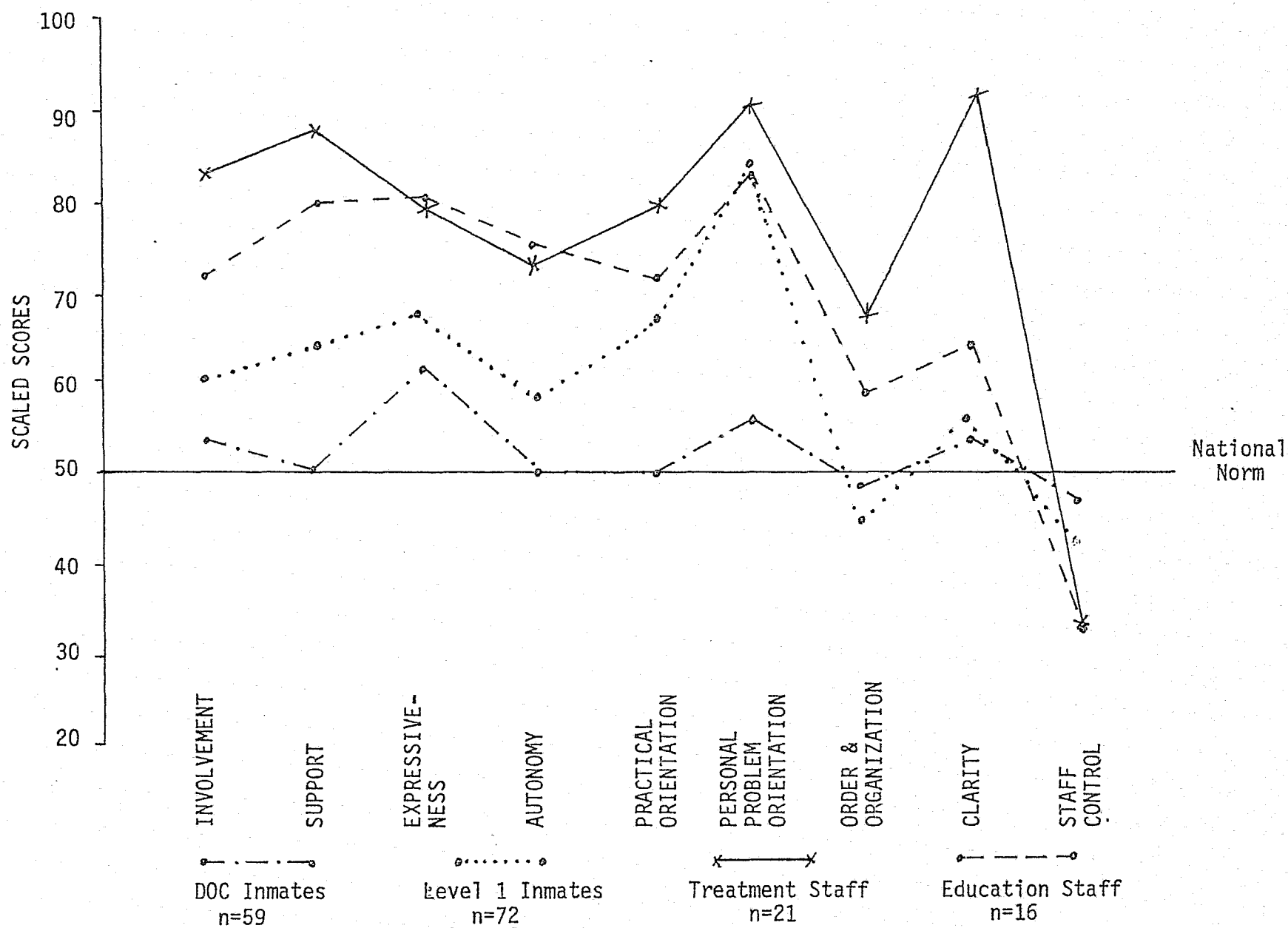


TABLE 2

CIES Mean Raw Scores, Standard Deviations, and Scaled Scores for DOC Inmates,  
Level 1 Inmates, Treatment and Education Staff - 1982

SUBSCALE	DOC Inmates n=59			Level 1 Inmates n=72			Treatment Staff n=21			Education Staff n=16		
	Mean	SD	SS	Mean	SD	SS	Mean	SD	SS	Mean	SD	SS
Involvement	4.4	1.9	53	5.3	2.3	60	8.0	3.7	82	6.8	2.4	72
Support	3.6	2.2	50	5.1	2.4	64	7.8	2.1	88	6.9	2.2	80
Expressive- ness	4.3	1.6	61	4.9	1.9	67	6.3	1.7	79	6.6	1.9	80
Autonomy	2.8	1.9	50	3.8	1.5	57	6.2	2.2	73	6.4	1.6	76
Practical Orientation	5.3	2.1	50	7.3	1.5	67	8.7	1.2	79	7.8	1.8	71
Personal Problem Orientation	4.3	1.9	55	7.7	1.3	83	8.5	0.8	90	7.6	1.6	82
Order & Organization	3.8	2.2	49	3.0	2.0	45	6.7	2.3	68	5.2	2.5	58
Clarity	3.4	1.8	52	3.8	1.8	55	7.6	1.2	91	4.8	2.6	64
Staff Control	6.2	1.6	47	5.6	1.7	41	4.8	1.4	34	4.6	1.4	32

TABLE 3

Results of Difference of Means (t)\* Test for CIES Mean Raw Scores for DOC Inmates,  
Level 1 Inmates, Treatment and Education Staff - 1982

SUBSCALE	$t_{sig} \bar{x}_{DOC} - \bar{x}_{Level\ 1}$ df=129	$t_{sig} \bar{x}_{DOC} - \bar{x}_{Treat.}$ df=68	$t_{sig} \bar{x}_{Treat.} - \bar{x}_{Educ.}$ df=35	$t_{sig} \bar{x}_{Educ.} - \bar{x}_{Level\ 1}$ df=86
Involvement	.01 < p. < .05	p. < .01	p. > .05	.01 < p. < .05
Support	p. < .01	p. < .01	p. > .05	p. < .01
Expressiveness	p. > .05	p. < .01	p. > .05	p. < .01
Autonomy	p. < .01	p. < .01	p. > .05	p. < .01
Practical Orientation	p. < .01	p. < .01	p. > .05	p. > .05
Personal Problem Orientation	p. < .01	p. < .01	.01 < p. < .05	p. > .05
Order & Organization	.01 < p. < .05	p. < .01	p. > .05	p. < .01
Clarity	p. > .05	p. < .01	p. < .01	p. > .05
Staff Control	.01 < p. < .05	p. < .01	p. > .05	.01 < p. < .05

\*Significance level for 2-tailed test; t statistic calculated using the pooled estimate of variance:

$$\frac{\bar{X}_1 - \bar{X}_2}{\sqrt{\frac{N_1 s_1^2 + N_2 s_2^2}{N_1 + N_2 - 2} \sqrt{\frac{N_1 + N_2}{N_1 N_2}}}}$$

### Relationship Dimension - 1982:

Treatment staff scored very high on the Involvement subscale. Education staff and Level One inmates also scored highly on Involvement. This indicates a strong perception on their parts that inmates become actively involved in the treatment program. DOC inmates scored lower on the Involvement subscale, though still above the resident norm.

Treatment and education staff, and Level One inmates, scored high on the Support subscale, indicating a strong perception on their parts that residents and staff provide support to other residents. DOC inmates scored lowest on Support, slightly above the resident norm.

Treatment and education staff scored highest on the Expressiveness subscale. Both groups feel that Patuxent's program encourages open expression of feelings by staff and inmates. Level One inmates also exhibit a strong perception that Patuxent's program encourages expression of feelings. DOC inmates perceive this aspect of Patuxent's program to a lesser degree, though above the resident norm.

Most of these results were expected. Treatment and education staff (especially treatment) develop close, often intensive, relationships with inmates in the course of their work. They tend to see themselves as highly involved, and view their jobs as that of motivating inmates to become involved. Patuxent inmates respond to this perception, but to a lesser degree for all three subscales. At the time of testing, DOC inmates had not become involved in the aspects of Patuxent's program that relate directly to the Relationship Dimension.

### Treatment Program - 1982:

Treatment and education staff scored the highest of all groups on the Autonomy subscale. They feel strongly that inmates are encouraged to take initiative and act on their own. Level One inmates feel the same way, though to a lesser degree. DOC inmates scored about at the norm on Autonomy. They don't perceive that inmates are encouraged to take initiative any more than other inmates do, on average.

Treatment staff scored the highest on the Practical Orientation subscale. They perceive a great degree of practical preparation of inmates for release. Education staff and Level One inmates also perceive a high

degree of practical orientation in Patuxent's program. DOC inmates scored at the resident norm on practical orientation.

All groups except DOC inmates scored highly on the Personal Problem Orientation subscale. Patuxent staff and Level One inmates alike strongly perceive that residents at Patuxent are encouraged to explore, identify, and resolve personal problems. DOC inmates do not perceive this stress on personal problem resolution any more than inmates in other institutions.

This pattern of scores contains few surprises. A dichotomy exists between the treatment and education staffs and the inmates on the Autonomy subscale. Inmates do not perceive that they are encouraged to take initiative and leadership in the treatment units to the extent that Patuxent staff do.

#### System Maintenance - 1982:

Treatment staff scored highest on the Order and Organization subscale, followed by education staff. These groups perceive order and organization as an important aspect of Patuxent's program. DOC inmates scored higher than Level One inmates on this subscale, though both inmate groups scored below the resident norm.

Treatment staff scored much higher than all other groups on the Clarity subscale. They perceive that rules and regulations are clearly spelled out, that inmates understand what is expected of them in the treatment program, and that program changes are clearly explained. All other groups do not perceive clarity as strongly as the treatment staff, though they all scored above the norm. Both inmate groups scored the lowest on the Clarity subscale. They do not perceive the clarity in rules and regulations and program administration that staff do.

All groups scored below the resident norm on the Staff Control subscale, with education and treatment staffs scoring the lowest. To varying degrees, all groups perceive the use of formal controls below the level of the resident norm. We view this as a positive finding. Low perceptions of staff use of formal controls indicate that rules are internalized.

One of the more interesting observations in the System Maintenance Dimension is the dichotomy between the treatment staff and the education staff and inmates on the Clarity subscale.

#### Retesting DOC Inmates - 1984:

The perceptions that former DOC inmates have of Patuxent Institution have improved on all subscales, as the profile in Figure 2 shows.

In the Relationship Dimension, we observed substantial increases in the Involvement, Support, and Expressiveness subscales. These inmates' perceptions of the extent to which inmate involvement and expressiveness are encouraged in the treatment program increased, in all cases to a level higher than that expressed by Level One inmates in 1982.

In the Treatment Program Dimension, the former DOC inmates scored much higher on the Practical and Personal Problem Orientation subscales than they did in 1982. They perceive these program aspects as more important than they did before. The former DOC inmates also scored higher on the Autonomy subscale, indicating an increased perception of the extent to which inmates are encouraged to act on their own in the treatment units. Their scores in these dimensions closely resemble the scores achieved by the Level One inmates in 1982.

The former DOC inmates scored higher than they did in 1982 on the Order and Organization and Clarity subscales in the System Maintenance Dimension. They perceive order as more important to the program than they did before, and they perceive more clarity in the explanation and administration of rules and regulations. They scored lower on the Staff Control subscale than they or the Level One inmates did in 1982, indicating perception of a lesser use of formal control measures.

#### Retesting Patuxent Staff - 1985:

The above findings suggest that Patuxent's environment differs significantly from that of other correctional institutions, and that inmates perceive and understand Patuxent's treatment orientation. Inmates who were being treated as regular Division of Correction inmates in 1982, and who spent two years in Patuxent's program, changed their perceptions of Patuxent markedly, and in the expected directions. Their perceptions of the Institution's environment are more like those of other staff and residents, and are more positive across the board compared to measures taken two years ago.

These findings suggest other questions, however. Do Patuxent staff perceive the institution now as they did in 1982, after double-celling has

FIGURE 2

CIES Profiles for DOC Inmates Tested in 1982 and 1984,  
and Level 1 Inmates Tested in 1982

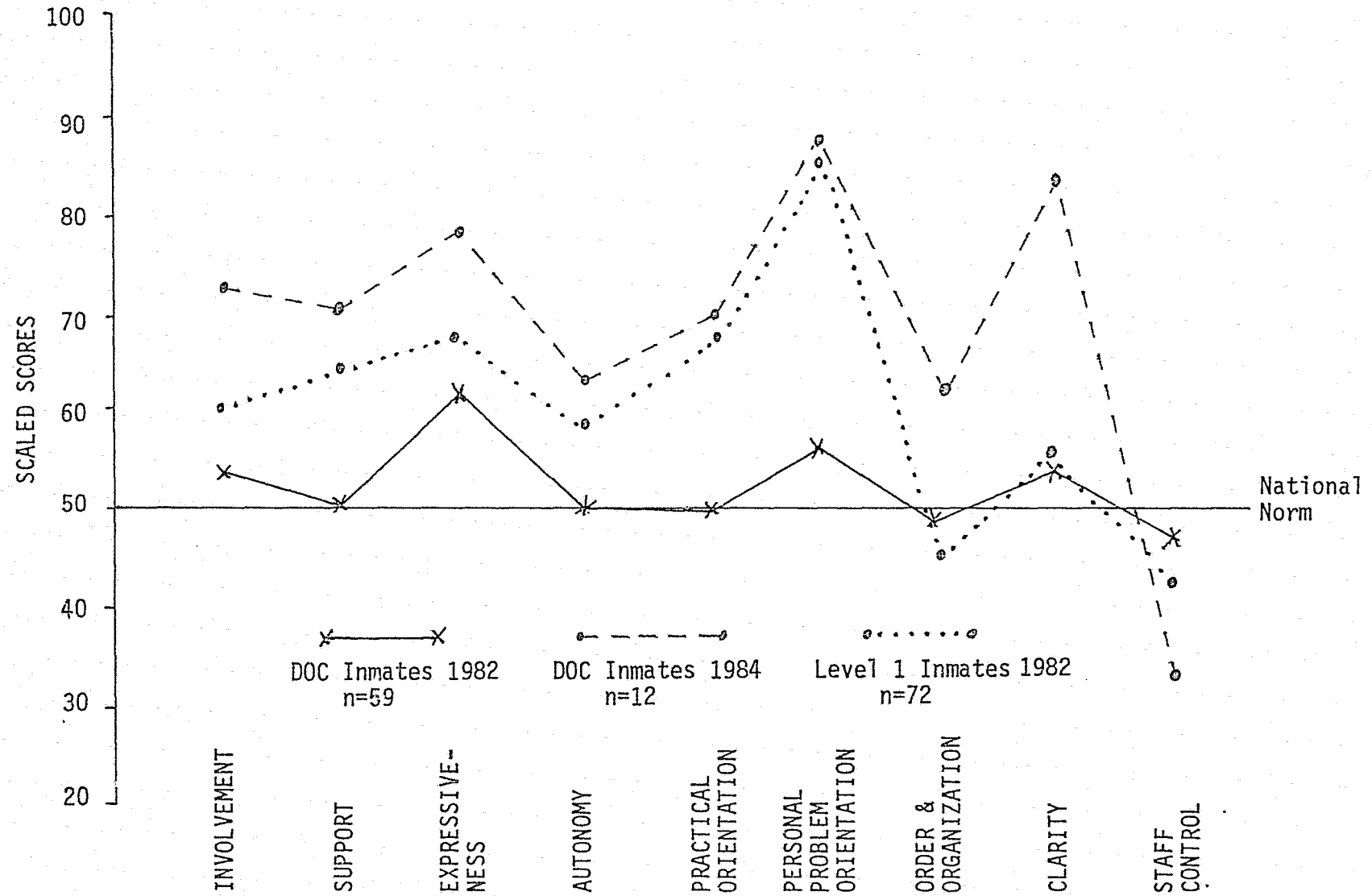


TABLE 4

CIES Mean Raw Scores, Standard Deviations, Scaled Scores, and t-test Results  
for DOC Inmates - 1984 and Level 1 Inmates - 1982

SUBSCALE	DOC Inmates 1984 n=12			Level 1 Inmates 1982 n=72			t <sub>sig</sub> $\bar{x}_{DOC} - \bar{x}_{Level 1}$ df=82
	Mean	SD	SS	Mean	SD	SS	
Involvement	6.8	2.6	72	5.3	2.3	60	.01 < p. < .05
Support	5.8	2.6	71	5.1	2.4	64	p. > .05
Expressiveness	6.3	1.9	79	4.9	1.9	67	.01 < p. < .05
Autonomy	4.6	1.6	62	3.8	1.5	57	p. > .05
Practical Orientation	7.8	1.3	71	7.3	1.5	67	p. > .05
Personal Problem Orientation	8.3	0.8	88	7.7	1.3	83	p. > .05
Order & Organization	5.5	2.9	61	3.0	2.0	45	p. < .01
Clarity	6.8	2.3	84	3.8	1.8	55	p. < .01
Staff Control	4.7	1.2	33	5.6	1.7	41	p. > .05

been in effect for over two years? When double-celling began, it was feared that Patuxent would lose some of its treatment emphasis due to the increased security demands imposed by the influx of Division of Correction inmates. These inmates were simply housed at Patuxent. They did not participate in education, therapy or group counseling activities. The 1985 staff CIES scores presented below do not provide a definitive answer to this question, but they suggest that the impact of double-celling was minimal on staff perceptions of the Institution's environment.

Figures 3 and 4 below present the 1985 CIES results for Patuxent treatment and education staffs respectively. There are few noticeable differences between the 1982 and 1985 scores for either staff group. It is significant to note in Figure 3 that on six of the nine subscales treatment staff scored lower in 1985 than they did in 1982, suggesting a negative trend. The education staff do not exhibit this pattern. Their scores fluctuated up and down in small increments in the Relationship and Treatment Program Dimensions, but exhibited positive trends in all three System Maintenance subscales.

Figure 5 presents the 1984 inmate and 1985 staff CIES profiles. Compared to Figure 1, the differences between staff and inmates have reduced in all subscales. Treatment and education staff differences have also reduced in some instances.

Figures 6 and 7 present the 1982 CIES profiles for the treatment and education staffs respectively, and also show the 1985 profiles for staff who participated in the CIES assessment in 1982, and for those who did not. In general, the differences in the scores are small, suggesting that there are no real differences in perceptions of Patuxent between those who were tested in 1982 and those who were not. It is significant to note, though, that the treatment staff in 1985 who participated in 1982 (n=4) scored higher on all subscales (remembering that a lower score on the Staff Control subscale is a positive result). The education staff (Figure 7) showed the opposite trend. Staff members who had previously participated scored lower on five of the first eight subscales, and higher on the Staff Control subscale.

FIGURE 3

CIES Profiles for Treatment Staff - 1982 and 1985

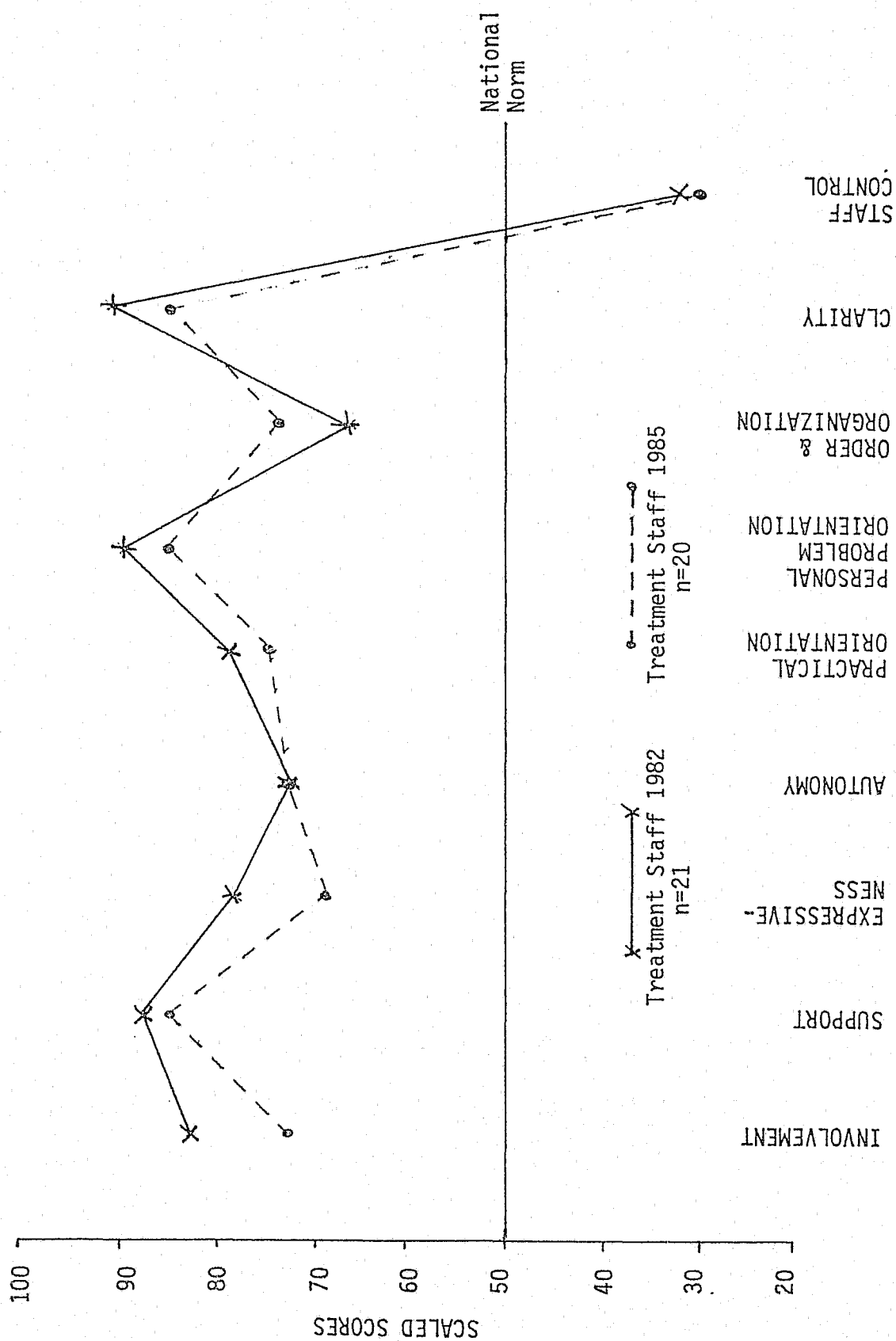


FIGURE 4

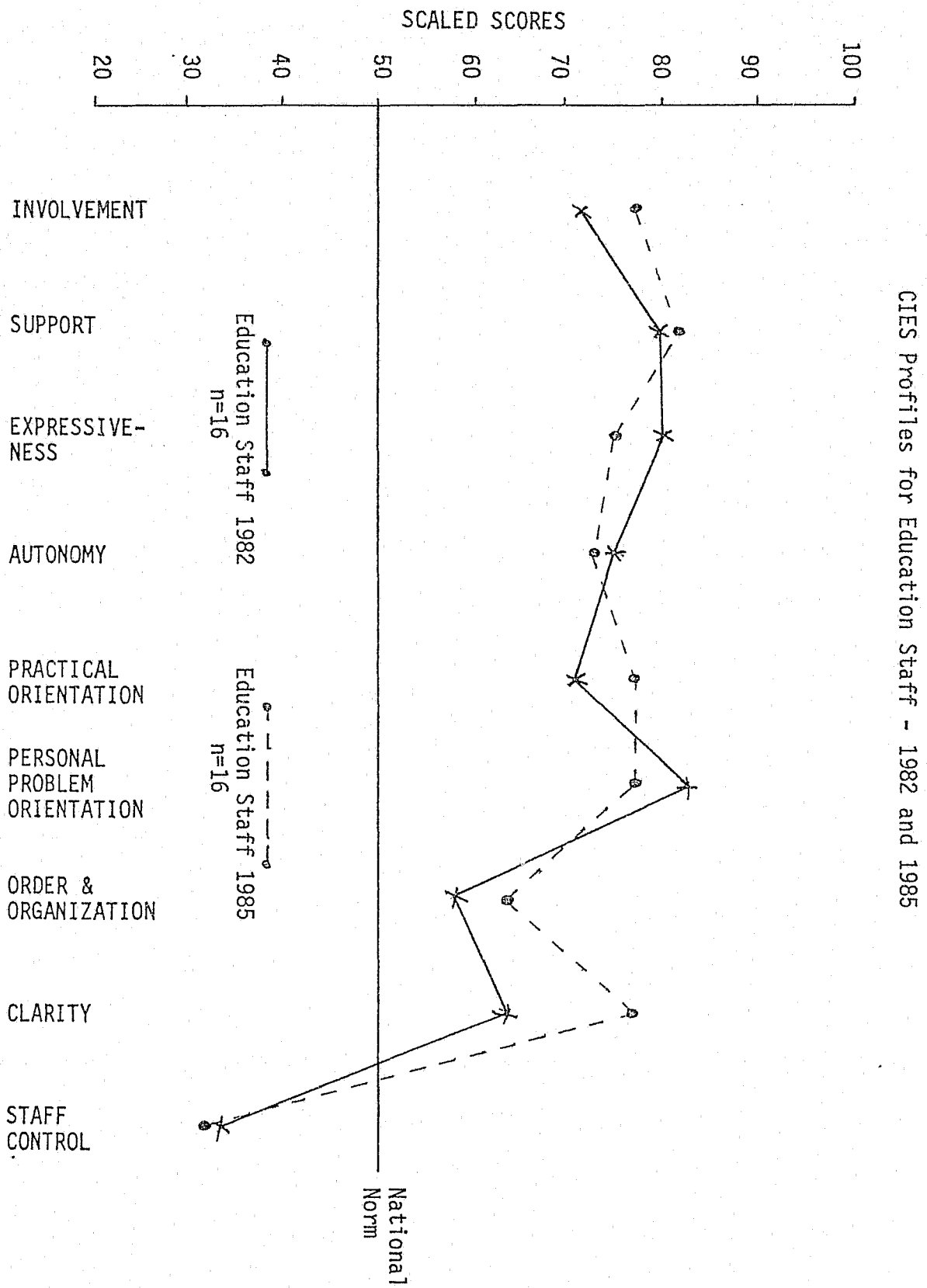


TABLE 5

CIES Mean Raw Scores, Standard Deviations, and Scaled Scores for Treatment Staff - 1982 & 1985

SUBSCALE	Treatment Staff 1982 n=21			Treatment Staff 1985 n=20		
	Mean	SD	SS	Mean	SD	SS
Involvement	8.0	3.7	82	6.8	2.3	72
Support	7.8	2.1	88	7.6	1.9	86
Expressiveness	6.3	1.7	79	5.3	1.9	69
Autonomy	6.2	2.2	73	6.0	1.3	73
Practical Orientation	8.7	1.2	79	8.4	1.4	76
Personal Problem Orientation	8.5	0.8	90	8.0	1.3	86
Order & Organization	6.7	2.3	68	7.3	1.8	72
Clarity	7.6	1.2	91	6.9	1.6	85
Staff Control	4.8	1.4	34	4.4	1.8	30

TABLE 6

CIES Mean Raw Scores, Standard Deviations, and Scaled Scores for Education Staff - 1982 & 1985

SUBSCALE	Education Staff 1982 n=16			Education Staff 1985 n=16		
	Mean	SD	SS	Mean	SD	SS
Involvement	6.8	2.4	72	7.4	2.5	77
Support	6.9	2.2	80	7.1	2.9	81
Expressiveness	6.6	1.9	80	5.9	1.5	75
Autonomy	6.4	1.6	76	6.2	1.9	73
Practical Orientation	7.8	1.8	71	8.6	1.8	78
Personal Problem Orientation	7.6	1.6	82	7.1	1.7	78
Order & Organization	5.2	2.5	58	5.8	2.7	62
Clarity	4.8	2.6	64	6.1	2.0	77
Staff Control	4.6	1.4	32	4.6	1.9	32

FIGURE 5

CIES Profiles for DOC Inmates Retested in 1984, and for Treatment and Education Staff Tested in 1985

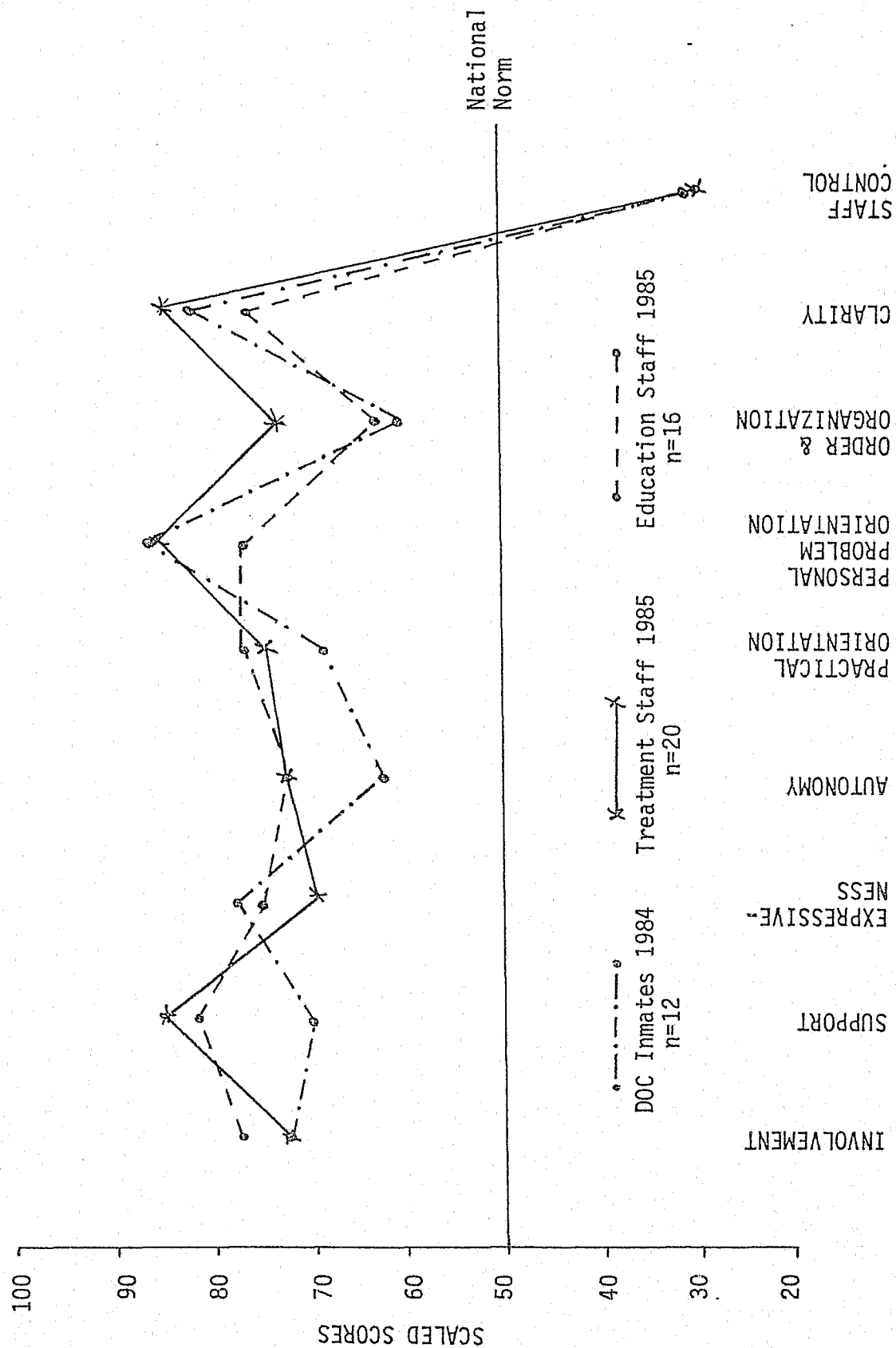


TABLE 7

Results of Difference of Means (t) Test for CIES Mean Raw Scores for DOC Inmates Retested in 1984, and Treatment and Education Staff Tested in 1985

SUBSCALE	$t_{sig} \bar{x}_{DOC} - \bar{x}_{Treat.}$	$t_{sig} \bar{x}_{DOC} - \bar{x}_{Educ.}$	$t_{sig} \bar{x}_{Treat.} - \bar{x}_{Educ.}$
Involvement	$p. > .05$	$p. > .05$	$p. > .05$
Supportive	$.01 < p. < .05$	$p. > .05$	$p. > .05$
Expressiveness	$p. > .05$	$p. > .05$	$p. > .05$
Autonomy	$.01 < p. < .05$	$.01 < p. < .05$	$p. > .05$
Practical Orientation	$p. > .05$	$p. > .05$	$p. > .05$
Personal Problem Orientation	$p. > .05$	$.01 < p. < .05$	$p. > .05$
Order & Organization	$p. > .05$	$p. > .05$	$p. > .05$
Clarity	$p. > .05$	$p. > .05$	$p. > .05$
Staff Control	$p. > .05$	$p. > .05$	$p. > .05$

FIGURE 6

CIES Profiles for Treatment Staff Tested in 1985

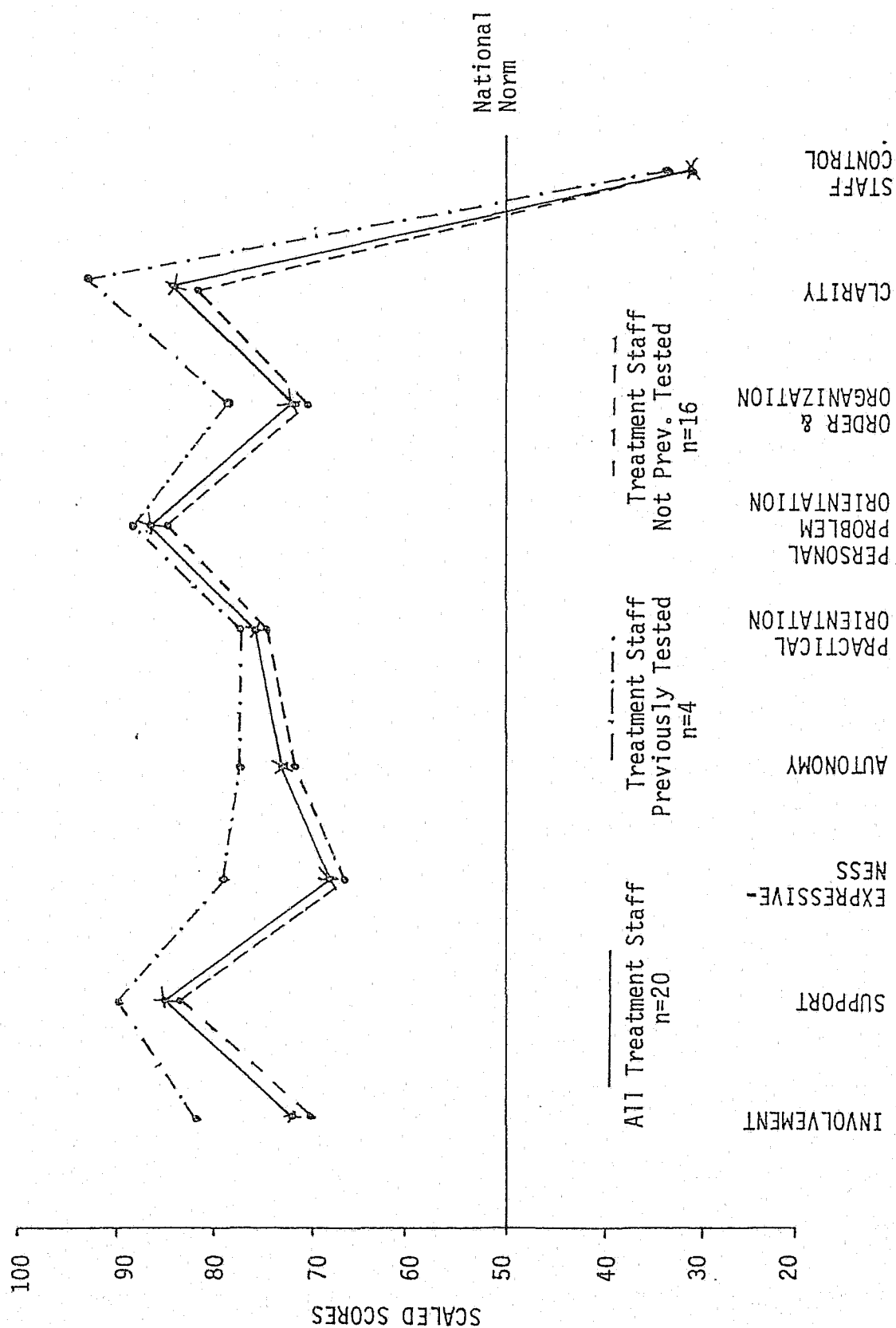
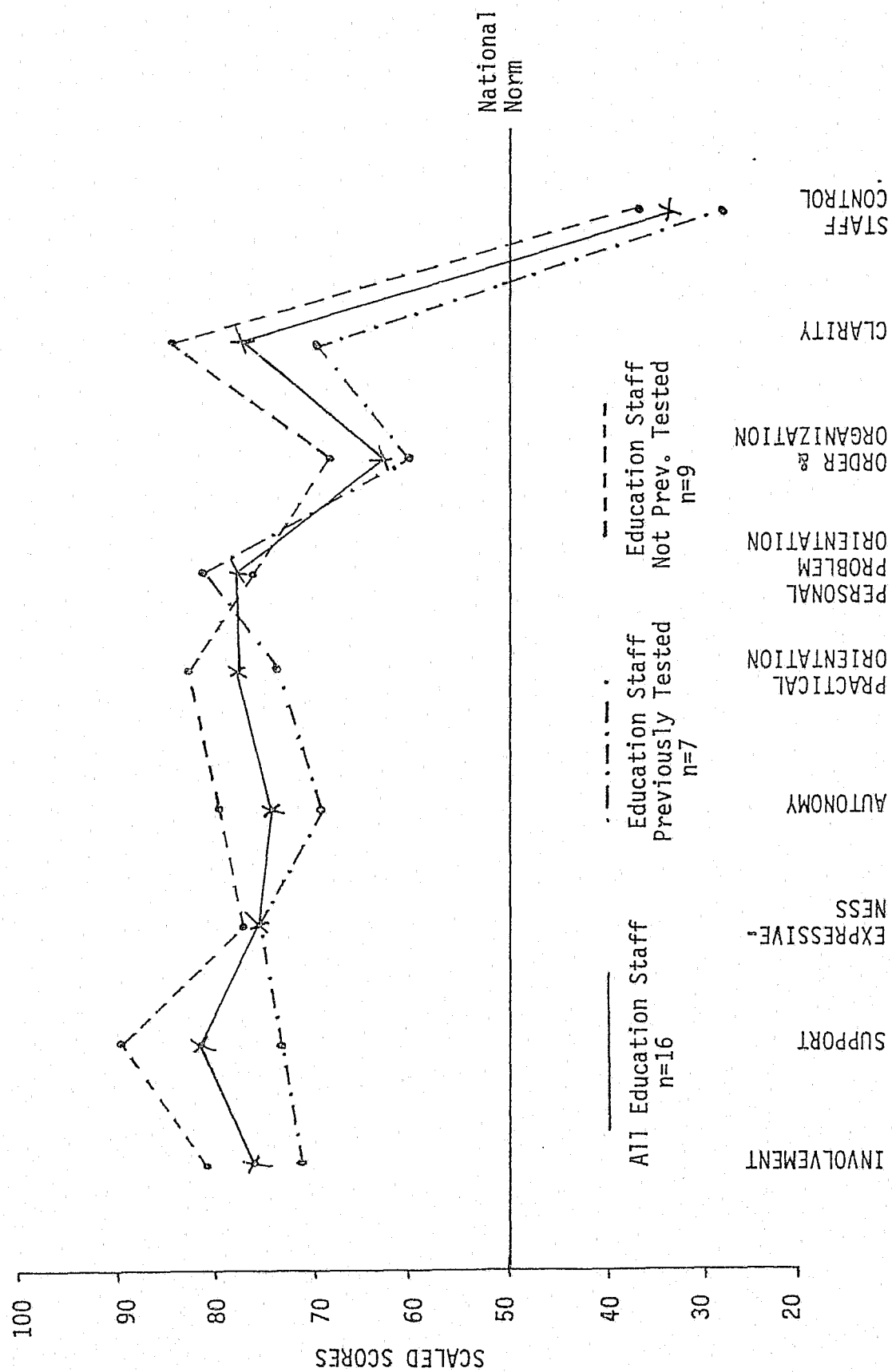


FIGURE 7

CIES Profiles for Education Staff Tested in 1985



## CONCLUSIONS

Patuxent Institution's research staff initiated this research to answer some simple questions regarding how different staff and inmate groups perceive the environmental dimensions measured by CIES. The questions were raised because double-celling was mandated for Patuxent, and, as a result, Patuxent's "therapeutic milieu" was threatened. The CIES results provide some encouraging answers.

Patuxent treatment and education staffs perceive the Institution's environment as it was hoped they would--positively along all subscales in the three environmental dimensions. This is particularly true for the Relationship and Treatment Program Dimensions, where treatment and education staff agreed strongly in their positive perceptions, both in 1982 and 1985. In the 1982 assessment the two staffs diverged in their assessments of Clarity, with education staff scoring lower. This divergence disappeared in the 1985 assessment.

In 1982, Patuxent inmates perceived Patuxent Institution in a positive manner on all subscales in the Relationship and Treatment Program Dimensions, though with lower average scores than staff. They showed common perceptions with the double-celled DOC inmates in the System Maintenance Dimension. Patuxent inmates were not retested for this analysis.

In 1982, the newly arrived, double-celled DOC inmates scored at or close to the CIES resident norm for all subscales. At that time their perception of Patuxent Institution did not differ significantly from the perceptions other inmates have of their institutions. In 1984, their perceptions of Patuxent Institution showed a marked positive change for all subscales. Their perceptions resembled those of staff on most subscales, after staying at Patuxent for just over two years.

A closer look at some of the findings reveal some less positive results. For example, in 1985 treatment staff scored 10 scaled points lower on the Involvement and Expressiveness subscales than they did in 1982. This indicates a perception on their part that current inmates become less involved in unit activities and "goings on," and less expressive about their feelings to staff and each other than was the case in 1982. The drop in these two subscale scores relates strongly to the scores of treatment staff who were not tested in 1982, as Figure 6 on page 27 shows. These

subjects (n=16) tended to be newer staff. They had worked at Patuxent for an average of less than four years at the time of testing, compared to an average of seven years for those who had previously participated (n=4). This finding may point to a dichotomy in perceptions between older and newer treatment staff.

The education staff exhibited the opposite pattern. Education staff who had previously participated in the CIES project in 1982 scored lower in 1985 on six of the first eight subscales, though the differences are small (see Figure 7, page 28). Previously tested education staff scored lower on the Staff Control subscale than the education staff who did not participate in 1982. The previously tested education staff had worked at Patuxent for an average of 14 years at the time of testing, compared to eight years for education staff who had not been tested before.

The significance of these trends is difficult to pinpoint. The total numbers of subjects in the different staff subgroups are small, as are the mean differences on most subscales. Further testing will reveal whether trends are developing in different staff groups, or these observations are random or nonsignificant.

## NOTES

- <sup>1</sup>Article 31B, Annotated Code of the Public Laws of Maryland, Acts of 1977.
- <sup>2</sup>While there are many ways of evaluating "success" in corrections (and many debates over the appropriate ways), this paper does not address the question of Patuxent's success.
- <sup>3</sup>Since others have documented Patuxent's history (See Boslow and Kohlmeyer 1963, Contract Research Corporation 1977, Lejins 1977, Longmire 1979), this section reviews it very briefly.
- <sup>4</sup>See Reiblich 1950.
- <sup>5</sup>The original law defined Defective Delinquents as "...persons who, by the demonstration of persistent aggravated antisocial or criminal behavior, evidence a propensity toward criminal activity, and who are found to have either such intellectual deficiency or emotional unbalance, or both, as to clearly demonstrate an actual danger to society so as to require such confinement and treatment, when appropriate, as may make it reasonably safe to terminate the confinement and treatment."
- <sup>6</sup>In practice, most inmates admitted to Patuxent for evaluation have more than three years remaining to be served. This practice insures that, if accepted, Patuxent inmates will not serve out their sentences (counting earned good time credit) before treatment is completed.
- <sup>7</sup>Using contingency table analysis, the true and false answers for each item were tabulated, for each group. Of the ninety items in CIES, fourteen did not differentiate significantly ( $p=.02$ ) between the different groups. Six differentiated between groups at the .02 level, though not at the .01 level. Seventy items showed distinct group differences ( $p=.01$ ).

## APPENDIX A

This appendix provides summary statistics for the different staff and inmate groups participating in the 1982, 1984, and 1985 CIES assessments.

The reader will note large percentages of missing data for nearly all groups. Test administrators did not insist that subjects provide all of the information items requested on the CIES form, primarily to insure subjects' confidence in the confidentiality of their responses, thus increasing the likelihood of participation. In addition, the CIES form asks for only a few items--Name, Age, Unit, Sex, Length of Time Served on the Unit, Length of Time Served in Correctional Institutions, Job Title. This severely curtails the extent to which between group differences can be included in analyses of results.

## SUMMARY DATA FOR INMATE SUBJECTS

	DOC Inmates 1982	Level 1 Inmates 1982	DOC Inmates 1984
Length of Time Served in Correctional Institutions			
- N =	6	23	9
- # missing	53	49	3
- % missing	90%	68%	25%
- Mean	3.9 yr.	6.0 yr.	4.1 yr.
- St. Dev.	5.3 yr.	4.8 yr.	1.1 yr.
- High	14.5 yr.	20.1 yr.	6.0 yr.
- Low	6 mo.	10 mo.	3.0 yr.
Length of Time Served in Patuxent Institution			
- N =	7	25	12
- # missing	52	47	0
- % missing	88%	65%	0%
- Mean	1.3 mo.	0.9 yr.	2.3 yr.
- St. Dev.	0.5 mo.	0.6 yr.	0.3 yr.
- High	2.0 mo.	2.7 yr.	3.0 yr.
- Low	1.0 mo.	1.0 mo.	1.8 yr.
Age			
- N =	9	45	12
- # missing	50	27	0
- % missing	85%	38%	0%
- Mean	24	27	29
- St. Dev.	8	8	9
- High	41	49	53
- Low	17	19	19

## SUMMARY DATA FOR STAFF SUBJECTS

	Treatment Staff 1982	Education Staff 1982	Treatment Staff 1985	Education Staff 1985
Length of Time Worked in Correctional Institutions				
- N =	12	11	17	16
- # missing	9	5	3	0
- % missing	73%	31%	15%	0%
- Mean	4.5 yr.	14.1 yr	6.5 yr.	11.3 yr.
- St. Dev.	5.6 yr.	7.3 yr.	5.2 yr.	8.5 yr.
- High	20.0 yr.	26.5 yr.	17.0 yr.	24.1 yr.
- Low	1.0 mo.	5.0 yr.	7.0 mo.	4.0 mo.
Length of Time Worked in Patuxent Institution				
- N =	16	12	19	16
- # missing	5	4	1	0
- % missing	24%	25%	5%	0%
- Mean	1.6 yr.	11.6 yr.	4.5 yr.	11.1 yr.
- St. Dev.	1.7 yr.	7.0 yr.	5.2 yr.	8.5 yr.
- High	6.3 yr.	22.0 yr.	16.0 yr.	24.1 yr.
- Low	1.0 mo.	3.6 yr.	7.0 mo.	1.0 mo.
Age				
- N =	4	5	11	16
- # missing	17	11	9	0
- % missing	81%	69%	45%	0%
- Mean	41	52	39	46
- St. Dev.	9	6	12	10
- High	51	60	59	65
- Low	29	47	27	27
Job Title				
- Social Worker	10 (48%)		8 (40%)	
- Psychologist	7 (32%)		11 (55%)	
- Psychiatrist	4 (19%)		1 ( 5%)	
- missing	0 ( 0%)	3 (19%)	0 ( 0%)	0 (0%)
- Academic Inst.		5 (31%)		6 (38%)
- Vocational Inst.		5 (31%)		8 (50%)
- Recreation Staff		3 (19%)		2 (13%)
Sex				
- Male	5 (24%)	7 (44%)	10 (50%)	15 (94%)
- Female	3 (14%)	0 ( 0%)	7 (35%)	1 ( 6%)
- missing	13 (62%)	9 (56%)	3 (15%)	0 ( 0%)

## APPENDIX B

This appendix presents the individual statements included in each of the nine CIES subscales. Subjects indicate whether they feel each statement is true or false about their "unit."

## RELATIONSHIP DIMENSION

### Involvement

The residents are proud of this unit.

Residents here really try to improve and get better.

Residents on this unit care about each other.

There is very little group spirit on this unit.

Residents put a lot of energy into what they do around here.

The unit has very few social activities.

Very few things around here ever get people excited.

Discussions are pretty interesting on this unit.

Residents don't do anything around here unless the staff ask them to.

This is a friendly unit.

### Support

Staff have very little time to encourage residents.

Staff are interested in following up residents once they leave.

The staff help new residents get acquainted on the unit.

The more mature residents on this unit help take care of the less mature ones.

Residents rarely help each other.

Staff go out of their way to help residents.

Staff are involved in resident activities.

Counselors have very little time to encourage residents.

Staff encourage group activities among residents.

The staff know what the residents want.

### Expressiveness

Residents are encouraged to show their feelings.

Residents tend to hide their feelings from the staff.

Staff and residents say how they feel about each other.

People say what they really think around here.

Residents say anything they want to the counselors.

Residents are careful about what they say when staff are around.

When residents disagree with each other, they keep it to themselves.

It is hard to tell how residents are feeling on this unit.

On this unit staff think it is a healthy thing to argue.

Residents on this unit rarely argue.

## TREATMENT PROGRAM DIMENSION

### Autonomy

The staff act on residents suggestions.

Residents are expected to take leadership on the unit.

The staff give residents very little responsibility.

Residents have a say about what goes on here.

The staff discourage criticism.

Staff encourage residents to start their own activities.

Staff rarely give in to resident pressure.

Residents here are encouraged to be independent.

There is no resident government on this unit.

Residents are encouraged to make their own decisions.

### Practical Orientation

There is very little emphasis on making plans for getting out of here.

Residents are encouraged to plan for the future.

Residents are encouraged to learn new ways of doing things.

There is very little emphasis on what residents will be doing after they leave the unit.

Staff care more about how residents feel than about their practical problems.

This unit emphasizes training for new kinds of jobs.

Residents here are expected to work toward their goals.

New treatment approaches are often tried on this unit.

Residents must make plans before leaving the unit.

There is very little emphasis on making residents more practical.

### Personal Problem Orientation

Residents are expected to share their personal problems with each other.

Residents rarely talk about their personal problems with other residents.

Personal problems are openly talked about.

Discussions on the unit emphasize understanding personal problems.

Staff are mainly interested in learning about residents feelings.

Residents are rarely asked personal questions by the staff.

The staff discourage talking about sex.

Staff try to help residents understand themselves.

Residents hardly ever discuss their sexual lives.

Residents cannot openly discuss their personal problems here.

## SYSTEM MAINTENANCE DIMENSION

### Order and Organization

The staff make sure that the unit is always neat.

The day room is often messy.

The unit usually looks a little messy.

This is a very well organized unit.

Things are sometimes very disorganized around here.

Many residents look messy.

Resident's activities are carefully planned.

Counselors sometimes don't show up for their appointments with residents.

The staff set an example for neatness and orderliness.

Residents are rarely kept waiting when they have appointments with the staff.

### Clarity

Staff sometimes argue with each other.

If a resident's program is changed, someone on the staff always tells him why.

When residents first arrive on the unit, someone shows them around and explains how the unit operates.

Staff are always changing their minds here.

Staff tell residents when they are doing well.

If a resident breaks a rule, he knows what will happen to him.

Residents are always changing their minds here.

Residents never know when a counselor will ask to see them.

Residents never know when they will be transferred from this unit.

The residents know when counselors will be on the unit.

### Staff Control

Once a schedule is arranged for a resident, he must follow it.

Residents may criticize staff members to their faces.

Residents will be transferred from this unit if they don't obey the rules.

All decisions about the unit are made by the staff and not by the residents.

The staff very rarely punish residents by restricting them.

Staff don't order the residents around.

If one resident argues with another, he will get into trouble with the staff.

The staff regularly check up on the residents.

Residents can call staff by their first names.

The staff do not tolerate sexual behavior by residents.

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