

SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)

**JOB ANALYSIS
BACKGROUND INFORMATION**

Date of Study: October 25 – 29, 2004

Collective Bargaining Identification: R19

Job Analysis Conducted By: Carol MacMillan, Personnel Examining Analyst
Personnel Examining Section
California Department of Corrections

Number of Incumbents: There are 12 incumbents in this classification per Department of Corrections Filled/Vacant Position Report dated October 6, 2004.

Names of the Subject Matter Experts and their background:

Dr. Steven Byland, Senior Psychologist, CF (Supervisor), North Kern State Prison

Dr. Byland currently works as a Senior Psychologist, CF (Supervisor) for the Department of Corrections (CDC) at North Kern State Prison and has been there for 3.5 years. There are no Senior Psychologist, CF (Specialists) located at this institution so he has no experience with this classification. His expertise is in the Senior Psychologist, CF (Supervisor) classification, which job analysis was conducted simultaneously with the Specialist.

Dr. Harold Hearshman, Senior Psychologist, CF (Supervisor), Wasco State Prison

Dr. Hearshman currently works as a Senior Psychologist, CF (Supervisor) for the Department of Corrections (CDC) at Wasco State Prison and has been there for 3.5 years. There are no Senior Psychologist, CF (Specialists) located at this institution so he has no experience with this classification. His expertise is in the Senior Psychologist, CF (Supervisor) classification, which job analysis was conducted simultaneously with the Specialist.

Dr. Heriberto Sanchez, Chief Psychologist, CF, California Men's Colony

Dr. Sanchez currently works as a Chief Psychologist, CF for the Department of Corrections (CDC) at California Men's Colony and has been there for 10 years. During that entire time, he has supervised Senior Psychologist, CF (Specialists).

SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST) INFORMATION GATHERING

The initial list of tasks and knowledges, skills & abilities statements were identified after conducting a literature review which consisted of:

- State of California Senior Psychologist, CF (Specialist) class specification
- State of Washington Psychologist 5 class specification
- State of Arizona Psychologist II class specification
- State of Nevada Psychologist series class specification