2022 PRIN Survey Results: Summary

As part of the Prison Research and Innovation Network (PRIN) project, UVM researchers worked with correctional staff and incarcerated individuals in Southern State Correctional Facility (SSCF) to develop Prison Climate Surveys. These surveys were administered to correctional staff and incarcerated individuals in SSCF in June 2021 and in June 2022. Response rates were impressive in both years: 2021 70% staff and 70% incarcerated persons, 2022 65% staff and 72% incarcerated persons.

In November 2021, we shared the results from the 2021 survey with the SSCF community and asked for feedback about what the main priority areas for change should be. Based on this, the SSCF community identified the following priority areas for change:

**SSCF Correctional Staff**
1. Staffing
2. Department of Corrections (DOC)
3. Health & Wellbeing
4. Job Satisfaction

**SSCF Incarcerated Individuals**
1. Planning for Release
2. Healthcare Services
3. Commissary
4. Prison Activities

We are now sharing the 2022 survey results, compared to the 2021 survey results, for these identified priority areas. This report is based on the 2022 "Data Walk," where we shared the results of the survey with the entire SSCF community for feedback in accordance with participatory research principles.

It is important to note that this is a summarized version of the survey results. Full survey results are available on our website: go.uvm.edu/justiceresearch

Abby Crocker  acrocker@uvm.edu
Kathy Fox  kfox@uvm.edu
65% of correctional staff completed the survey.

The Correctional Staff Vermont Prison Climate Survey was administered to staff working in Vermont's Southern State Correctional Facility in June 2022. Surveys were paper-based, confidential, and anonymous. Of 116 eligible correctional staff, 75 completed the survey (65% response rate). The demographic data presented here are self-reported.

- Age: 43 years (median)
- Race: 88% white
- Ethnicity: 87% white
- Gender identity: 19% female, 81% male
- Employer: 95% corrections, 5% contractor
- # Years working at SSCF
  - 38% 0-5 years, 62% 6+ years
- # Years working in Corrections
  - 29% 0-5 years, 71% 6+ years
1. STAFFING

a. There are enough staff to meet the current needs of this prison.

- 2021: 85% Strongly Agree, 9% Agree, 1% Disagree, 4% Strongly Disagree
- 2022: 84% Strongly Agree, 8% Agree, 2% Disagree, 6% Strongly Disagree

b. My work schedule causes conflict at home.

- 2021: 11% Strongly Agree, 31% Agree, 19% Disagree, 39% Strongly Disagree
- 2022: 16% Strongly Agree, 25% Agree, 20% Disagree, 54% Strongly Disagree

c. Generally, staff morale is high.

- 2021: 72% Strongly Agree, 23% Agree, 4% Disagree, 1% Strongly Disagree
- 2022: 75% Strongly Agree, 21% Agree, 2% Disagree, 2% Strongly Disagree

d. My coworkers show signs of stress.

- 2021: 18% Strongly Agree, 79% Agree, 1% Disagree, 2% Strongly Disagree
- 2022: 12% Strongly Agree, 88% Agree, 0% Disagree, 0% Strongly Disagree
### 2. DEPARTMENT OF CORRECTIONS

#### a. The Department communicates a clear vision (mission) for Corrections

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>16%</td>
<td></td>
<td>30%</td>
</tr>
<tr>
<td>Disagree</td>
<td>51%</td>
<td></td>
<td>46%</td>
</tr>
<tr>
<td>Agree</td>
<td>31%</td>
<td></td>
<td>24%</td>
</tr>
</tbody>
</table>

#### b. There are discussions involving all staff about the vision for Corrections and ways to achieve it.

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>33%</td>
<td></td>
<td>43%</td>
</tr>
<tr>
<td>Disagree</td>
<td>47%</td>
<td></td>
<td>45%</td>
</tr>
<tr>
<td>Agree</td>
<td>18%</td>
<td></td>
<td>11%</td>
</tr>
</tbody>
</table>

#### c. The Department has a clear understanding of what it’s like for staff to work in this prison.

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>63%</td>
<td></td>
<td>68%</td>
</tr>
<tr>
<td>Disagree</td>
<td>26%</td>
<td></td>
<td>27%</td>
</tr>
<tr>
<td>Agree</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### d. The Department takes the things I say seriously and treats me and my ideas with respect.

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>35%</td>
<td></td>
<td>47%</td>
</tr>
<tr>
<td>Disagree</td>
<td>45%</td>
<td></td>
<td>37%</td>
</tr>
<tr>
<td>Agree</td>
<td>19%</td>
<td></td>
<td>13%</td>
</tr>
</tbody>
</table>
3. HEALTH & WELLBEING

a. Since starting work in corrections, have you developed: anxiety?

2021: 49% yes  ➤  2022: 59% yes

b. In the past 7 days, I felt depressed.

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>32%</td>
<td>10%</td>
<td>30%</td>
<td>22%</td>
<td>17%</td>
</tr>
<tr>
<td>2022</td>
<td>19%</td>
<td>13%</td>
<td>23%</td>
<td>28%</td>
<td>17%</td>
</tr>
</tbody>
</table>

c. In general, how would you rate your satisfaction with your social activities and relationships?

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Very Good</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>14%</td>
<td>12%</td>
<td>25%</td>
<td>22%</td>
<td>27%</td>
</tr>
<tr>
<td>2022</td>
<td>9%</td>
<td>12%</td>
<td>11%</td>
<td>25%</td>
<td>43%</td>
</tr>
</tbody>
</table>

d. At any time in the last 12 months did you seriously think about trying to kill yourself?

2021: 10% yes  ➤  2022: 30% yes
### 4. JOB SATISFACTION

<table>
<thead>
<tr>
<th>a. Staff in this prison are fairly compensated for the duties and tasks they are required to perform</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>26%</td>
<td>51%</td>
</tr>
<tr>
<td>Disagree</td>
<td>38%</td>
<td>33%</td>
</tr>
<tr>
<td>Agree</td>
<td>33%</td>
<td>12%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>b. Leadership in this prison shows appreciation for staff in meaningful ways.</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>28%</td>
<td>33%</td>
</tr>
<tr>
<td>Disagree</td>
<td>35%</td>
<td>39%</td>
</tr>
<tr>
<td>Agree</td>
<td>34%</td>
<td>21%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>c. Promotions in this prison are done fairly.</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>32%</td>
<td>32%</td>
</tr>
<tr>
<td>Disagree</td>
<td>28%</td>
<td>35%</td>
</tr>
<tr>
<td>Agree</td>
<td>39%</td>
<td>30%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>d. If I have a chance, I will change to some other job outside of corrections at the same rate of pay</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>11%</td>
<td>15%</td>
</tr>
<tr>
<td>Disagree</td>
<td>22%</td>
<td>12%</td>
</tr>
<tr>
<td>Agree</td>
<td>27%</td>
<td>30%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>40%</td>
<td>43%</td>
</tr>
</tbody>
</table>
2022: SURVEY RESPONDENTS - INCARCERATED PERSONS

72% of incarcerated persons completed the survey.

The Incarcerated Persons Vermont Prison Climate Survey was administered to people incarcerated in Vermont's Southern State Correctional Facility in June 2022. Surveys were paper-based, confidential, and anonymous. Of 293 eligible incarcerated people, 212 completed the survey (72% response rate). The demographic data presented here are self-reported.

- Age: 38 years (median)
- Race: 75% white
- Ethnicity: 73% white
- Gender identity: 87% male
  - Transgender: 5%
- Status:
  - 30% Detained, awaiting trial
  - 46% Serving sentence
  - 24% Incarcerated for a violation of conditions
- # Years incarcerated at SSCF
  - 81% 0-5 years, 19% 6+ years
1. PLANNING FOR RELEASE

a. This prison does a good job preparing people for release.

- 2021: 48% Strongly Agree, 35% Agree, 15% Disagree, 2% Strongly Disagree
- 2022: 56% Strongly Agree, 33% Agree, 9% Disagree, 2% Strongly Disagree

b. There are enough staff to help me get ready for release.

- 2021: 42% Strongly Agree, 38% Agree, 16% Disagree, 4% Strongly Disagree
- 2022: 58% Strongly Agree, 26% Agree, 14% Disagree, 2% Strongly Disagree

c. I am able to start planning for release with enough time to be ready for when I am released.

- 2021: 33% Strongly Agree, 38% Agree, 24% Disagree, 1% Strongly Disagree
- 2022: 51% Strongly Agree, 29% Agree, 18% Disagree, 2% Strongly Disagree

d. The programs in this facility give me the skills I need to be successful on the outside.

- 2021: 51% Strongly Agree, 31% Agree, 13% Disagree, 4% Strongly Disagree
- 2022: 64% Strongly Agree, 22% Agree, 13% Disagree, 1% Strongly Disagree
2. HEALTHCARE SERVICES

a. I get the medical treatment I need in this prison, when I need it.

2021: 34% Strongly Disagree, 31% Disagree, 30% Agree, 15% Strongly Agree

2022: 54% Strongly Disagree, 30% Disagree, 15% Agree

b. I get the mental health care/treatment I need in this prison, when I need it.

2021: 36% Strongly Disagree, 33% Disagree, 27% Agree

2022: 53% Strongly Disagree, 24% Disagree, 21% Agree

c. I receive better medical care in this prison than I did on the outside.

2021: 50% Strongly Disagree, 38% Disagree, 8% Agree

2022: 67% Strongly Disagree, 23% Disagree, 9% Agree

d. There are enough staff to meet the current medical and mental healthcare needs of the prison.

2021: 43% Strongly Disagree, 34% Disagree, 18% Agree

2022: 56% Strongly Disagree, 29% Disagree, 14% Agree
3. PRISON ACTIVITIES

a. I have access to activities that promote well-being and growth.

- 2021: 35% Strongly Agree, 42% Agree, 20% Disagree, 11% Strongly Disagree
- 2022: 42% Strongly Agree, 42% Agree, 15% Disagree, 9% Strongly Disagree

b. There are a lot of times when there is nothing productive (or meaningful) for me to do.

- 2021: 11% Strongly Agree, 30% Agree, 55% Disagree, 4% Strongly Disagree
- 2022: 9% Strongly Agree, 35% Agree, 50% Disagree, 6% Strongly Disagree

c. This prison gives me opportunities to feel proud and accomplished.

- 2021: 48% Strongly Agree, 38% Agree, 11% Disagree, 6% Strongly Disagree
- 2022: 48% Strongly Agree, 36% Agree, 15% Disagree, 1% Strongly Disagree

d. This prison gives me enough recreation time.

- 2021: 53% Strongly Agree, 34% Agree, 12% Disagree, 1% Strongly Disagree
- 2022: 41% Strongly Agree, 32% Agree, 25% Disagree, 2% Strongly Disagree
4. COMMISSARY

a. There are enough outside vendors to choose from.

- 2021: 63% Strongly Disagree, 29% Disagree, 7% Agree
- 2022: 65% Strongly Disagree, 27% Disagree, 8% Agree

b. There are enough options for things to buy.

- 2021: 52% Strongly Disagree, 37% Disagree, 8% Agree
- 2022: 55% Strongly Disagree, 33% Disagree, 11% Agree

c. The quality of the available items is good.

- 2021: 41% Strongly Disagree, 32% Disagree, 25% Agree
- 2022: 42% Strongly Disagree, 35% Disagree, 22% Agree

d. The costs are reasonable

- 2021: 63% Strongly Disagree, 29% Disagree, 8% Agree
- 2022: 70% Strongly Disagree, 19% Disagree, 11% Agree