

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

PSYCHOLOGIST SUPERVISOR
PSYCHOLOGIST SUPERVISOR - MANAGEMENT

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 supervisory Psychologist positions located within the classified service. Employees in positions allocated to these classifications are licensed as Psychologists by the Department of Regulation and Licensing, per s. 455.04, Wis. Stats. Positions allocated to these classifications must meet the definition of "supervisor" as defined in s. 111.81(19), Wis. Stats., or "management" as defined in s. 111.81(13), Wis. Stats. Positions perform very responsible and specialized supervisory and consultative work in the professional practice of psychology. Positions supervise the practice of psychology in state residential or institutional, community (e.g. Probation and Parole), and other specialized programs. Positions may supervise other positions classified as Psychologist-Licensed, as well as a variety of other professional staff, (i.e., Social Workers, Therapists, Psychological Associate (A, B), Psychological Services Assistant, Crisis Intervention Worker) in addition to paraprofessional treatment staff functioning as members of a multi-disciplinary treatment team. Specializations within the occupational area include, but are not limited to: Clinical Psychologist, Behavioral Psychologist, Child Psychologist, and Forensic Psychologist.

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

These classifications encompass professional psychology positions which supervise and 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.”

In addition, the positions function as supervisor of the professional practice of psychology as performed by positions classified as Psychologist-Licensed or Psychological Associate (A, B) and may also supervise professional level support positions such as Psychological Services Assistant and Crisis Intervention Worker within: (1) a treatment unit within a mental health institute; or (2) an adult correctional facility; or (3) a juvenile correctional institution; or (4) the Wisconsin Resource Center; or (5) Division of Community Corrections, Department of Corrections; or (6) other specialized programs. Positions may also administratively supervise professional staff in other disciplines which comprise a multi-disciplinary treatment team (e.g., social worker, nurse, physical therapist, occupational therapist, speech/audiology therapist). Positions allocated to this series are located in the Department of Health and Family Services or the Department of Corrections.

C. Exclusions

Excluded from this series are the following types of positions:

1. Positions that do not meet the statutory definitions of supervisor 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 are engaged in the direct provision of the professional practice of psychology within an institution a majority of the time (more than 50%) and are more appropriately classified as Psychologist-Licensed or Psychological Associate (A, B).
3. Positions that are engaged in the direct provision of social service, social work, or vocational counseling activities a majority of the time (more than 50%) and are more appropriately classified as Social Worker, Vocational Rehabilitation Counselor, etc.
4. Positions that are engaged in the provision and coordination of psychological services within a region of the Division of Community Corrections in the Department of Corrections a majority of the time (more than 50%), but without formal supervisory responsibility of associated professional staff, and are more appropriately classified as Chief Regional Psychologist.
5. Positions that are engaged as the director of psychological services for a residential institution of the Department of Health & Family Services or direct a specific program in the Department of Corrections a majority of the time (more than 50%), but without formal supervisory responsibility of associated professional staff, and are more appropriately classified as Psychologist Chief.
6. Positions that are engaged, in the provision of professional psychological services within a school operated by the Department of Public Instruction, the Department of Health and

Family Services, and/or the Department of Corrections a majority of the time (more than 50%) and are more appropriately classified as School Psychologist.

7. Positions that are engaged, for a majority of the time (more than 50%), in the management and supervision of major psychological programs in multi-unit operational areas, perform administrative responsibilities including policy development, program design and review, staff recruitment, development and leadership, and budget preparation, and are more appropriately classified as Psychologist Manager.
8. 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 Regulation and Licensing under s. 455.04, Wis. Stats.

D. Entrance Into These Classifications

Employees enter positions within these classifications by competitive examination.

II. DEFINITIONS

PSYCHOLOGIST SUPERVISOR

Positions in this classification provide responsible supervisory and professional work in the practice of psychology in state residential, institutional, community, and other specialized programs in one of the following capacities: (1) Unit supervisor in a residential or correctional institution where the emphasis of the unit is on the provision of psychological treatment services rather than medical treatment; or (2) Institutionwide supervisor in an institution where the provision of direct psychological services is centralized within the institution; or (3) Regional supervisor in an agency where the provision of psychological services is divided along regional lines and oversight is provided centrally; or (4) other specialized program. The positions are assigned to an adult correctional facility, a juvenile correctional facility, a mental health facility, a center for the developmentally disabled, a regional office, or a specialized program within a State agency and are responsible for the administration of all aspects of the clinical program on an assigned unit or the entire institution, including the supervision of Psychologist-Licensed and/or associated professional staff. The work requires the utilization of specialized professional skill and competence without direct review or supervision of the professional practice from higher level staff. Employees in this classification are responsible for developing the goals and procedures necessary for program implementation, and for providing leadership and guidance to staff to ensure program effectiveness. Employees engage in the professional practice of psychology in addition to, or as a part of, their supervisory role. Positions in this classification function with considerable latitude for the exercise of initiative and independent judgment.

Representative Positions:

Department of Health and Family Services:

Wisconsin Resource Center: Reports to the Director and serves as the facility Clinical Director overseeing clinical direction of unit programming and supervising mental health and AODA treatment programs. Supervises consulting psychologists and clinical staff and co-supervises all psychologists and unit managers. Engages in formal and informal research for the purposes of program development and evaluation.

Mendota Mental Health Institute: Reports to the Civil Program Director and serves as the unit chief of the Program for Assertive Community Treatment (PACT). Supervises the PACT clinical staff and oversees the overall provision of treatment services. Serves as a direct treatment provider for various

program clients. Provides consultation and training to other community providers (both in and out of state) in the PACT model and conducts research to assess the effectiveness of the model and its service components.

Department of Corrections:

Kettle Moraine Correctional Institution: Reports to the Deputy Warden and is responsible for the overall administration of the Psychological Services Unit at the institution. Responsibilities include the development, administration and coordination of all clinical programs within the unit including staff supervision, consultation to staff, provision of direct services to offenders, and support services. This position collaborates with the Warden/Deputy Warden in planning the delivery of psychological services; makes recommendations for institutional programming; provides clinical and behavioral training to staff; participates with other clinical staff in structured case conferences and staffings; conducts special purpose evaluations under Chapter 980, WI Statutes; and provides expert testimony in court.

Southern Oaks Girls School: Reports to the Institution Superintendent (Director) and is responsible for the overall administration of the Psychological Services Unit at Southern Oaks Girls School for juvenile offenders. Responsibilities include the development, administration and coordination of all clinical programs within the unit including staff supervision, consultation to staff, provision of direct services to juvenile female offenders, and support services. This position collaborates with the School's Director in planning the delivery of psychological services; makes recommendations for institutional programming; plans and administers the program budget; provides clinical and behavioral training to staff; participates in clinical staffing of youth with severe clinical problems; and provides expert testimony in court.

Division of Community Corrections – Psychological Services Unit, Milwaukee Region: This position reports to the Regional Chief and is responsible for providing direct clinical services in the Unit clinical program within the region (i.e., field unit of the Division of Community Corrections). This position is responsible for the development and administration of the Unit Psychological program; supervises licensed positions classified as Psychologist in addition to other staff; coordinates clinical resources for Division staff and offenders; provides training and clinical consultation to staff and psychological services to offenders who cannot practically be served by other clinical providers.

Division of Adult Institutions, Bureau of Health Services - Chapter 980 Clinical Evaluation Unit: Reports to the Division's Psychologist Manager position (Psychology Director) and is responsible for the overall supervision and management of the Chapter 980 Clinical Evaluation Unit. This position serves as the lead member of a team of licensed clinical Psychologists responsible for conducting Special Purpose Evaluations and providing expert testimony as part of the Department's Chapter 980, the Sexually Violent Person law, case review and evaluation process. Responsibilities include development and implementation of unit policies, protocol and procedures; staff supervision and training; provision of psychological assessments, reports and expert court testimony in regard to offenders referred for Special Purpose Evaluations.

PSYCHOLOGIST SUPERVISOR - MANAGEMENT

Positions classified as Psychologist Supervisor - Management perform the responsibilities described in the definition statement for Psychologist Supervisor and, in addition, are required to meet the statutory definition of management as defined in s. 111.81(13), Wis. Stats.

Representative Positions:**Department of Corrections:**

Ethan Allen School: Reports to the Institution Superintendent and is responsible for providing statewide expert psychological consultation to the Division of Juvenile Corrections, as well as to other institutions, divisions and agencies; for directing psychological treatment services in a variety of programs (including those for mentally disturbed, mentally ill, delinquent, and juvenile sex offenders); and for supervision and management of the Division of Juvenile Corrections pre-doctoral internship in professional psychology and the post doctoral fellowship in forensic and correctional psychology. This position provides overall development of Division and institution clinical policy; coordinates psychiatric services; supervises professional level psychological staff; develops and directs institution wide programs for other staff (e.g., suicide prevention and assessment programming; training for health services staff, line and professional staff); directs strategic planning for clinical services, crisis intervention and management; participates in institution wide administration; develops program budgets; provides direct services to youth and expert testimony in court; and represents the Department and Division on inter-agency committees and work groups.

III. QUALIFICATIONS

The qualifications required for these positions 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.

Positions in these classifications perform functions that, under Wisconsin Statutes, can only be carried out by individuals licensed as Psychologists by the Department of Regulation and Licensing, per s. 455.04, Wis. Stats..

IV. ADMINISTRATIVE INFORMATION

This classification was created effective August 7, 1994 and announced in Bulletin CC/SC-15 as a result of the Professional Social Services Personnel Management Survey. The classification specification was modified effective December 5, 1999 (Bulletin CLF/SC-106) to abolish the Psychologist Supervisor and Psychologist Supervisor-Management (non-Doctorate) classifications that were no longer in use. This classification was again modified effective December 28, 2003, and announced in Bulletin OSER-0010-MRS-SC to delete any reference to "doctorate" in the class title.

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