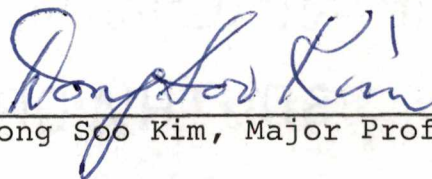


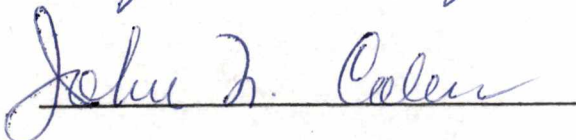
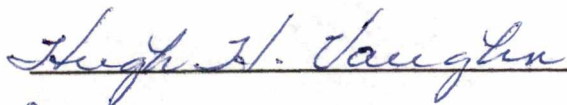
To the Graduate Council:

I am submitting herewith a thesis written by Judy Barrasso and Martha Gaston entitled "A Follow-Up Evaluation of the Self-Management Program at the Shelby County Penal Farm." I recommend that it be accepted in partial fulfillment of the requirements for the degree of Master of Science in Social Work.



Dong Soo Kim, Major Professor

We have read this thesis
and recommend its acceptance:



Accepted for the Council:



Vice Chancellor
Graduate Studies and Research

A FOLLOW-UP EVALUATION OF THE
SELF-MANAGEMENT PROGRAM AT THE
SHELBY COUNTY PENAL FARM

A Thesis

Presented for the

Master of Science in Social Work

Degree

The University of Tennessee, Knoxville

Judy Barrasso and Martha Gaston

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ABSTRACT

This study evaluated the effectiveness of a rehabilitative program at the Shelby County Penal Farm, the Self-Management Program, using the graded recidivism patterns of former participants as the outcome measure.

The subjects for this study were 145 former adult male felons who had been incarcerated at the Shelby County Penal Farm. The three study groups were composed of 48 men who had participated in the Self-Management Program, 48 men who had participated in the Manpower Development Training Act Program, and 49 men from the General Population who did not participate in any specific rehabilitative program at the Shelby County Penal Farm.

Demographic data, such as age, race, number of previous offenses, length of incarceration, length of time spent in the treatment program, length of time incarcerated before entering the program, type of offense, and length of post-incarceration was compiled for each subject from the records kept by the Central Records and Classification Office at the Shelby County Penal Farm.

Post-release law encounters and legal dispositions for each subject was collected for the researchers. Each subject was then ranked on the researchers' outcome measure called the Law Encounter Severity Scale, (LESS), a continuous ordinal recidivism scale, according to his most severe

law encounter during the follow-up period. The results of the subjects on LESS were then compared statistically by groups.

The researchers found in this study that there were no significant differences of LESS between the three groups by direct comparison of the groups. However, when relationships between the LESS Scores of the three groups and the intervening variables, such as age, race, number of previous offenses, length of incarceration, length of post-incarceration, length of time incarcerated before entering the program, length of time spent in the program, and type of offense, were tested for significance, it was found that the outcomes of the Self-Management Program participants were significantly associated with the variables, length of incarceration, length of incarceration before entering the program, and length of post-incarceration. In other words, although the SMP participants may experience a delay and reduction in recidivism, the outcomes cannot be directly attributed to the program itself. The intervening variables may have affected the outcome as well as the Self-Management Program. In light of these findings the researchers suggest further study of the programs using additional statistical analysis, longer follow-up periods and other outcome measures along with this graded recidivism scale.

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CHAPTER I

INTRODUCTION

The purpose of this study is to evaluate the effectiveness of two rehabilitative programs at the Shelby County Penal Farm, the Self-Management Program and the Manpower Development Training Act Program, using the graded recidivism patterns of former participants as the outcome measure.

Background

The demand for evaluative research in corrections is building so fast that even the most complacent are finding it impossible to ignore. The demand comes not only from correctional policy makers, but also from the press, public officials, and the public who are concerned with the obvious failure of the present correctional system to reduce crime.

The crime rate has increased significantly within the last fifteen years. In the United States the crime rate rose 14 times faster than the rate of population increase between 1960 and 1970.¹ If the rates of arrests, convictions, and probation remain at least the same as the present rates, then the rise in the rate of crime may result in more inmates being sentenced to prison than in the past. Presently, nearly a quarter of a million persons are behind

¹Benedict S. Alper, Prisons Inside Out: Alternatives in Correctional Reform (Cambridge, Mass.: Ballinger Publishing Co., 1974), p. 5.

bars in the United States and the number of inmates is predicted to increase.²

Numerous studies have shown that a large proportion of the prison population are recidivists, criminal repeaters, or will be recidivists. A study conducted by the Federal Bureau of Investigation reported that 55% of nearly 18,000 persons arrested for criminal offenses in 1963 had been rearrested within three years.³ Daniel Glaser reported that one-third of the men released from the entire prison system returned to prison within two to five years after release.⁴

It is clear that changes are needed in the criminal justice system because the crime problem is too serious to be ignored. The introduction of rehabilitative programs to correctional institutions was first regarded as a welcome change from the punishment philosophy by the correctional profession over a century ago.⁵ It was believed that by treating the offender, rather than punishing him, crime

²"Prison Population at Record, Study Says", The Commercial Appeal, Memphis, Tennessee, (Feb. 1, 1976), Sec. A., p. 10.

³Alper, op. cit., p. 14.

⁴Daniel Glaser, The Effectiveness of a Prison and Parole System, (New York: Bobbs-Merrill Co., Inc., 1964), p. 504.

⁵Report on Corrections, National Advisory Committee on Criminal Justice Standards and Goals, (Washington, D.C., 1973), p. 44.

would be deterred. However, rehabilitation has not proven to be a viable crime deterrent. Few studies have culminated in unquestionable findings which would prove the value of rehabilitative programs. Little evidence has been found that would conclusively establish the rehabilitative value of treatment programs.

Problem

In spite of the significant amount of negative evidence on the value of rehabilitative programs, the pressure for development of effective treatment techniques remains. Humanistic philosophies, coupled with legal opinions on the right of an offender to have rehabilitative services, continue to influence the correctional agencies to research for effective treatment innovations.

One such treatment innovation in the corrections field is behavior modification which is the shaping of behavior through manipulation of reinforcement to obtain the desired behavior.⁶ Behavior modification techniques, which have demonstrated their effectiveness in the mental hospital or educational program, have only been used in corrections for the last twenty years. The behavior modification technique that has been used most frequently in corrections is the token economy, and thus far, most of the application and

⁶Benjamin B. Wolman, Dictionary of Behavioral Science, (New York: Van Nostrand Reinhold Company, 1973), p. 42.

research of the token economy in corrections has been with juveniles. Therefore, there is need for further application and research of the effectiveness of behavior modification techniques in corrections.

The studies that have been done on token economies have produced favorable results. The token economy has been shown to be successful in achieving the goal of modifying specific targeted behaviors, especially with juveniles. These successful results have led to the expectation that through behavior modification techniques it will be possible to achieve the remedial socialization of some kinds of offenders.⁷

It is important, therefore, that the impact of behavior modification techniques on the reduction of the recidivism, or reconviction rate, be researched before conclusive opinions about its value as a rehabilitative technique are drawn. By widespread use of recidivism measures, results of evaluations of various programs can be compared and a common body of knowledge of correctional techniques can be built. Recidivism, which is the ultimate goal of the majority of correctional programs, is a logical outcome measure because its salience is universally agreed upon.⁸

⁷Report on Corrections, op. cit., p. 516.

⁸Robert Martinson, Douglas Lipton and Judith Wilks, The Effectiveness of Correctional Treatment: A Survey of Treatment Evaluation Studies (New York: Praeger Publishers, 1975), pp. 191-210.

The use of recidivism, however, as an outcome measure has provoked much controversy among correctional researchers. One of the most important arguments against the use of recidivism as an outcome measure is that it results in a dichotomous classification, which is either a classification or recidivist or non-recidivist. This classification gives no indication of the ex-offender's maladaptation or adaptation. It also fails to show any relationship to cost in the criminal justice system, since all recidivists are grouped together. The cost of incarcerating a man who receives a life sentence for murder is obviously much greater than a year sentence a burglar receives.⁹

Another argument against the use of recidivism is that only failure is measured by it. Those who are not counted as recidivist cannot necessarily be credited to a program as a success. There are several reasons for this paradox.¹⁰ First, some offenders may commit new offenses in a jurisdiction which will not report them to the offender's

⁹A. D. Witherspoon, E. K. deValera, W. O. Jenkins, The Law Encounter Severity Scale (LESS): A Criterion for Criminal Behavior and Recidivism, Experimental Manpower Laboratory for Corrections, Rehabilitation Research Foundation, Montgomery, Alabama, 1973, p. 2.

¹⁰Report on Corrections, p. 514.

previous jurisdiction.¹¹ Second, even though no new offense has been committed, the subject may not be a self-supporting responsible citizen. He may be unemployed and collecting welfare which hardly seems to be the goal our correctional systems are working towards.¹² Third, an offender may have participated in a program without benefit but for various reasons has managed to avoid detection in the commission of new crimes.¹³

One solution to the problems regarding recidivism as an outcome measure is the development of a scale which treats recidivism as a continuum. However, being a continuum is not the only criterion for a good recidivist scale. The California Severity of Offense Scale is an example of a continuum that is only intended for use with a specific target population - youthful offenders. Thus, usage with adult offenders is limited. The Gluecks' three-point recidivism scale, success, partial failure and failure, is an example of a scale too ambiguous for objective classification. Personal interpretation enters into the measuring which may result in an inconsistent classification. Mandel's eight-category recidivism typology is an example of a scale

¹¹Ibid., p. 514.

¹²Ibid., p. 514

¹³Ibid., p. 514.

which has broad classification units. However, typology groups all felony convictions together which doesn't allow cost comparisons to be made.¹⁴

In order to avoid the limitations of being only applicable to a specific group, or having such broad categories resulting in no real distinction between offenses being made, a scale must meet certain requirements. First, it should present criminal behavior and recidivism as a continuum rather than a dichotomy. Second, it should cover all offenses which may be verified by official records. Third, it should generalize to all situations involving offenders. Fourth, it should group only those offenses which are comparable in terms of cost to the criminal justice system, as determined by length of sentence. Finally, the terminology used to distinguish offense and groupings should be as objective as possible.

The Law Encounter Severity Scale (LESS), developed by the Experimental Manpower Laboratory for Corrections, meets all of the above requirements. The 38 item scale forms a law encounter continuum which is ranked according to severity and is applicable to all types of offenders.¹⁵

In summary, evaluation of correctional rehabilitative programs in terms of recidivism is a necessity. However,

¹⁴Witherspoon, op. cit., p. 3.

¹⁵Refer to Appendix A and B.

careful consideration should be given to the type of recidivism measure used in evaluating correctional programs. A type of graded recidivism measure has been shown to be of greater value to researchers because it permits the severity of offenses to be distinguished from one another.

As discussed, behavior modification techniques are a fairly new treatment innovation in corrections. The behavior modification programs have been shown to be effective in achieving certain stated goals, such as, modifying maladaptive behaviors and reinforcing socially acceptable behaviors. By replacing maladaptive behaviors with appropriate behaviors, behavior modification programs attempt to eliminate the tendency of an offender to return to the criminal life-style. Therefore, this type of rehabilitative program seems to show promise of significantly reducing recidivism rates of their participants. Further research on the effectiveness of behavior modification programs in corrections in terms of recidivism is needed. Thus, a study of a behavior modification program using a graded recidivism scale would be a positive step for corrections.

The Self-Management Program is a behavior modification program located at the Shelby County Penal Farm. This program has been in existence since June, 1973, and has never been evaluated. This study attempted to evaluate the effectiveness of the Self-Management Program in terms of differential recidivism, using participants from the Manpower

Development Training Act Program, and a group of inmates who did not participate in any rehabilitative program as comparison groups. The outcome of the program was defined according to the participant's position on the Law Encounter Severity Scale, a continuous recidivism scale which indicates severity of encounter with the law.

CHAPTER II

REVIEW OF THE LITERATURE

As discussed in the previous chapter, behavior modification programs in corrections have been found to be generally effective in achieving their stated goals of modifying targeted behaviors. In the review of the literature it was found that vocational training programs also have been successful in reaching a stated goal of increasing employability of offenders. The following discussion will present the major findings from the literature on behavior modification programs and vocational training programs.

Behavior Modification Programs

Behavior modification is a relatively new treatment innovation in corrections. The token economy is the most prevalent behavior modification technique found in correctional rehabilitative programs. One of the first token economies reported in corrections was the Achievement Place in Kansas. At Achievement Place, a home-style community-based treatment facility, token reinforcement procedures were designed to modify the behavior of the pre-delinquent boys in residence. The program successfully modified the target behaviors which were aggressive verbal behavior, bathroom tidiness, punctuality, homework preparation, and poor grammar. Phillips stated that the results of this

program proved the token economy to be practical, economic, and effective in dealing with pre-delinquents.¹

The token economy, which has been previously proven successful in educational programs, was also often used to modify the poor academic behavior of delinquents. Tyler described a token economy in 1967 that successfully increased the grade-point average of an institutionalized delinquent during a three week period.² Cohen reported a token economy designed to develop academic skills in institutionalized delinquents was effective in raising the subject's scores on standard achievement tests more than two levels.³

Although much of the research of token economies reported results of their application to delinquents, the success of token economies in corrections was not limited to delinquents. Lawson described the use of a token economy in a maximum security hospital for adult males. Tokens were given to the patients for displaying appropriate

¹Elery L. Phillips, "Achievement Place: Token Reinforcement Procedures in a Home-Style Rehabilitation Setting for 'Pre-Delinquent Boys'", Journal of Applied Behavior Analysis, Vol. 1, 1966, p. 213.

²V. O. Tyler, "Application of Operant Token Reinforcement of Academic Performance of an Institutionalized Delinquent", Psychological Reports, Vol. 21, 1967, pp. 244-260.

³H. I. Cohen, "Educational Therapy: The Design of Learning Improvements, in J. M. Shlien (Ed.) Research in Psychotherapy, Vol. III, 1968, Washington, D.C., American Psychological Association, pp. 21-53.

behaviors such as going to occupational therapy. The program was found to be effective in managing the patients' behaviors during hospitalization.⁴

Applied behavior analysis was also found to be an effective behavior modification technique for use with an adult prison population. Bassett, Blanchard, Harrison, and Wood used applied behavior analysis as a method of increasing attendance at a remedial education center at a correctional institution. Their study reported an increase in the hours the subjects attended the Learning Center when the reinforcement procedure was in effect and a decline in attendance when the reinforcement was removed.⁵

All of the above studies illustrate the success of behavior modification techniques, such as the token economy or applied behavior analysis, in modifying specific targeted behaviors of criminal offenders. The effect of these techniques on the reduction of recidivism was not determined. Therefore, it is difficult to compare the effectiveness of the behavior modification techniques with other treatment modalities with regard to criminal offenders.

⁴C. Lawson, "Token Economy Program in a Maximum Security Correction Hospital", Journal of Nervous and Mental Disease, Vol. 15, No. 2, 1971, pp. 199-205.

⁵John E. Bassett, Edward B. Blanchard, Haskel Harrison and Robert Wood, "Applied Behavior Analysis on a County Penal Farm: A Method of Increasing Attendance at a Remedial Education Center", Reprint from the Proceedings of the 81st Annual Convention, American Psychological Association, 1973, p. 908.

Attempts have been made to evaluate the effectiveness of the behavioral treatment program in terms of both modifying targeted behaviors and reducing the recidivism rates. The "Street-Corner-Research Laboratory" in Cambridge, Massachusetts, utilized a simple reinforcement procedure to reduce the frequency and severity of crime for forty delinquents. A three year follow-up study showed that the subjects had accumulated 2.4 arrests while a matched control group averaged 4.7 arrests. However, no significant difference was found between the groups' members who returned to prison.⁶

The Experimental Manpower Laboratory for Corrections conducted an 18 month post-release follow-up study of 142 adult male offenders from Draper Correctional Center in Elmore, Alabama. The study compared the outcomes of subjects who had participated in the token economy program with subjects who had taken part in Manpower Development Training, subjects who had participated in a combination of the token economy program and the vocational training program, and subjects who did not take part in any type of treatment program. The results of the Experimental Manpower Laboratory for Corrections study showed no significant differences among the groups in terms of either recidivism or post-release adjustment. There was an indication,

⁶E. Schwitzgebel and D. A. Holb, "Inducing Behavior Change in Adolescent Delinquents," Behavior Research and

however, that subjects who were in vocational training worked more time and earned more money than the other subjects in the first three to six months after release.⁷ In other words, evidence was found that showed the effectiveness of the vocational training program in achieving its stated goal of increasing employability. Further review of the literature duplicated this finding of vocational training programs' success in increasing employability.

Vocational Training Programs

In the early 1960's several experimental vocational training programs were implemented in various correctional institutions as a result of the passage of the Manpower Development and Training Act. Studies were conducted at these few experimental programs to test the effectiveness of vocational training in a prison setting. These experimental programs claimed to have a positive impact on the employability of offenders, thus indicating that the implementation of additional manpower programs for criminal offenders would be beneficial to corrections. However, few of these early projects tested effectiveness of the

Therapy, Vol. 1, 1964, p. 304.

⁷W. O. Jenkins, A. D. Witherspoon, M. D. Devine, E. K. deValera, J. B. Muller, M. C. Barton, and J. M. McKee, The Post-Prison Analysis of Criminal Behavior and Longitudinal Follow-Up Evaluation of Institutional Treatment, Experimental Manpower Laboratory for Corrections, Rehabilitation Research Foundation, Feb., 1974.

programs in terms of recidivism.⁸

The Rikers Island Project and the Draper Project were two of these experimental programs which tested effectiveness in terms of recidivism. Both programs demonstrated a positive impact on the employability of their participants. However, their effectiveness in terms of recidivism was questionable. The Rikers Island study found that when experimental and control groups' post-release experiences were checked for recidivism, only 48% of the experimentals had committed crimes which returned them to jail compared to 66% of the controls. However, a flaw was found in this study making these positive results questionable. One variable, drug use, was not matched properly. Only 13% of the experimentals reported drug use compared to 38% of the controls.⁹ The Draper Project also reported a favorable recidivism rate for its participants, 32%, one to three years after release, however, no control group was used in this follow-up study.¹⁰

In 1966 an amendment to the Manpower Development

⁸ Roberta Rovner-Piecznik, A Review of Manpower R & D Projects in the Correctional Field (1963-1973) (U.S. Department of Labor: Manpower Administration, 1973).

⁹ Robert Taggart III, The Prison of Unemployment (Baltimore and London: The Johns Hopkins University Press, 1972), p. 41-44.

¹⁰ John M. McKee, The Draper Project (U.S. Department of Labor: Manpower Administration, 1971), pp. 1-117.

Training Act was passed allowing the development of several more pilot vocational training programs in various correctional institutions. These programs were called the "251 Projects." A follow-up study was conducted with 25 of these projects comparing the post-release experiences of 2,877 experimentals and 1,000 controls. Recidivism was found to have been reduced for the experimentals 3% to 5% more than the controls. However, this study indicated that these programs had very little impact on employability of the participants.¹¹

A report which reviewed all Manpower Development Training Act projects implemented between 1963 and 1973 stated that although most Manpower Training projects were successful in terms of employment performance after release of their participants, only a few of the Manpower Development Training Act projects validated a claimed reduction in recidivism for their participants.¹²

Robert Martinson surveyed a number of studies conducted on the effects of vocational training programs in correctional institutions. Martinson found that the majority of the studies reported that experimental groups had a higher percentage of men employed during the follow-up periods. However, the majority of the studies also reported no

¹¹Robert Taggart III, op. cit., pp. 44-49.

¹²Roberta Rovner-Pieczenik, op. cit., pp. 17-18.

statistical difference in recidivism rates of inmates who successfully completed the programs compared to inmates who did not participate in such programs. Martinson's final conclusion was that perhaps institutional vocational training could make a significant difference in recidivism rates if the programs were improved and if the research was of better quality.¹³

Thus, this review found that there was little evidence that behavior modification programs or vocational training programs in correctional institutions reduced recidivism rates. In other words, no relationship was found between either type of program and recidivism rates. It was found, as with behavior modification programs, the majority of vocational training programs in correctional institutions were successful in achieving their stated goal of teaching the offender an employable skill. However, this review of follow-up studies found that both behavior modification programs and vocational training programs in correctional institutions were successful in achieving respective goals. Studies of behavior modification techniques, particularly the token economy, have reported success in terms of changing or modifying target behaviors, such as, increased

¹³ Robert Martinson, Douglas Lipton and Judith Wilks, The Effectiveness of Correctional Treatment: A Survey of Treatment Evaluation Studies (New York: Praeger Publishers, 1975), pp. 191-210.

academic performance and increased attendance at remedial learning centers. The research on vocational training programs indicated these programs did tend to influence an inmate's employability upon release from prison.

In conclusion, this review found that the effects of these particular programs in terms of recidivism is still questionable. Several studies have been conducted on vocational training programs using recidivism as an outcome measure, but results have been negative and/or questionable. Very few behavior modification programs have been evaluated in terms of recidivism. Both types of programs appear to have the potential for being successful in terms of recidivism but further research is indicated. Behavior modification programs in correctional institutions particularly need to be researched further concerning their effects on the recidivism rates of their participants as few studies have been conducted using recidivism rates as an outcome measure.

Based on the need for further research of behavior modification programs in correctional institutions in terms of recidivism, the present study attempted to evaluate the Self-Management Program of the Shelby County Penal Farm, a behavior modification program, using a graded recidivism measure. Considering the similarity between behavior modification programs and vocational training programs in achieving their respective goals, the researchers elected to use

participants in the Manpower Development Training Act Program of the Shelby County Penal Farm as a comparison group.

CHAPTER III

METHODOLOGY

The Self-Management Program, a behavior modification program located at the Shelby County Penal Farm has been in existence since June, 1973, and the effectiveness has never been evaluated. Considering the need for evaluating behavior modification programs in corrections in terms of recidivism, the evaluation of the Self-Management Program was warranted.

Based on this need, a follow-up study was conducted which compared the outcomes of offender participants from the Self-Management Program, the Manpower Development Training Act Program, and the general population, the group of men who did not participate in any rehabilitative program, at the Shelby County Penal Farm. The follow-up study was designed to answer the following question: Is the Self-Management Program of the Shelby County Penal Farm effective?

Research Hypotheses

The following hypotheses were proposed to research the above question: (1) The Self-Management Program is more effective than the Manpower Development Training Act Program. (2) The Self-Management Program is more effective than no program. (3) The Manpower Development Training Act Program is more effective than no program.

Assumptions

Three assumptions were made by the researchers. The first assumption was that the subjects were equally motivated to be rehabilitated. This assumption was based on the fact that the inmates were in a program by choice, and that this choice was made based on a desire to be rehabilitated. Second, it was assumed that the records used for data collections were accurate and up-to-date. Errors can be made in keeping records of this type as a result of lack of cooperation between various law enforcement agencies or as a result of possible human mistakes. However, the errors are considered to be minimal. Third, it was assumed that the time spent by the subjects in the program can be regarded as an independent variable. This assumption was made because the actual program cannot be directly related to the outcome measure, the LESS scale, so the time spent by the subjects in the program or the fact that the subjects spent time in the program can be regarded as an independent variable for this study.

Limitations

The researchers identified three limitations of the study. First, the subjects of this study were individuals who have resided at the Shelby County Penal Farm. Therefore, generalizations of results to similar programs in other settings will be limited. The second limitation was that the study was an ex-post facto study. In other words, the

subjects had already participated in the programs being evaluated, and the researchers did not have the opportunity to control for many of the extraneous variables that would possibly affect the outcome of the study. The third limitation was that extraneous variables resulting from an institutional setting such as the Shelby County Penal Farm may affect the outcome. Other experiences the subjects had during their incarceration may affect the outcome.

Setting of Study

This follow-up study was designed to evaluate the effectiveness of the Self-Management Program of the Shelby County Penal Farm. The Shelby County Penal Farm is a minimum security correctional institution for males located near Memphis, Tennessee. The primary task of the Penal Farm is to confine persons convicted in the Courts of Shelby County of misdemeanors and felonies. The maximum sentence that may be served at the Penal Farm is five years. The entire program of the Penal Farm is designed with one goal in mind: to take the law violator and present him with the tools by which he can realize his potential as a productive citizen. The inmate is to be made aware of his shortcomings and to be helped direct his efforts towards positive rehabilitation.¹

¹Shelby County Penal Farm, A Balanced Program for Corrections, Shelby County Government, p. 3.

The Penal Farm is charged with the responsibility of providing labor for the operation of not only the 4,500 acre farm on which it is located, but also, for the Shelby County Departments of Roads, Bridges, and Sanitary Landfills. The inmates provide the labor for these operations, and work regularly scheduled eight hour days on either farm-related tasks, highway maintenance, or prison operations.²

Several rehabilitative programs are administered at the Penal Farm in order to help a man acquire the working tools which facilitate success in a world of competition.³ The rehabilitative programs offered fall into four major categories: skill training for a trade; formal education at a variety of levels; programs of counseling and group therapy; and programs designed specifically to reintegrate the offender into community life.⁴

The Self-Management Program

The Self-Management Program is a rehabilitative program which is categorized as a program designed to reintegrate the offender into community life. It is a behavioral program which applies practical and current learning theory to the rehabilitation of the inmates, and involves the reinforcement of appropriate behaviors with positive

²Ibid., p. 5.

³Ibid., p. 7.

⁴Ibid., p. 7.

consequences.⁵ One of the goals of the Self-Management Program as stated in the Shelby County Penal Farm Inmate Orientation Manual is; "to help an individual in gaining personal growth in a socially acceptable manner".⁶

The Self-Management Program utilizes a contingent point economy or token economy in its operations. In the contingent point economy desired or undesired behavior is defined or targeted. Points or tokens are assigned to each of these behaviors. Reinforcement is contingent upon performance or nonperformance of the targeted behaviors.⁷

The Self-Management Program provides a total supervised contingency environment for its participants, including separate living quarters. Behaviors such as personal hygiene, grooming, participation in Penal Farm work assignments, and Self-Management Program activities are defined behaviorally and designated as target behaviors. Points can be earned by displaying appropriate behaviors during the program schedule which begins each day at 6:00 a.m. and

⁵John M. McKee, The Application of Behavior Theory To Correctional Practice, Rehabilitation Research Foundation, Montgomery, Ala., 1971, p. 2.

⁶Shelby County Penal Farm, A Balanced Program For Corrections, Shelby County Government, p. 15.

⁷Roland G. Tharp and Ralph J. Wetzell, Behavior Modification In The Natural Environment (New York: Academic Press, 1969), pp. 22-24.

ends at 8:30 p.m. seven days per week.⁸

Earned points may be exchanged for a variety of extra privileges and goods. For example, points may be spent for telephone calls, movies, television, stereo music, and popular magazines in a special recreational activities room referred to as the Behavioral Center. Only Self-Management Program participants and staff members have access to this room. Additionally, points may be spent for refreshments, such as soft drinks, coffee, or popcorn; and participation in special outings, such as movies or basketball games.⁹

All behaviors, both earning opportunities and reinforcers, are behaviorally defined. The inmates know specifically what is expected of them and what they can expect from the program if they behave appropriately. The behaviors and points are recorded by the Self-Management Program staff who are also responsible for mediating the program. Careful and accurate record-keeping is essential to any successfully operated contingent point economy.¹⁰

The Self-Management Program assumes that appropriate behaviors learned by the inmate during the program will be maintained and expanded to other behaviors by this process of generalization. The inmate will assume responsibility

⁸Shelby County Penal Farm, op. cit., p. 16.

⁹Ibid., p. 16.

¹⁰Ibid., p. 16

for his behavior outside the Penal Farm. He will expect to be reinforced positively when he acts appropriately and negatively when he acts inappropriately.¹¹

Entrance into the Self-Management Program is by self-selection. Upon completion of the Diagnostic Center process, an inmate is required to attend an orientation session the purpose of which is to acquaint him with the various programs and services available to him in the Penal Farm. He may then choose which program, if any, in which he desires to participate. Many of the programs have eligibility criteria which must be met before a man can be considered for entrance into these programs. The eligibility criteria for the Self-Management Program are:

a) the man cannot be a drug offender; b) the man cannot have any other charges pending; c) the man must have a minimum of five months remaining on his sentence; d) the man cannot be a sex offender; and e) the man cannot be a security risk.¹²

If a man meets these eligibility requirements and desires to enter the Self-Management Program, he then contacts a staff member who must check to insure the inmate has met the requirements for entrance into the Self-Management Program and that there is an opening in the program.

¹¹Dr. John Bassett, Director of Self-Management Program, interviewed by Judy Barrasso (Shelby County Penal Farm, Memphis, Tennessee), 10:00 a.m., September 10, 1975.

¹²Ibid.

Upon the staff member's approval, the inmate is required to meet with the other participants of the program for approximately ten minutes. After this initial meeting, the program participants, excluding staff, decide by vote whether they believe that the man has a real desire to participate in the program and whether he should be accepted. If the man is accepted, he must sign a contract which defines for him his responsibilities and his privileges. The contract also notes that he is being given a two week probation period which must be satisfactorily completed before he can be officially accepted into the program. After the probation period, the program participants meet again to vote on whether the inmate should be accepted into the program. If the inmate is accepted, the contract is ratified.¹³

Manpower Development Training Act Program

A comparison group for the follow-up study was selected from the Manpower Development Training Act program, which is categorized as a skill training program. It is a vocational training program which states that one of its goals is to train the participants with an employable skill. Courses are offered in five skilled areas which include auto

¹³Dr. John Bassett, op. cit.

mechanics, auto body repair, welding, woodworking, and air conditioning and refrigeration repair. Each participant also spends two hours of each day in Basic Education classes which cover mathematics and communications. A counselor is also available to the participant during each workday for individual conferences concerning social, economic, and personal problems. Group counseling sessions meet twice a week for the participants.¹⁴

The average length of time for completion of the Manpower Training program is from three to thirteen months. If a participant successfully completes his vocational training prior to his release date, the Penal Farm Work Release Office aids the participant in seeking employment during incarceration.¹⁵

A man is first introduced to the Manpower Training program during his initial orientation to the Penal Farm. If an inmate desires to participate in the Manpower Training program, he is instructed to contact the Manpower intake screener. Also, the intake screener checks the list of new inmates sent to all departments daily and selects the names of new inmates who are eligible for the program. The intake screener then contacts each of these inmates by

¹⁴Shelby County Penal Farm CETA Manpower Training,
(Shelby County Government).

¹⁵Manpower Training: Shelby County Penal Farm
(Shelby County Government), pp. 2-12.

note and informs him that the program is available if he desires to participate.¹⁶

Criteria for selection is: a) an inmate must not be a security risk; b) an inmate must not be a former Manpower Training program participant who is a recidivist; c) an inmate must have at least five months left to serve at the time he enters the program and d) the Diagnostic Center results must show the inmate is physically and intellectually qualified for vocational training. When an inmate begins the program, he is first on probation for a short period of time. He must demonstrate during this time that he is motivated, he has the proper attitude and he can handle the work.¹⁷

General Population

A second comparison group for the follow-up study was chosen from the general population, men who do not participate in any rehabilitative program offered by the Penal Farm while incarcerated. Each inmate in this comparison group was eligible for participation in at least one rehabilitative program if not all, but each inmate in this group chose not to join or participate in any rehabilitative program offered.

During incarceration the men in the general population

¹⁶ Bob Hunsucker, Intake Screener, interviewed by Martha Gaston (Shelby County Penal Farm, Memphis, Tennessee), 1 p.m., October 9, 1975.

¹⁷ Ibid.

are assigned to one or more work details. The work details include road work, kitchen work, factory work, farm work and laundry work. Their work day begins at 6:00 a.m. with breakfast and ends with a shower and dinner at 4:30 p.m. with one half-hour break for lunch at 12:00 noon. This is their schedule Monday through Friday. Time after 4:30 during the weekdays and time during the weekend is designated as free time for these inmates.¹⁸

Sampling

The criteria for selection of subjects for each group was that each subject must have (1) been discharged from the Shelby County Penal Farm at least five months prior to December 1, 1975, and (2) released not longer than 31 months prior to December 1, 1975. This criteria for selection was used because the Self-Management Program at the Penal Farm has only been in existence since June, 1973, and in order to obtain an adequate and suitable sample size, it was necessary to limit the follow-up period to this criteria. Also, the researchers limited the least amount of time in the follow-up period to five months because of the nature of the outcome measure, a recidivism scale. In order to determine if an ex-inmate was a recidivist, it was necessary to allow an adequate time period for the ex-inmate

¹⁸Bob Hunsucker, op. cit.

to encounter the law. The follow-up data for each group was gathered during the month of December, 1975.

The names of all inmates, the total population, who had participated in the Self-Management Program and who met the designated criteria for selection was given to the researchers by the Director of the Program, Dr. John Bassett. Dr. Bassett compiled this list of names from records kept by the staff of all inmates who had participated in the program. There were 48 mixed type offenders composing this total population. The researchers designated this total population of 48 inmates as the sample group for the research since a sample size of 48 subjects was the most adequate sample size available.

The total population of inmates from the Manpower Development Training Act Program meeting the criteria for selection for the study group was gathered from the records kept by the counselors of the program. From this total population of 78 inmates, 50 subjects were randomly selected for the sample group by using the random sample table. Two subjects were later deleted because of inability to locate arrest records. The size of the sample group was limited to 50 subjects since the size of the Self-Management Program sample group was 48 subjects and the researchers desired for each sample group to have approximately the same number of subjects.

The total population of inmates, 756 names, who did

not participate in any rehabilitation program while incarcerated, who were eligible for participation and who met the criteria for selection was gathered by the researchers. This list of names was gathered by surveying the daily discharge reports published by the Central Record and Classification Office at the Shelby County Penal Farm and by surveying the inmates' Penal Farm records also kept by the Central Record and Classification Office. Fifty subjects were randomly selected from the total population by using the random sample table. One name was later deleted because of inability to locate the arrest record. The size of this sample group was also limited to 50 subjects in order for each of the sample groups to have approximately the same number of subjects.

Data Collection

Data for the follow-up study was collected in two stages. The first stage consisted of collecting demographic data, such as previous criminal history, age, race, dates of entry into the Penal Farm, dates of entry into the treatment program, dates of exit from the Penal Farm, for each subject of the study. This information was taken from the Penal Farm records which are located in the Central Records and Classification Office of the Penal Farm.

The second stage consisted of gathering the follow-up data for each subject. The researchers were assisted in this stage by Lieutenant J. D. Johnson of the Memphis

Police Department, Director of the Memphis Police Department's Central Records Office. The Central Records Office compiles the records of all arrests made by the Memphis Police Department, the Shelby County Sheriff's Deputies, and the Federal Bureau of Investigation.

A list containing each subject's age, race, and birthdate was sent to Lieutenant Johnson. He then composed a report which itemized each subject's arrest, date of arrest, charges and final disposition.

The researchers substantiated the dispositions of each subject by verifying Lieutenant Johnson's report with the records of the Shelby County Criminal Court Clerk.

Research Instrument

The research instrument used for this study was the Law Encounter Severity Scale (LESS), a continuous recidivism measure which ranked subjects on a continuum according to the severity of their law encounters. The advantages of using a continuous recidivism measure, such as LESS, are numerous. One advantage is a continuous recidivism measure such as LESS supports the degree of maladaptation or adaption of a subject by indicating the severity of the offense.¹⁹

¹⁹A. D. Witherspoon, E. K. deValera, and W. O. Jenkins, The Law Encounter Severity Scale (LESS): A Criterion For Criminal Behavior and Recidivism, Experimental Manpower Laboratory for Corrections, Rehabilitation Research Foundation, Montgomery, Alabama, August, 1973, p. 1.

A second advantage is that a graded recidivism scale shows relationship to cost in the criminal justice system since the positions on the scale are ranked according to the severity of the offense and the length of sentence.²⁰

Third, by including all possible legal situations involving offenders, the continuous scale is applicable to all types of offenders. To summarize, a continuous scale offers a distinction between the subject who is picked up for questioning and one who is convicted of a felony.²¹

Based on these advantages to a continuous recidivism measure, LESS was chosen as the research instrument for this follow-up study. LESS, which measures the outcome variable, recidivism, in terms of severity of encounters with the law, is a refined graded recidivism scale.

LESS was developed by A. D. Witherspoon, E. K. deValera, and W. O. Jenkins in 1971 and 1972 using the data of two longitudinal follow-up studies which were conducted in Alabama in 1971 and 1972.²² The sample in these follow-up studies were adult male felons who had been imprisoned in Draper Prison in Alabama. The follow-up period for each subject ranged from 11 to 26 months, with a mean of 18.5 months. Items were developed which

²⁰Ibid., p. 2

²¹Ibid., p. 2.

²²Ibid., p. 1.

represented a subject's status or situation at the termination of the follow-up period. Some subjects' situations could be described by process items, some by unstable items and some by stable items. The process group described subjects who were being processed through the justice system, such as those subjects who were awaiting trial, out on bond awaiting trial or in jail. The unstable group accounted for those subjects who were wanted, or were fugitives, or were likely to enter one of the other groups when apprehended. The stable group consisted of subjects who had gone through the initial process of the justice system and were convicted, acquitted or discharged.²³

A subject's rank of LESS was determined by information collected in a behavioral interview with each subject, and also by information obtained from official arrest records in law enforcement offices. A subject's position on LESS represented his most severe law encounter, as verified by official records, during the follow-up period. This position was on a continuum from one to 44 which was based on severity of the law encounter.

The reliability, or correlation or a test with itself, was determined in 1971 during the development of the LESS. Three judges independently ordered the law encounter data according to severity of the encounter with the law and

²³Witherspoon, op. cit., pp. 3-4.

ranked the subjects on their ordering. A comparison of their results showed that the judges were in agreement on their placement of the subjects in 90% to 95% of the cases. The LESS Scale was validated through comparing a subject's score with the official records. The LESS Scale was found to be a measure which objectively reported law violations and recidivism data. A limitation of LESS is that it offers only information concerning the specific individual's law violations and encounters. It cannot be used as a generalization diagnostic measure. A second limitation is that the ranking of a subject on LESS is dependent upon information obtained from official police and court records which may not always be accurate.²⁴

Statistical Procedures

Several statistical techniques were utilized in the study. First, T-tests were computed in order to test for any significant differences in the outcomes of the three groups on LESS. Next, Chi Square was computed in order to test for any significant difference in the outcomes of the three groups on the LESS Scale groups. Following the computation of the Chi Square, the Pearson Correlation Coefficients were computed in order to discern relationship between variables.

²⁴Witherspoon, op. cit., pp. 4-5.

CHAPTER IV

DATA ANALYSIS

Demographic Profile

The sample population consisted of 145 former inmates of the Shelby County Penal Farm. All were males. The General Population (GP) group was composed of 49 subjects, the Manpower Development Training Act (MDTA) group had 48 subjects, and the Self-Management Program (SMP) group had 48 subjects.

The ages of the total sample, as indicated in Table 1, ranged from 19 years, two months to 62 years, 10 months. Over one-half of the sample was less than 25 years old. All of the subjects were under 43 years, 5 months with the exception of one subject who was 62 years, 10 months. The relatively high variance (29.02) was due to one particular subject in the group who happened to be 62 years, 10 months of age. Therefore, the median age of all the subjects, 24.6 years, reflects a somewhat lower age than their mean age, 25.7.

According to Table 2 more than two-thirds of the total sample was black and the remaining 30% of the subjects were white. The MDTA group had the highest percentage of black participants, 81%. One reason for the high percentage of black participants in the MDTA program was that there has been an increase in recruitment among minority groups

Table 1

Age Distribution of Subjects from
Shelby County Penal Farm by Groups

Age Category (Year)	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 20	1	(2.0)	1	(2.1)	0	(0)	2	(1.4)
20-24	23	(46.3)	19	(39.5)	30	(62.5)	72	(49.7)
25-30	14	(28.3)	23	(48.2)	16	(33.3)	53	(36.5)
over 30	11	(23.4)	5	(10.2)	2	(4.2)	18	(12.4)
Mean	26.9 (sd=7.5)		25.9 (sd=3.9)		24.3 (sd=3.5)		25.7 (sd=7.5)	
Median	25.8		25.4		23.3		24.6	
Range	19.7-62.8		19.1-34.6		20.1-36.5		19.7-62.8	

Table 2
Race Distribution of Subjects from
Shelby County Penal Farm by Groups

Category Race	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Black	32	(65.3)	39	(81.3)	30	(62.5)	101	(69.6)
White	17	(34.7)	9	(18.7)	18	(37.5)	44	(30.4)
Total	49	(100.0)	48	(100.0)	48	(100.0)	145	(100.0)

for vocational training since the 1960's and the onset of the War on Poverty. With the implementation of vocational training programs in correctional institutions came the promotion of minority recruitment for these programs.

Table 2 also illustrates that the Self-Management Program group had the highest percentage of white participants, 38%, of all the three groups. The cause for the highest percentage of white subjects occurring in the SMP program may be that the minorities were being heavily recruited for the MDTA program. Also, many of the SMP participants were first offenders and may have had to spend less time incarcerated than the subjects from the other groups. Thus, they may have felt they did not have the time to learn a trade.

Table 3 indicates that the number of previous criminal offenses committed by each subject in the sample prior to his incarceration in the Shelby County Penal Farm, ranged from none to nineteen. The mean number of previous criminal offenses committed by the sample was 3.5. Twenty one percent of the total sample entered the Penal Farm without having committed any previous offenses and another 21% of the sample had committed only one previous offense. Approximately 24% had committed two offenses. The remaining subjects had committed between three and nineteen offenses.

The MDTA group was the only group that did not have

Table 3

Distribution of the Number of Previous Criminal Offenses
of Subjects from the Shelby County Penal Farm by Groups

Number of Previous Offenses	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0	8	(16.3)	0	(0)	22	(45.8)	30	(20.7)
1	8	(16.3)	13	(27.1)	9	(18.8)	30	(20.7)
2	10	(20.4)	16	(33.3)	9	(18.8)	35	(24.1)
3	7	(14.3)	8	(16.7)	5	(10.4)	20	(13.8)
4	3	(6.1)	1	(2.1)	1	(2.1)	5	(3.4)
5	2	(4.1)	3	(6.3)	1	(2.1)	6	(4.1)
6	0	(0)	2	(4.2)	0	(0)	2	(1.4)
7	1	(2.0)	1	(2.1)	1	(2.1)	3	(2.1)
8	0	(0)	1	(2.1)	0	(0)	1	(.7)
9	3	(6.1)	1	(2.1)	0	(0)	4	(2.8)
10	2	(4.1)	1	(2.1)	0	(0)	3	(2.1)
11-19	5	(10.0)	1	(2.1)	0	(0)	6	(4.2)
Mean	4.8 (sd=4.7)		3.02 (sd=2.5)		2.2 (sd=1.42)		3.49 (sd=3.42)	
Range	0-19		0-11		0-7		0-19	

any subjects who had not committed a previous offense. In contrast, approximately 46% of the SMP group had not committed any previous offenses. One reason for this difference is that the SMP group was younger, and thus, may have not had the same opportunities that the MDTA group or the General Population group had to commit crimes.

The offenses most frequently committed by the sample, for which they were incarcerated at the Penal Farm, were petit larceny, burglary third degree, attempt to commit a felony, assault, and possession of a controlled substance.

When these offenders were classified according to type, as is shown in Table 4, 80% were crimes of property, and 20% were crimes against the person.

Table 5 summarizes the length of incarceration in the Penal Farm for the sample. The range of the length of incarceration was 3.9 weeks to 94.3 weeks. The mean length of incarceration for the total sample was 33.9 weeks. Figure 1 shows a comparison of the three groups' length of incarceration. The General Population group averaged 22.6 weeks of incarceration, which was the shortest of all the three groups. In comparison, the MDTA group averaged 48.2 weeks of incarceration, and the SMP group averaged 31.4 weeks. These differences can be attributed to the fact that the General Population group may have had shorter sentences and thus, chose not to participate in any of the

Table 4

Classification of Offenses According to Types for
the Subjects from the Shelby County Penal Farm by Groups

Type of Offenses	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Property	41	(83.7)	33	(68.7)	42	(87.5)	116	(80.0)
Person	8	(16.3)	15	(31.3)	6	(12.5)	29	(20.0)

Table 5

Distribution of the Length of Incarceration in the
Shelby County Penal Farm of the Subjects by Groups

Length of Incarceration (weeks)	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
12	14	(28.2)	1	(2.5)	6	(12.6)	21	(15.2)
12-24	19	(38.6)	2	(4.6)	15	(31.2)	36	(23.6)
24-36	6	(12.2)	12	(25.4)	12	(25.1)	32	(22.2)
36-48	7	(14.1)	11	(23.4)	6	(12.6)	22	(15.2)
48-72	3	(6.9)	17	(35.7)	7	(14.5)	27	(18.9)
72	0	(0)	5	(8.4)	2	(4.0)	7	(4.9)
Mean	22.6 (sd=16.6)		48.2 (sd=19.8)		31.4 (sd=20.7)		33.9 (sd=21.9)	
Median	17.1		44.0		27.2		30.7	
Range	3.9-70.0		11.3-92.3		4.2-94.3		3.9-94.3	

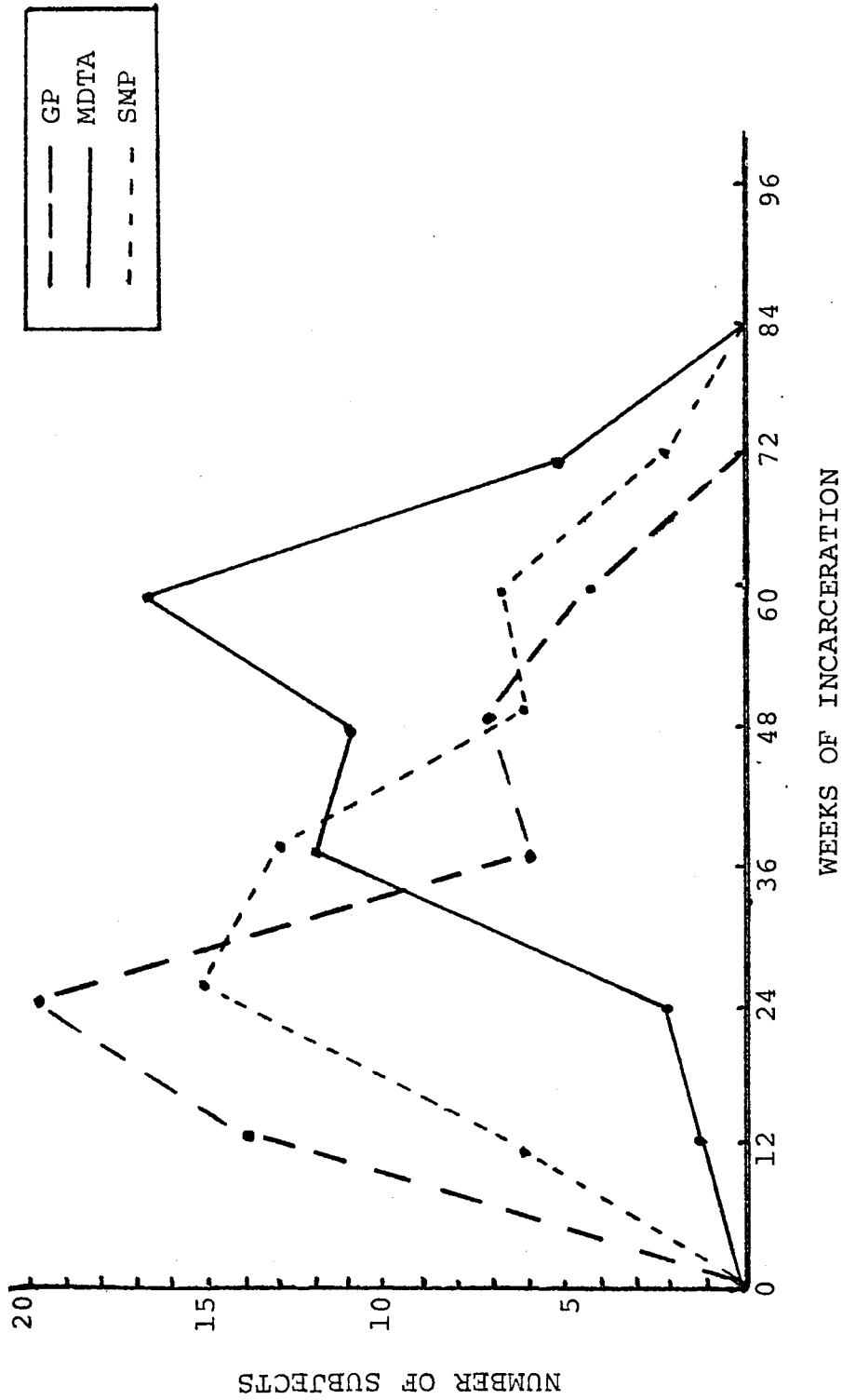


Figure 1. Distribution of the Length of Incarceration of the Subjects from the Shelby County Penal Farm by Groups.

rehabilitative programs.

Figure 2 illustrates that participants in the MDTA program spent considerable more time in their program than did the SMP participants, 28.4 weeks compared to 15.7 weeks. The MDTA participants also spent more time in the Penal Farm before entering this program than the SMP participants. The MDTA participants averaged 19.7 weeks in the Penal Farm before entering the program and the SMP participants averaged 15.5 weeks.

The length of post-incarceration time for the total sample, which is illustrated in Figure 3, ranged from five months to 31 months. The mean length of post-incarceration time for the subjects was 16.4 months. There was not more than one month's difference between the mean post-incarceration time of the three groups as is indicated in Table 6.

In summary, the subjects for the follow-up study were likely to be black, approximately 24 years old, and to have committed at least three previous offenses.

The SMP group had the younger subjects who had committed less previous offenses than the other groups. The SMP group was also more likely to have been incarcerated for a shorter time and out of the Farm for a longer time.

The MDTA group had more black participants than the other groups. The MDTA group spent more time incarcerated, and more time in a treatment program than the other groups.

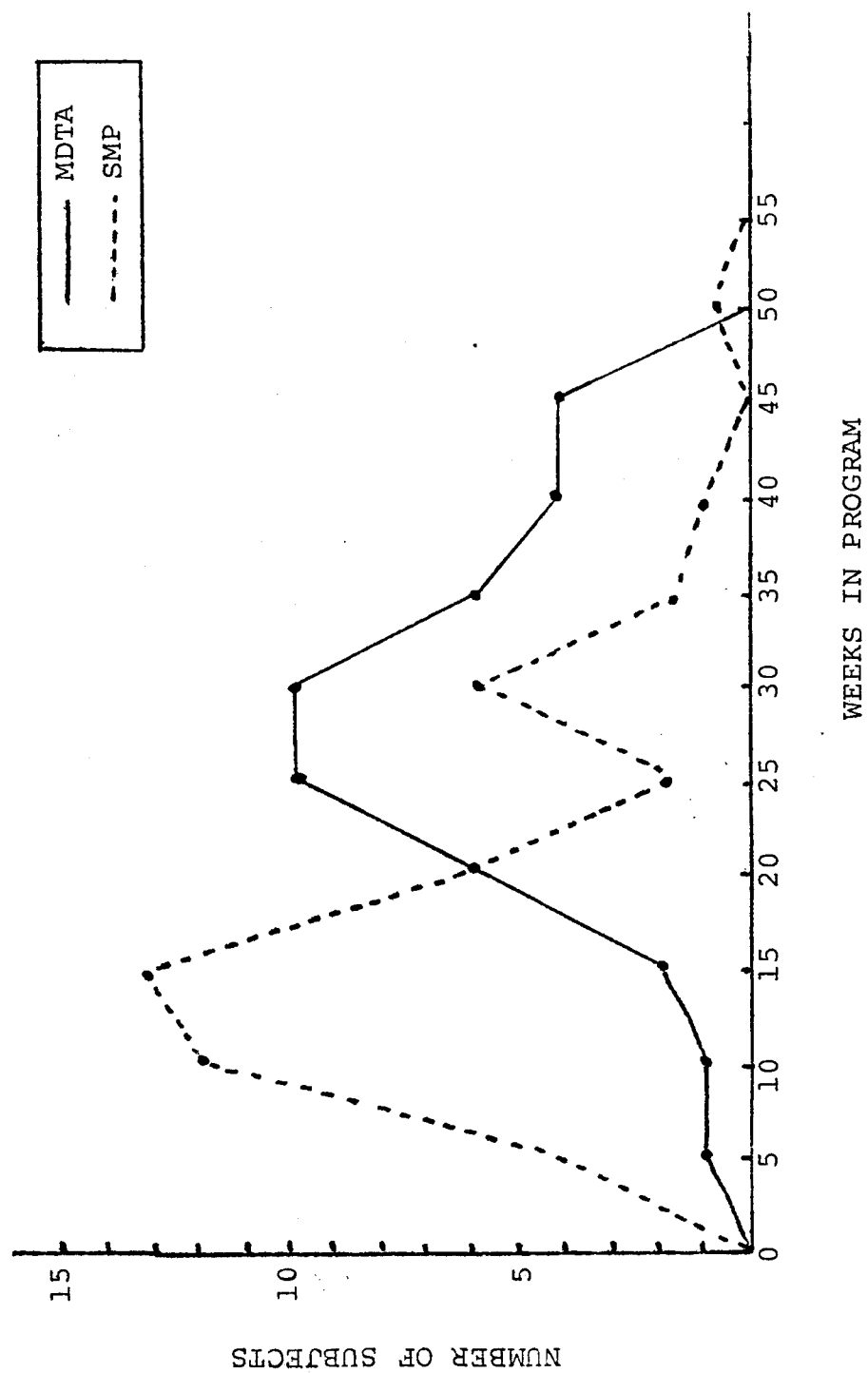


Figure 2. Distribution of the Length of Time in Program of Subjects from the Shelby County Penal Farm by Groups

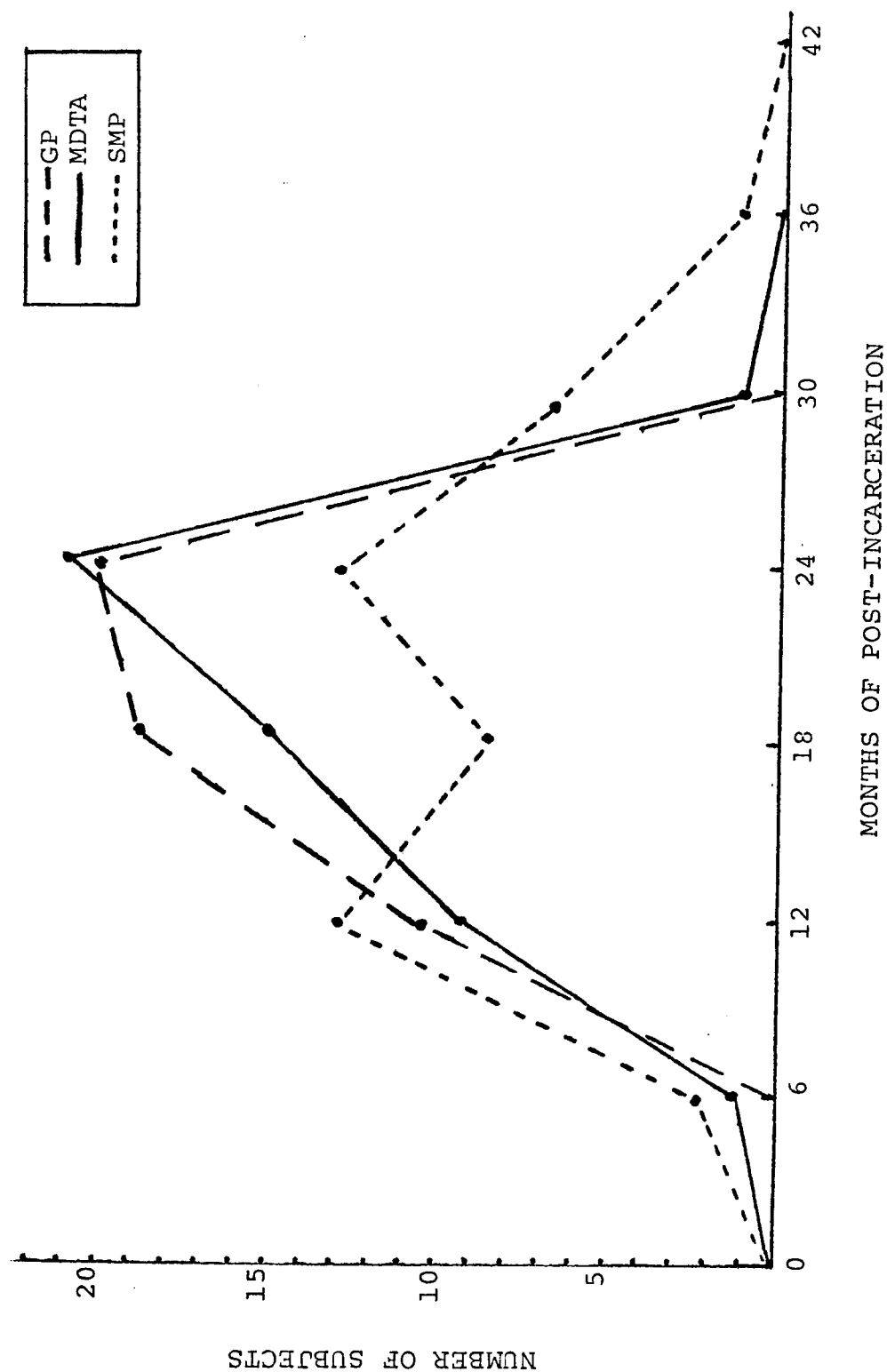


Figure 3. Distribution of the Length of Post-Incarceration of the Subjects from the Shelby County Penal Farm by Groups.

Table 6

Distribution of the Length of Post-Incarceration Time
for the Subjects from the Shelby County Penal Farm

Length of Post-Incar- ceration (months)	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0-12	14	(28.6)	10	(20.8)	16	(33.3)	40	(27.6)
13-24	35	(71.4)	37	(77.1)	25	(52.0)	97	(66.9)
25-31	0	(0)	1	(2.1)	7	(14.7)	8	(5.5)
Mean	15.9		16.3		16.8		16.4	
Median	15.0		17.0		17.5		16.6	

The GP group had the highest mean number of previous criminal offenses. This group spent less time incarcerated and less time out after release in comparison with the other groups.

Table 7 summarizes the outcomes of the groups on the LESS items. Approximately one-half of the total sample had no encounters with the law at the end of the follow-up period. Fifteen percent of the subjects had encountered the law, but had not been charged with any offense. Seventeen percent had encountered the law concerning the commitment of a misdemeanor, and 14% encountered the law due to a felony. Three percent had been convicted of a felony and sentenced to more than one year in the penitentiary. The category "other" accounts for the remaining 1% of the subjects and includes one subject who had died of natural causes and one subject who had been committed to a mental hospital.

The distribution of the subjects by LESS groups is shown in Table 8. The MDTA group had the smallest percentage of subjects positioned in LESS Group I, meaning no law encounters while the SMP group had the highest percentage of subjects in this group. However, the SMP group had the higher percentage of subjects who had been convicted of a felony and sentenced to more than one year in prison.

The overall rate of reconvictions was highest for the SMP group, 20%, compared with a 10% reconviction rate for

Table 7

Distribution of the Subjects by
Groups on the LESS Scale Items

LESS Item Number	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	25	(51.1)	21	(43.7)	26	(54.1)	72	(49.6)
2	0	(0)	1	(2.1)	0	(0)	1	(0.7)
3	4	(8.2)	3	(6.2)	2	(4.2)	9	(6.2)
4	0	(0)	2	(4.2)	1	(2.1)	3	(2.1)
5	4	(8.2)	0	(0)	1	(2.1)	5	(3.4)
6	0	(0)	2	(4.2)	1	(2.1)	3	(2.1)
7	0	(0)	3	(6.2)	0	(0)	3	(2.1)
8	0	(0)	2	(4.2)	0	(0)	2	(1.4)
13	5	(10.2)	1	(2.1)	0	(0)	6	(4.1)
16	3	(6.1)	4	(8.3)	6	(12.4)	13	(8.9)
17	0	(0)	0	(0)	2	(4.2)	2	(1.4)
18	1	(2.0)	0	(0)	0	(0)	1	(0.7)
27	5	(10.2)	7	(14.6)	4	(8.3)	16	(11.0)
34	0	(0)	1	(2.1)	2	(4.3)	3	(2.1)
35	1	(2.0)	0	(0)	2	(4.2)	3	(2.1)
36 ^a	0	(0)	1	(2.1)	0	(0)	1	(0.7)
other ^a	1	(2.0)	0	(0)	1	(2.1)	2	(1.4)
Total	49	(100.0)	48	(100.0)	48	(100.0)	145	(100.0)
Mean	7.46(sd=9.56)		8.85(sd=10.74)		9.00(sd=11.52)		8.43(sd=10.58)	

^aThe item "other" was not included in the calculations.

Table 8

Distribution of the Subjects by
Groups on the LESS Scale Groups

LESS Group	GP		MDTA		SMP		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Group I	25	(51.02)	21	(43.8)	26	(54.2)	72	(49.40)
Group II	8	(16.40)	8	(16.7)	5	(10.4)	21	(15.02)
Group III	9	(18.30)	10	(20.8)	8	(16.7)	25	(17.04)
Group IV	5	(10.20)	8	(16.7)	6	(12.5)	19	(14.04)
Group V	1	(2.04)	1	(2.0)	2	(4.1)	4	(3.00)
Other ^a	1	(2.04)	0	(0)	1	(2.1)	2	(1.50)

^aThe item "other" was not included in the calculations.

the GP and MDTA groups. These figures are misleading, however, since 20% of the GP group and 16% of the MDTA group are awaiting trial while only 4% of the SMP group are awaiting to be processed. Thus, it is likely that some members of the GP and MDTA groups may ultimately be convicted, and their reconviction rates may be higher.

Hypotheses Testing

Are the Self-Management and Manpower Development Training programs at the Shelby County Penal Farm effective? Effectiveness was determined by the following means. First, the most severe law encounter, if any, of each of the 145 subjects during the designated follow-up period was acquired from official court records. Second, each subject was positioned according to LESS by three groups, SMP, MDTA, and GP, at the item which represented his most severe law encounter during the follow-up period. The Scale ranged from item one, no law encounter, to item 44, convicted of a felony and sentenced to prison for more than five years. A low position on the Scale indicated a low score or less severe encounter with the law. A high position on the Scale indicated a high score or a more severe encounter with the law. It was assumed that a group with a high percentage of subjects in a low LESS score, that is, that the group was composed of subjects who had less severe encounters with the law during the follow-up period,

indicated that the program in which the subjects participated was relatively effective.

Summarizing the results again, 54% of the SMP group had not encountered the law compared to 44% of the MDTA group and 51% of the GP group. According to these results, the SMP group had a slightly better outcome than the other two groups.

In order to determine if the SMP's outcome was significant enough to support our hypotheses, the following data analyses were made.

The researchers hypothesized that the Self-Management Program was more effective than the Manpower Training Program. The null hypothesis was that there was no significant difference between the LESS mean scores of the SMP group and the MDTA group. According to Table 9 the LESS mean score of the SMP group was even slightly higher than the MDTA group's LESS mean score, which implies an opposite direction of the alternative hypothesis.

Table 9

The Mean and Standard Deviation of the LESS Score of the MDTA Group and the SMP Group at the Shelby County Penal Farm

Group	Number	Mean	Standard Deviation
MDTA	48	8.9	10.7
SMP	47 ^a	9.0	11.5

^aOne case had a LESS score of 0.

The statistical procedure used to test significance was the T-test. The T-test, a statistic appropriate for interval data, was justifiably used because the sample was randomly selected; and, because the sample size was relatively large.¹ Significance was tested at the .05 level.

Because the two groups were found to have come from the same parent population (f value = 1.15; one tailed $P = .315$), the pooled variance estimate was used in computing the T-test. Table 10 shows the results of the T-test.

Table 10

T-Test of Significance of LESS
Between the SMP Group and MDTA Group

T-value	Degrees of Freedom	One-Tailed P
-.06	93	.474

The results showed that there was no significant difference between MDTA and SMP in the LESS mean scores at the .05 level. As a result of this T-test, the null hypothesis was not rejected. Therefore, the alternative hypothesis that the Self-Management Program was more effective than the Manpower Development Training Program was

¹For further discussion refer to Fred N. Kerlinger, Foundations of Behavioral Research (New York: Holt, Rinehart and Winston, Inc., 1965), pp. 425-428.

rejected.

These results seemed to demonstrate that the SMP Program was no more effective than the MDTA Program in preventing an inmate's encounters with the law upon discharge from the Penal Farm. Both programs, however, had a high percentage of subjects with less severe encounters with the law during the follow-up period, (SMP 64.6%, MDTA 60.5%). The researchers theorized that inmates who had participated in either of the two programs would have less severe encounters with the law than inmates participating in no program. Therefore, further data analyses were made.

The researchers hypothesized that the SMP program was more effective than no program. The null hypothesis was that there was no significant difference between the LESS mean scores of the SMP group and the General Population group, the group composed of inmates participating in no rehabilitative program.

According to Table 11 the LESS mean score of the SMP group was somewhat higher than the LESS mean score of the GP group. This fact already seems to indicate that LESS distributions for both groups were in opposite direction to the alternative hypothesis.

Table 11

The Means and Standard Deviations of the LESS Score of the SMP Group and the GP Group at the Shelby County Penal Farm

Group	Number	Mean	Standard Deviation
GP	48	7.5	9.6
SMP	47 ^a	9.0	11.5

^aOne case had LESS Score of 0.

Again, the statistical procedure used to test significance was the T-test. Significance was tested at the 0.5 level.

These two groups were also found to have come from the same parent population (F value = 1.45; one tailed P = 2.07), so the pooled variance estimate was used in computing the T-value. Table 12 shows the results of the T-test.

Table 12

T-Test of Significance of LESS Between
the SMP Group and the GP Group

T-value	Degrees of Freedom	One-Tailed P
-.71	93	.239

The results showed that there was no significant difference between SMP and GP in the LESS mean scores at

the .05 level. As a result of the T-test the null hypothesis was not rejected. Therefore, the alternative hypothesis that the SMP program was more effective than no program was rejected. The SMP program was thus no more effective in reducing inmates' severe encounters with the law upon discharge from the Penal Farm than no program. Further data analysis was made to determine if the MDTA program was more effective than no program.

The researchers then hypothesized that the MDTA program was more effective than no program. The null hypothesis was that there was no significant difference between the LESS mean scores of the MDTA group and the GP group.

According to Table 13 the LESS mean score of the MDTA group was higher than the LESS mean score of the GP group, which implies an opposite direction of the alternative hypothesis.

Table 13

The Means and Standard Deviations of the LESS Score of the MDTA Group and the GP Group at the Shelby County Penal Farm

Group	Number	Mean	Standard Deviation
GP	48	7.5	9.6
MDTA	48	8.9	10.7

Again the statistical procedure used to test significance was the T-test and significance was tested at the

.05 level.

These two groups were also found to have come from the same parent population (F value = 1.26; one-tailed P = .215), so the pooled variance estimate was used in computing the T -value. Table 14 shows the results.

Table 14

T-Test of Significance of LESS Between
the MDTA Group and the GP Group

T-value	Degrees of Freedom	One-Tailed P
-.67	94	.252

The results showed that there was no significant difference between MDTA and GP groups in the LESS mean scores at the .05 level. As a result of the T -test, the null hypothesis was not rejected. Therefore, the alternative hypothesis that the MDTA program was more effective than no program was rejected. The MDTA program was no more effective in reducing an inmate's encounter with the law upon discharge from the Penal Farm than no program.

Further Analyses

In order to further test whether there was a significant relationship between any of the three groups, SMP, MDTA and GP, and the LESS Scores, the Chi Square was

computed. Since many of the positions on the LESS raw scores were not represented by subjects, the LESS Groups Scale was used in computing Chi Square so that each cell would have more than five subjects. The number of subjects in each of the five LESS Groups were listed in columns under each appropriate group, as shown in Table 15.

Table 15

Frequency Distribution of LESS Groups and
SMP, MDTA and GP Groups

LESS Groups	GP	MDTA	SMP
Group I	25	21	26
Group II	7	8	5
Group III	9	10	8
Group IV-V	7	9	8
Mean	2.02(sd=1.29)	2.16(sd=1.22)	2.08(sd=1.39)

Categories IV and V of the LESS Groups were combined in order to have an adequate sample size in each cell. Categories IV and V of the LESS Groups are similar in severity. A subject in category V would have at some point been placed in category IV, since category IV includes those wanted for a felony, awaiting trial for a felony or killed in commission of a felony and category V includes those convicted of a felony and sentenced to prison for more than

one year. Therefore, the reserachers were justified in combining the two categories.

The results ($X^2=1.744$, $df=6$, $c=.111$) showed that there was no significant difference between the three treatment groups, SMP, MDTA and GP, on the LESS Groups. These results were similar to the results obtained with the T-test. The null hypotheses tested and retained by the T-test would also not be rejected according to the Chi Square results. This seemed to indicate that when groups were taken alone, an inmate's severity of encounter with the law upon discharge from the Farm was not affected by his participation or nonparticipation in the SMP and MDTA programs.

The results obtained from the above statistical analyses indicated that no program was more effective than others and thus, evaluative assessment of each programs' effectiveness could not be made. However, this finding of nonsignificance of differences or effectiveness in each program assumed that other intervening variables were not operative, which may not have been true. In fact it was strongly suspected that other variables, such as age, number of previous offenses, type of offenses, length of post-incarceration, length of incarceration, length of time in program and length of incarceration before entering the program may have affected an ex-inmate's chances of a severe encounter with the law. Therefore, the Pearson Correlation was computed to test the significance of the relationships

between each intervening variable mentioned above and the LESS Scores for the total sample.

The results showed that generally there was no significant relationship between the intervening variables and the LESS Scores. However, a mild positive correlation ($r=.243$, $P=.002$) was found between the length of post-incarceration and the LESS Scores for the total sample. This may mean that the ex-inmate has a tendency to have a higher LESS Score the longer he is out of the Penal Farm.

In order to determine if the length of post-incarceration was a significant variable for all three groups, the Pearson Correlation was again computed for this variable and the LESS Scores for each of the three groups. Table 16 shows the results found for length of post-incarceration.

Table 16

The Pearson Correlations for the Length of Post-Incarceration and the LESS Score
for the SMP, MDTA and GP Groups

GP	MDTA	SMP
$r = .197$	$r = .198$	$r = .295$
$p = .090$	$p = .080$	$p = .020$

The results showed that a mild significant positive correlation was found in the SMP group for length of

post-incarceration and the LESS Score, while no significant correlations were found for the other groups. That is to say that there was a tendency for the SMP participant to have a higher LESS Score the longer he was out of the Penal Farm.

The SMP program seemed to have a stable impact on its participants, more so than the MDTA program or no program. The SMP group was the only group to show a significant relationship between the program and length of post-incarceration. This finding implied that only the SMP had a stable impact on its participants which resulted in delay of recidivism. From this it was inferred that the program may have had a steady effect over time on whether a SMP participant would have a severe encounter with the law.

Since the length of post-incarceration was a significant factor for the SMP group in relationship to the LESS Scores, it was suspected that length of time in the Penal Farm might also be a significant factor for this group. Therefore, a correlation was computed between the LESS Scores and the length of time subjects spent in the Penal Farm for the three groups. Table 17 shows the results found for length of incarceration.

Table 17

The Pearson Correlations for the Length of
Incarceration and the LESS Score
for the SMP, MDTA and GP Groups

GP	MDTA	SMP
$r = .131$	$r = .220$	$r = -.330$
$p = .188$	$p = .066$	$p = .012$

A significant negative correlation was found between length of incarceration and LESS Scores only for the SMP group. This substantial relationship meant that the longer a SMP participant was incarcerated, the lower his LESS Score tended to be.

As there was a difference between length of incarceration in the Penal Farm and length of time spent in the programs for the participants of each program, it was suspected that length of time actually spent in the SMP might have had a positive impact on the LESS Scores for each participant, that is, it may have helped reduce the possibility of severe encounter with the law upon release from the Penal Farm. A correlation was then computed for length of time spent in the SMP and MDTA programs and the LESS Scores of their participants.

As indicated in Table 18, no significant relationship was found for either group between the LESS Scores and length of time participants spent in the programs. Although length of incarceration was significantly associated with

the LESS Scores for the SMP group, length of time spent in the SMP was not significantly associated with the LESS Scores.

Table 18

The Pearson Correlation for the Length of Time Spent in the Program and the LESS Scores for the SMP and MDTA Groups

MDTA	SMP
$r = -.130$	$r = -.068$
$p = .189$	$p = .324$

Again, a correlation was computed between length of incarceration before entering the program and the LESS Scores. Table 19 shows these results.

Table 19

The Pearson Correlation for the Length of Incarceration Before Entering Programs and the LESS Score for SMP and MDTA Groups

MDTA	SMP
$r = .179$	$r = -.341$
$p = .112$	$p = .009$

A significant negative correlation was found only for the SMP group between length of incarceration before entering the program and the LESS Scores. In other words, the

longer a SMP participant spent incarcerated before entering the program, the lower his LESS Score tended to be.

These findings showed that only some variables of the SMP group were significantly associated with the LESS Scores. A significant positive correlation was found between length of post-incarceration and the LESS Scores for the SMP group. Also, a significant negative correlation was found between length of incarceration and the LESS Scores for the SMP group. However, a significant negative relationship was found between length of incarceration before entering the SMP and the LESS Scores, and no significant relationship was found between the length of time spent in the SMP and the LESS Scores. Thus, even though it appeared that SMP had a stable impact on its participants in delaying recidivism, this finding cannot be attributed to the SMP alone. Rather, some combination of factors in the SMP group may have been responsible for this outcome.

In order to determine if other factors, such as age and number of previous offenses were significant for any of the three groups, the Pearson Correlation was computed to test for significant relationships between the number of previous offenses and age among the variables and the LESS Scores for each of the three groups. Table 20 shows the results found for the number of previous offenses.

Table 20

The Pearson Correlations for Number of Previous Offenses and the LESS Score for the SMP, MDTA and GP Groups

GP	MDTA	SMP
$r = .291$	$r = .028$	$r = .166$
$p = .034$	$p = .425$	$p = .213$

The results showed that a mild positive relationship was found in the GP group for a number of previous offenses and the LESS Scores while no significant relationship was found for the other two groups. The meaning of this association was that there was some tendency for a GP group member's LESS Score to rise with the number of previous offenses. The GP group members thus tended to follow their previous patterns of encounters with the law, whereas, the SMP participants and MDTA participants tended not to necessarily follow their previous patterns. In other words, the two rehabilitation programs appeared to affect the danger of previous criminal tendencies.

The results found for age is shown in Table 21.

Table 21

The Pearson Correlations for Age and the LESS Score for the SMP, MDTA and GP Groups

GP	MDTA	SMP
$r = .002$	$r = -.257$	$r = -.127$
$p = .496$	$p = .039$	$p = .197$

The results showed that a mild negative relationship was found in the MDTA group for age and the LESS Score, while no significant correlations were found for the other groups. What this implied was that the younger a MDTA participant was, the higher his LESS Score tended to be during the follow-up period. Considering the MDTA program offers vocational training and as the relationship with LESS was found negative, it could be that a participant might have been too young for that program in that he may not have learned the necessary interpersonal skills. Also, the MDTA program had the highest percentage of blacks. Being both black and young in the MDTA program may have been a handicap for the participant upon discharge from the Penal Farm. A young black male often confronts the most discrimination in attempting to obtain a job.

CHAPTER V

CONCLUSIONS

The Self-Management Program is a rehabilitative program located at the Shelby County Penal Farm. The Self-Management Program, which uses a behavior modification technique, has been in existence since June, 1973, and has never been evaluated. The researchers conducted a follow-up study of 48 participants in the Self-Management Program. Forty-eight participants in the Manpower Development Training Act Program, a vocational training program located at the Shelby County Penal Farm, and 49 ex-inmates who did not participate in any rehabilitative program while incarcerated at the Penal Farm were used as comparison groups.

Subjects were measured on the Law Encounter Severity Scale, a continuous recidivism scale, after a post-incarceration period that ranged from five to 31 months prior to December 1, 1975. The Law Encounter Severity Scale Score was determined from data obtained from official police and court records.

Summary of Major Findings

Three hypotheses were tested in the study. The first hypothesis was that the Self-Management Program was more effective than the Manpower Development Training Act Program. The second hypothesis stated that the Self-Management

Program was more effective than no program. The third hypothesis tested was that the Manpower Development Training Act Program was more effective than no program. Using the appropriate statistical procedures, all hypotheses proved to be untenable. In other words, by direct comparison of programs alone, the Self-Management Program was not found to be more effective than the Manpower Development Training Act Program or no program. Also, the Manpower Development Training Act Program was not found to be more effective than the General Population or no program.

However, when relationships between the LESS Scores of the three groups and the intervening variables, such as age, race, number of previous offenses, length of incarceration, length of time in the program, length of incarceration before entering the program, length of post-incarceration, and type of offense, six significant relationships were found.

First, a significant positive relationship was found between the length of post-incarceration and the LESS Scores for the total sample, which implied that the longer an inmate was out of the Penal Farm, the higher his LESS Score tended to be.

Second, a mild positive correlation between the length of post-incarceration and the LESS Scores was found only for the Self-Management Program group. This significant

correlation suggested that there was a tendency for a Self-Management Program participant to have a higher LESS Score the longer he was out of the Penal Farm. Since the LESS Scores for the Self-Management Program group was the only relationship directly proportional to the length of post-incarceration, it can be assumed that the Self-Management Program had a stable impact on its participants which resulted in a delay of recidivism.

Third, a significant negative correlation was found between the length of incarceration and the LESS Scores for the Self-Management Program group. This negative correlation suggested that the longer a Self-Management Program participant was incarcerated, the lower his LESS Score tended to be.

Fourth, a substantial negative correlation was discovered only in the Self-Management Program group between length of incarceration before entering the program and the LESS Scores. In other words, a participant in the Self-Management Program who spent a longer length of time in the Penal Farm before entering the program tended to have a lower LESS Score than a participant who entered the program soon after his arrival at the Penal Farm.

Fifth, a mild positive relationship between the number of previous offenses and the LESS Scores was found in the General Population group. This indicated that the inmates in the General Population tended to follow their previous

pattern of criminal behavior and were not affected by their incarceration, whereas this relationship did not appear significant for the Manpower Development Training Act Program and Self-Management Program participants.

The sixth, a very mild negative relationship was discovered in the Manpower Development Training Act Program group between age and the LESS Scores. In other words, the younger a Manpower Development Training Act Program participant was, the higher his LESS Scores tended to be.

Implications

The results of this study showed that by direct comparison of groups alone there was no significant differences between the LESS Scores of the three groups. Nevertheless, when relationships between the three groups and several intervening variables were tested for significance, the results showed that the Self-Management Program participants tended to experience a delay in recidivism. However, it was also found that this delay in recidivism could not be attributed to the impact of the Self-Management Program alone for two reasons. One reason was that the length of time participants spent in the Self-Management Program was not significantly associated with the LESS Scores. The second reason was that the variable, length of incarceration before entering the Self-Management Program, was significantly associated with the LESS Scores. Therefore,

a combination of factors in the Self-Management Program group may have been responsible for the delay of recidivism.

Thus, more research is needed before a definite conclusion can be drawn about the effectiveness of the Self-Management Program. Further research should use a longer follow-up period, such as, at least a three year period. A longer follow-up period would greatly enhance the conclusiveness of any findings because a subject would have had ample time to be completely processed through the criminal justice system, and all the LESS Scores would be in the stable groups, either convicted or charges dropped. This factor would eliminate the theorizing about the final dispositions of those subjects who are in the process groups, awaiting trial. Therefore, the findings of such a study would be more complete.

Also, further research should use additional outcome indicators, such as, one which measures a subject's adjustment to his environment in areas of employment, addiction, interpersonal relationships, economics, psychological adjustment and legal matters. The inclusion of other outcome indicators would enable the researchers to draw more definite conclusions than is permitted by a recidivism measure about a subject's outcome after release.

The effect of variables, such as, number of previous offenses, age or race, should be accounted for more

thoroughly by further statistical analysis. Further analysis would determine more conclusively what factors other than the treatment program may have affected the outcomes on the LESS Scale. Results of this type of analysis would indicate where refinements and revisions in a program would be necessary. For example, perhaps a program should not be applied indiscriminately to all types of offenders. Some programs may be more effective with young first offenders, whereas others may not. Careful screening of potential participants in a treatment program would enable programs to concentrate on a participant's individual needs.

In addition to the above variations to a follow-up study, a process evaluation should be done. Process evaluations would determine if the program's day to day operations are ineffective or if the programs are based on the wrong theories. If the program is discovered to be based on an ineffective theory, a combination of theories may be needed. The Manpower Development Training Act Program concentrates on skill development when in fact an ex-inmate may need more than just a skill to maintain himself as a responsible citizen. The Self-Management Program concentrates on modifying the appropriate behaviors when in fact an ex-inmate may need to know more than just interpersonal skills to cope with the frustrations of his environment. A more effective program may be a combination of the two

theories into a program which concentrates on both vocational training and interpersonal skills.

In summary, in light of the findings the researchers recommend further study of these programs using a longer follow-up period, additional outcome measures, further statistical analysis of the intervening variables and a process evaluation of the programs.

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APPENDIXES

APPENDIX A

LAW ENCOUNTER SEVERITY SCALE

Item

GROUP I

1. No law encounters.

GROUP II

2. Picked up and/or questioned or searched concerning a misdemeanor(s); not charged; released.
3. Picked up and/or questioned or searched concerning felony(s); not charged; released.
4. Traffic violation(s); fined and/or sentenced (not including DWI).
5. Arrested (charged) with misdemeanor(s); charges dropped; released.
6. Arrested (charged) with felony(s); charges dropped; released.

GROUP III

7. Tried in court for misdemeanor(s); no conviction; released.
8. Tried in court for felony(s); no conviction; released.
9. Picked up for technical parole violation; had hearing; parole reinstated.
10. Picked up for technical parole violation; awaiting hearing.
11. Misdemeanor warrant(s) issued; subject still not apprehended.

12. Fugitive; bond(s) forfeited; subject still not apprehended (misdemeanor).
13. Arrested for misdemeanor(s); awaiting trial.
14. Arrested for misdemeanor(s); awaiting trial and a parole hearing.
15. Killed during the commission of a misdemeanor.
16. Convicted of misdemeanor; sentenced to 30 days or less or comparable fine.
17. Convicted of misdemeanor; sentenced to 31 days or more but less than 90 days or comparable fine.
18. Convicted of misdemeanor; sentenced to 91 days or more but less than 180 days or comparable fine.
19. Convicted of misdemeanor; sentenced to 181 days or more or comparable fine.

GROUP IV

20. Felony warrant(s) issued; subject still not apprehended.
21. Fugitive; bond forfeited on felony charge(s).
22. Absconded from parole; parole warrant issued.
23. Absconded from parole; parole warrant issued; and misdemeanor warrant(s) issued.
24. Absconded from parole; parole warrant issued; and felony warrant(s) issued.
25. Absconded while on parole; charged and waiting trial for misdemeanor(s).
26. Absconded while on parole, charged and awaiting trial for felony(s).
27. Arrested for felony(s); awaiting trial.
28. Arrested for felony(s); awaiting trial and parole hearing.

29. Picked up for technical parole violation; parole violated at hearing.
30. Parole violated at hearing; in prison awaiting trial for felony(s).
31. Parole violated for misdemeanor conviction; returned to prison.
32. Killed during the commission of felony.
33. Convicted for felony(s); placed on probation.
34. Convicted for felony(s); sentenced to less than one year.

GROUP V

35. Convicted for felony(s); sentenced to more than one but less than five years.
36. Convicted for felony(s); sentenced to more than five but less than ten years.
37. Convicted for felony(s); sentenced to more than ten but less than 20 years.
38. Convicted for felony(s); sentenced to 20 years or more.

Other Status Categories

Dead - Deceased (natural or accidental).

OA - Subject moved out of study area (spent less than total of three months in follow-up study).

APPENDIX B

LESS GROUP AND CONTENT OF GROUP

- Group 1: No law encounters.
- Group 2: Picked up and/or questioned or searched concerning misdemeanor(s) and/or felony(s). However, all charges were dropped.
- Group 3: Awaiting trial for misdemeanor(s) or was tried in court for misdemeanor(s) or felony(s) but was not convicted; picked up for parole violation but parole reinstated (or awaiting hearing); wanted for misdemeanor(s); killed in commission of a misdemeanor; or convicted of misdemeanor and sentenced or fined.
- Group 4: Wanted for felony(s); absconded from parole; awaiting trial for felony(s); parole violated and returned to prison; killed during the commission of a felony(s); or convicted for felony(s) and placed on probation or sentenced to less than one year in prison.
- Group 5: Convicted for felony(s) and sentenced to prison for more than one year.
- Other

VITA

Judy Barrasso was born in Memphis, Tennessee, on December 21, 1951. She attended elementary school in that city and was graduated from White Station High School in 1969. She attended California State University and graduated with honors in June, 1973, receiving a Bachelor of Arts degree in Sociology.

In the fall of 1973 she toured Europe and lived on a Kibbutz in Israel. Upon returning to this country, she accepted a position as a College and Young Adult Worker with the Memphis Jewish Community Center.

She entered the University of Tennessee School of Social Work in September, 1974, and received the Master of Science of Social Work in June, 1976. She is a member of the National Association of Social Workers.

She is married to Jack T. Lengsfeld of New Orleans, Louisiana.

VITA

Martha Sherra Gaston was born in Memphis, Tennessee, on March 22, 1949. She attended elementary schools in that city and was graduated from Central High School in 1967. The following September she entered Memphis State University, and in May, 1971, she graduated Cum Laude, receiving a Bachelor of Arts degree in Sociology. She worked at various social agencies in Memphis and New York City before accepting a position in 1973 as a Junior Social Counselor at the Tennessee Department of Human Services. She worked at the Tennessee Department of Human Services from January, 1973, to September, 1974, at which time she entered the Graduate School of Social Work at the University of Tennessee, Memphis Branch.

She is single and a member of the National Organization for Women and the National Association of Social Workers.