

Correctional Officers in the United States

Critical Insights & Trends

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PLAN

- Introduction
- Recruitment, Retention & Attrition
- Training
- Wellness
- Ethics & Accountability
- Culture & Structure
- Discussion
- Thank you!

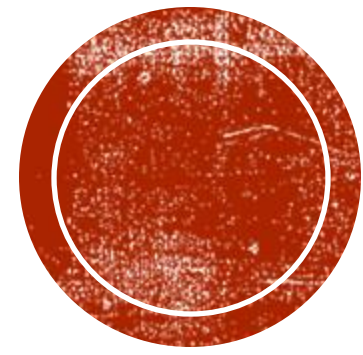


NICE TO MEET YOU!

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- **Affiliate: Center for Advancing Correctional Excellence! George Mason University**
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- **NIH & NSF Funded**
- **Corrections Officer, Savannah, GA**
- **Black & Puerto Rican Woman from Long Island, NY**





RECRUITMENT RETENTION ATTRITION

No One Wants to be a CO.

Making it to 1 year is a victory for many.

In some states, attrition is as high as 58%.

TRAINING

- No uniform training across the United States.
- Qualifications and training length varies greatly.
- Patterns:
 - Security & Safety consistent including Interpersonal Communication Skills
 - Other training lessons such as managing Special Populations are inconsistent



WELLNESS

High levels of stress, PTSD, divorce, illness, work life imbalance, etc.

Public and Internal Perception that it comes with the job.

Support available disproportionately to workforce.



ETHICS & ACCOUNTABILITY

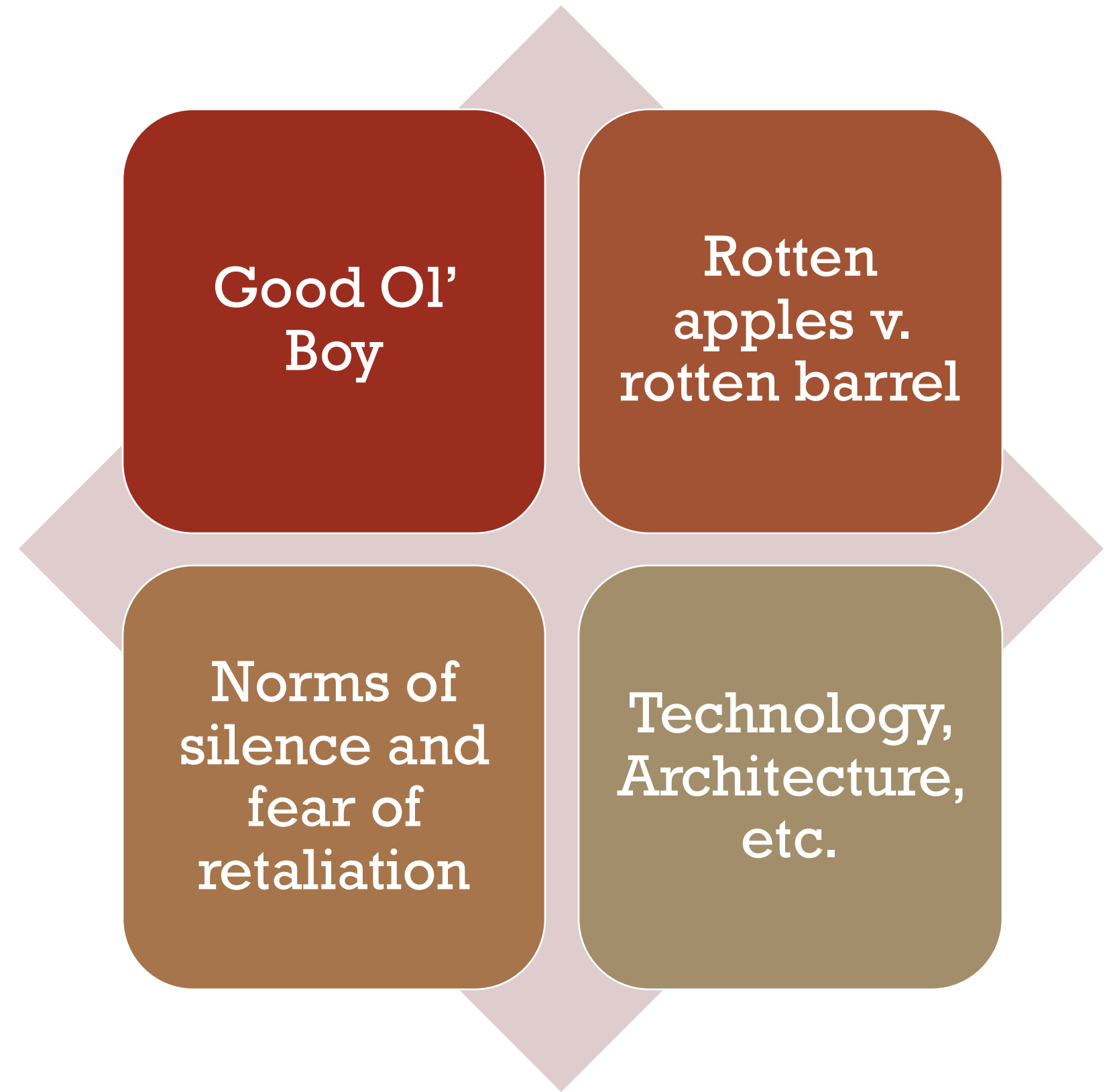
Dual roles: Security & Rehabilitation

Authority, Use of Force, Discretion

Integration of Technology, External Committees – lopsided

What is a Good CO?





Q&A / DISCUSSION

THANK YOU!

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