

STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATION  
**PSYCHOLOGIST - LICENSED**

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future professional Psychologist positions located within the classified service within the Department of Health Services and the Department of Corrections. **NOTE: All employees in positions in this classification MUST possess a Wisconsin psychologist license.** This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification encompasses professional positions which perform the full range of psychological diagnostic and consultative services and treatment planning as defined in Chapter 455, Wis. Stats., as "rendering to any person a psychological service involving the application of principles, methods and procedures of understanding, predicting and influencing behavior, such as the principles pertaining to learning, perception, motivation, thinking, emotions and interpersonal relationships; the methods and procedures of interviewing, counseling, psychotherapy, psychoanalysis and biofeedback; and the methods and procedures of constructing, administering and interpreting tests of mental abilities, aptitudes, interests, attitudes, personality characteristics, emotion and motivation. The application of said principles and methods includes, but is not restricted to: psychological diagnosis, prevention and treatment of problems in behavioral, vocational, educational, emotional, sexual, neuropsychological and mental disorders; treatment for alcohol and other substance abuse disorders of habit and conduct, and the psychological and behavioral aspects of physical illness, accident or other disabilities." Positions may participate independently in program review or as the leader of an

interdisciplinary team, and may provide clinical supervision and training to non-licensed psychological or clinical staff.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions that meet the statutory definitions of supervisory and/or management as defined in ss. 111.81 (19) and (13), Wis. Stats., as interpreted and administered by the Wisconsin Employment Relations Commission.
2. Positions that spend the majority of time (more than 50%) performing responsible clinical and mental health work and are more appropriately classified as Psychological Associate.
3. Positions that are engaged in the direct provision of social work, or vocational counseling activities a majority of the time (more than 50%) and are more appropriately classified as Social Worker, Social Worker-Clinical, or Vocational Rehabilitation Counselor.
4. Positions that are engaged in the provision of professional psychological services as an assistant to a Psychologist a majority of the time (more than 50%) and are more appropriately classified as Psychological Services Assistant.
5. Positions that perform very responsible and specialized consultative work in the professional practice of psychology and are responsible for developing and administering clinical treatment programs to meet the needs of staff and clients within a region of the Department of Corrections, Division of Community Corrections a majority of time (more than 50%) and are classified as Chief Regional Psychologist.
6. Positions that are engaged in the provision of professional psychological services within a school operated by the Department of Public Instruction and/or the Department of Corrections a majority of the time (more than 50%) and are more appropriately classified as School Psychologist.
7. All other positions that are more appropriately identified by other classification specifications and/or do not require a Wisconsin Psychologist license issued by the Department of Safety and Professional Services under s. 455.04, Wis. Stats.

D. Entrance Into This Classification

Employees enter this classification by competition. Movement into this classification from the Psychological Associate classification may occur through reallocation when the employee attains their Wisconsin license as a Psychologist. All employees entering this classification must possess a Wisconsin psychologist license.

## II. DEFINITIONS

### PSYCHOLOGIST - LICENSED

Positions in this classification perform responsible clinical work in the professional practice of psychology in state residential, institutional or community (e.g. probation and parole) and other specialized programs, engaging in the full range of psychological services including assessment, consultation, psychotherapy, research and training. Positions may also function as coordinator of the psychological services component of a specialized institution evaluation and consultation program which involves providing direction and review to lower-level staff positions (i.e., treatment team leader, unit lead psychologist or clinical in-service coordinator) and coordinate their program input in addition to carrying their own clinical responsibilities. Positions perform duties which require licensure as a Psychologist by the Wisconsin Psychology Examining Board, such as provide expert testimony in court concerning offender's mental condition and/or treatment needs; conduct psychological evaluations under Chapter 980; determine offender's needs under Ch. 55, Wis. Stats.; perform evaluations and provide input into commitment proceedings under Ch. 51, Wis. Stats.; conduct competency evaluations and provide court testimony for competency proceedings under Ch. 971.14(2), Wis. Stats.; and provide clinical supervision to unlicensed staff seeking licensure in Wisconsin. In addition, positions may provide clinical supervision to interns in professional psychology consistent with the American Psychological Association (APA) and the Association of Psychology Postdoctoral and Internship Centers (APPIC) internship standards. Certain positions may require a specific doctorate in Psychology. Supervision of the professional practice of psychology is general in nature.

#### **Representative Positions:**

**Department of Corrections:** Under general supervision of a Psychologist Supervisor provides direct services to offenders; provides psychological consultation services to institution administration, designated review committees, consulting psychiatrists and other institution and field staff involved in planning the total program of a given offender, (e.g. medical, education, security, recreation, etc.); provides staff development and training; provides clinical supervision to interns in professional psychology consistent with American Psychological Association (APA) and Association of Psychology Post-Doctoral and Internship Centers (APPIC) internship standards; participates in clinical supervision and training to maintain, further develop and refine clinical skills; and participates in clinical research as directed by the Psychologist Supervisor. Positions within the Department of Corrections assigned to this classification may also provide specialist psychological services for sex offender programs within certain institutions.

#### **Department of Health Services:**

**Mendota Mental Health Institute:** Under general supervision, carries out direct service activities, consultation, training, research, program evaluation, supervision of affiliate students, and other functions as assigned; functions as an integral part of the multi-disciplinary team, including taking a clinical leadership role in the assessment of resident needs and the development of appropriate treatment interventions; provides training for staff in relevant topic areas and supervises interns and affiliate students; researches and conducts program evaluation activities; coordinates psychological research, including developing research projects, researching design, planning and implementation, and publishing statistical analysis data; designs, oversees, and monitors behavior therapy procedures and plans as part of serving as a key provider of assessment and treatment services to assigned patients; and/or as part of the Program for Assertive Community Treatment (PACT) program, provides clinical and rehabilitative services through clinical

assessment, psychotherapy, and behavioral treatment, and consulting with county mental health systems, the Bureau of Community Mental Health, and Department of Family Services while providing technical assistance.

**Winnebago Mental Health Institute:** Under general supervision of the Psychologist Supervisor, provides psychological services to civil and forensic patients admitted to WMHI, including psychological assessment of psychiatric inpatients, provision of group and individual psychotherapy, and other psychological services as assigned; and participates in peer review and quality improvement activities and provides clinical consultation to Psychological Associates. Positions assigned to this classification within WMHI may also serve as neuropsychologists who provide neuropsychological services to adult and youth patients, throughout the Institute, as well as psychological evaluation, psychological consultation and treatment services.

**Wisconsin Resource Center:** Under general supervision of the Psychologist Supervisor, participates as a member of a multi-disciplinary team by providing psychological services in treatment, evaluation, and team treatment planning for inmates; providing leadership in applying professional mental health approaches at WRC; providing consultation and evaluation services to WRC staff regarding treatment, evaluation, applied research, and program evaluation; supervising students; and participating in peer review and quality assurance/improvement. Positions assigned to this classification within WRC may also function as a consulting psychologist providing institution-wide services and providing “on-call” coverage.

**Northern Wisconsin Center:** Under the general supervision of the Psychological Supervisor, develops complex behavioral and psychological treatment plans for the individual and is responsible for the direction and monitoring of their implementation and effectiveness; develops individual/group therapy programs and participates in the implementation, evaluation, and training of staff in these programs; provides individual and group therapy to address the behavioral and mental health needs of the dually diagnosed population served by NWC; provides psycho-diagnostic and psychological assessment services; performs comprehensive assessments of risk for violence, suicide and elopement; reviews potential referrals and makes recommendations in support of community placement development and staff training; and participates in peer review and quality improvement activities.

**Southern Wisconsin Center:** Under the general supervision of the Psychologist Supervisor, designs, develops, implements, and monitors individual and group psychological treatment programs in the areas of coping-adaptation skills, cognitive growth and/or functional life skills, and also treatment/therapeutic data analysis strategies; administers comprehensive psychological assessments in the areas of cognition, coping, adaptive and functional life skills and personality patterns, and provides yearly psychological reviews for interdisciplinary team meetings; and provides in-service, staff development, and training in consultation with the training department and unit director; provides legal testimony as needed. Positions assigned to this classification within SWC may also serve on internal and external committees, work teams, or specialized projects as directed.

### III. QUALIFICATIONS

The qualifications required for this position will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

**NOTE: All positions in this classification MUST possess a Wisconsin psychologist license, per s. 455.04, Wis. Stats.**

Positions in this classification perform functions that, under Wisconsin Statutes, can only be carried out by individuals licensed as Psychologists by the Wisconsin Department of Safety and Professional Services.

#### **IV. ADMINISTRATIVE INFORMATION**

This classification was created, effective October 16, 1994, and announced in Bulletin CC/SC-28 as a result of a personnel management survey for represented Professional Social Services. The classifications of Psychologist, Psychologist-Doctorate, Psychologist-Senior and Psychologist-Senior-Doctorate have been abolished, effective May 30, 2004. This classification was created effective May 30, 2004 and announced in Bulletin OSER-0032-MRS/SC to describe positions that provide responsible clinical work in the professional practice of psychology by someone who possesses a WI psychologist license, per s. 455.04, Wis. Stats. The classification specification was modified effective June 30, 2013 and announced in Bulletin OSER-0327-MRS/SC as a result of the Psychologist-related Personnel Management Survey to update the duties and responsibilities of the positions.

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