

Crime Scene

Psychology Behind Bars and in Front of the Bench



THE OFFICIAL ORGAN OF CRIMINAL JUSTICE
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EDITORS' NOTE

Welcome back to *Crime Scene*! Leah and I are pleased to be the new editorial team for a newsletter with such rich and diverse content. Before we go any further, we want to extend a sincere thanks to Tanya Rugge, who served as Managing Editor for a number of years and compiled exceptional issues, each and every time. We have very large shoes to fill going forward!

You have likely noticed two significant changes to this edition of *Crime Scene* as compared to the last. First, the format of the newsletter has changed. It is our hope you will find these changes both visually appealing and easy to read. Secondly, you will notice that this edition is significantly smaller than usual. The last edition of *Crime Scene* was one year ago, and perhaps as the saying goes, "Out of sight, out of mind." I am confident that now that we are back up and running, the articles, recent publications, and information on members etc., will be forthcoming. Please take some time to consider how you can contribute to future editions of *Crime Scene*. Throughout this edition you will see captions encouraging you to submit information on various topics. As you become aware of members on the move, if you have a journal article published, or just defended your dissertation or theses, please pass it on for inclusion in the upcoming issue.

Again, welcome back to the official newsletter of the CJS. We look forward to hearing your feedback about this issue (as well as receiving your submissions!!!!)

All the best,

Ainslie & Leah

VIEW FROM THE TOP, by Mark Olver, Ph.D., Chair

Suffice it to say, there have been several changes since our last CPA meeting in Montreal and last issue of *Crime Scene*. As the recently appointed Chair of the Criminal Justice Section, I am thrilled that *Crime Scene*, after a brief hiatus, has been revived and is now in the capable hands of two new Executive members.

First, I would like to welcome Dr. Ainslie Heasman and Leah Todd to the Executive. Ainslie and Leah have picked up the torch from Dr. Tanya Rugge and Dr. Chantal Langevin, assuming the editorial responsibilities for *Crime Scene*! Ainslie is serving as Managing Editor and Leah as Review Editor. We would also like to welcome Dr. Dave Simourd who has recently joined as Director-At-Large Clinical/Training and Joanna Hessen and Leticia Gutierrez who have joined as student representatives.

Dr. Jeremy Mills (former Past Chair) and Dr. Guy Bourgon (former Director-At-Large Conference Programme) have stepped out of their Executive positions and, along with Tanya Rugge, are busily planning the second North American Correctional and Criminal Justice Psychology Conference (NACCJPC). Tanya Rugge has assumed a Director-At-Large capacity as a liaison for NACCJPC planning with the Section Executive. Leslie Helmus, in turn, has assumed Guy's spot in Conference Programming and Jean Folsom has stepped into the Past Chair position.

In addition to several personnel changes on the Executive, as mentioned above, planning is well underway for the second NACCJPC to be held at CPA in Toronto in 2011. As with the first NACCJPC held in Ottawa in 2007, this promises to be an exciting, stimulating, and productive conference that showcases the criminal justice work of students, researchers, and clinicians across the country and abroad.

Moreover, there have been many developments in terms of policy, programming, and practice in Canadian Corrections. In the past several months, there have been some high profile media items including Michael Jackson and Graham Stewart's *A Flawed Compass: A Human Rights Analysis of the Roadmap to Strengthening Public Safety* (a response to the Federal Government's proposed Transformational Agenda for CSC), recent reports from the Office of the Correctional Investigator speaking to issues concerning mental health needs of Federal inmates, and newspaper and media telecasts concerning the sentencing, treatment, and management of Federal inmates and the proposed legislative, operational, and infrastructural changes to CSC from the Federal Government. As such, there are currently some efforts underway to do some advocacy work for professional psychology in Canadian Corrections.

Continued on Page 3

VIEW FROM THE TOP Con't

Finally, we are gearing up for another conference in Winnipeg in June. This will be an auspicious occasion in many respects for criminal justice, with three prestigious awards being conferred to forensic psychologists. As many of you may already be aware, Dr. Robert Hare will be receiving the CPA Donald O. Hebb award for his outstanding contributions to psychological science, notably, his work in psychopathy featuring the Hare Psychopathy Checklist-Revised. Dr. Chris Webster will be receiving the 2010 Career Contribution Award owing to his numerous contributions in the assessment of violence risk and dangerousness (for instance, through contributions such as the HCR-20). Finally, Dr. Zoe Hilton will be receiving a CPA Criminal Justice Section Significant Achievement Award in light of her tremendous work in domestic violence risk assessment, such as the development of the Ontario Domestic Assault Risk Assessment (ODARA) and a recently published book on wife assault.

I hope to see you in Winnipeg! (...And we also look forward to seeing some you in Saskatoon at the Violence and Aggression Symposium, as announced elsewhere in *Crime Scene*.)

Best regards,

Mark

COLUMN: IN THE TRENCHES, by Dorothy Cotton, Ph.D., Director-At-Large, Police Psychology

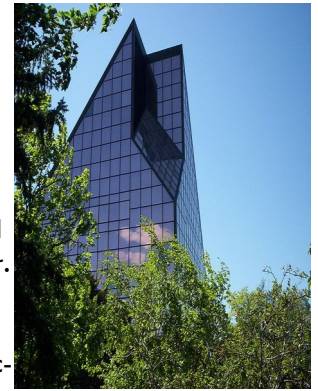
In my many years of working with police organizations, I have met a lot of police officers. On the surface, most of them seem fairly normal. I have yet to see a single police officer who breathes fire, or is growing horns under his cap or thinks the little voice on his radio is coming from an alien. Apparently, I must be a bad psychologist because I seem to be missing a whole lot of pathology. If you check things out on the Source of All Knowledge, the internet, you find out pretty quickly that police officers are a pretty screwed up lot. I did a quick search on mental health problems in police and discovered...

- The suicide rate for police is 6 times higher than for the general population
- The majority of police are involved in domestic abuse
- 67% of police drink on duty
- 30% have ulcers
- Only 1/10 police marriages last
- Police stress is physiologically unique— “burst stress”
- The amount of stress police are under is greater than in other professions—and is increasing
- Fears about safety are the primary source of stress
- It's hard to get psychological assistance if you are a police officer because “no one understands”
- You can kiss your career goodbye if management finds out you have a “mental health problem”

I could list more, but the above alleged bits of information were enough to lead me to the conclusion that all this is ...



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COLUMN: IN THE TRENCHES, Con't

Talk is cheap—and often inaccurate. At this point, I could digress into writing about why much information obtained over the internet should be taken with a large grain of salt, but I will instead remain with my original premise, which has to do with mental health issues in policing and police organizations.

In any case, I don't think any of the stuff I listed above is true. It may be glamorous to paint police officers as some kind of tragic heroes—and Lord knows it helps at contract negotiation time. But the evidence is a little thin.

What do we know for sure about mental health in police officers? There is really almost nothing in the way of reliable data available on this subject, and what data there are do NOT support any of the above contentions.

One might guess that there are more similarities than differences if you compare police to other people. Researchers have theorized that there may actually be a slightly lower rate of psychological disorders among police as compared to the general working public because police officers generally undergo a psychological assessment prior to employment so some people with pre-existing psychological problems would be excluded, making the base rate lower to start with. As far as suicide is concerned, the best guess seems to be that the suicide rate in police is possibly lower and almost certainly not higher than the norm—at least in Canada. (You often see US data quoted which may paint a different picture.) There does seem to be a higher incidence of post-traumatic stress disorder in police as opposed to some other occupations.

Overall, what this suggests is that—frankly—police officers are just not all that special.

However, now that I have burst that bubble, let me point out that all this does NOT mean that police are free from mental health problems. If you assume for example that police are actually regular people, and we estimate that there are about 67,000 police officers in Canada, then in a given year...

- 7,761 will have a diagnosable anxiety problem
- 5,279 will have another mood disorder—including depression
- 192 will have schizophrenia
- 5,026 will have a substance abuse disorder.

That means that in a year, there will be over 1,800 police officers with a mental disorder serious enough to warrant intervention. What does that mean in your everyday life? If you work for a police service with 50 officers and 20 support staff, in any given 30 day period, there will be 7 people in your organization with a diagnosable psychiatric problem. If your organization has 500 officers and 200 support staff, then you have 70...

While these data may cause some panic, the implications are both positive and negative. My guess is that you probably cannot look around your organization and pick out the people with mental health issues. You probably can't pick out the people with allergies or diabetes very easily either. The good news about that is that most of these problems are treatable and manageable, and people can certainly be effective workers and carry on as usual even with a psychiatric diagnosis. So it is definitely not the end of the world to have a mental health problem.

The bad news, however, is that some people with mental health problems are still reluctant to get help. Conventional wisdom is that the resistance is greater among police than among other populations, although again, this is pretty much urban myth. We have no data. If it is true, it's really too bad. I figure if something is broken, you'd best get it fixed. (I had a senior police person say to me once that he would not want to have an officer who was being treated for depression covering his back. I said I'd much prefer to have someone who was being treated for depression covering my back—as opposed to someone who *ought* to be being treated and was not. He did not have a snappy come-back for that one.)

The biggest culprit in workplace mental health is of course stress. We know that stress causes a variety of workplace problems including..

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COLUMN: IN THE TRENCHES, Con't

- Aggression/avoidance
- Short fuse
- Impaired judgement/poor problem-solving
- Attention problems and distractibility
- Memory problems
- Fatigue/decreased energy
- Irritability
- Reduced efficiency
- Slower pace of work overall
- Increased absenteeism
- Lower immune function
- Other physical ailments

We also know that it is now 2010 and policing has changed. We need to think about...

- Increased complexity of tasks
- Flattened hierarchies and the resultant greater responsibility of individual officers
- External linkages which lead to greater visibility
- Higher education which leads to higher expectations by employees
- Greater corporate liability
- Increased accountability both to employees and to the community
- Increased competition for good employees
- More complex policing environment

Finally, we also need to remember that as much as it is more fun and far more exciting to think of police work as being terribly stressful by nature, the fact is that the main causes of stress in the police workplace—just as in any workplace—tend to be structural and organizational, rather than related to the nature of the work itself. In policing, the literature suggests that the main causes of stress are..

- Autocratic quasi-militaristic management model
- Poor supervision
- Lack of employee input into decision-making and policy
- Excessive paperwork
- Lack of administrative support
- Role conflict and ambiguity
- Adverse work schedules
- Unfair discipline, performance evaluation and promotion practices

You will note that “bad guys” and “scary stuff” do not even make the list. That is not to say that these things do not play a role. Of course they do. It is just a smaller role than the things listed above.

What all these things taken together mean is that police organizations, like all workplaces, really need to think about their organizational structures and policies.

This column would turn into a book if I were to itemize the things that an organization ought to be doing to be a mentally healthy workplace. So I won't. But you might want to check out...

<http://www.mentalhealthworks.ca/>

<http://www.mentalhealthroundtable.ca/>

<http://www.gwlcentreformentalhealth.com/english/index.asp>

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ARTICLES**

RECENTLY DEFENDED DISSERTATIONS AND THESES

On Within Defense Variability and Defenses in Male Federal Offenders

Michael Sheppard
University of Saskatchewan

There were two purposes to the current set of studies. The first was to test the validity of the Adaptiveness of Defenses Scale (ADS), a new measure developed to assess variability within ego defense mechanisms. Study 1 addressed the validity of the ADS with a sample of 104 male undergraduates. The ADS was hypothesized to account for significant unique variance on dependent measures (the PAI, ECR, and final grade in introductory psychology) beyond that accounted for by the Defense-Q. Regression analyses showed that a different pattern emerged. The Defense-Q and ADS accounted for different aspects of the dependent variables, with the Defense-Q predicting PAI Somatization scale scores and the ADS predicting ECR avoidance scale scores.

Study 2 addressed the validity of the ADS with a sample of 64 male federal inmates. The ADS was hypothesized to account for significant unique variance on dependent measures (the BPI, PCL-R, and PAS) beyond that accounted for by the Defense-Q. As with Study 1, the two measures tended to predict different aspects of the dependent measures. The Defense-Q predicted immature defense factor scores on the BPI as well as BPI total score, and it predicted affective instability factor scores on the PAS, as well as PAS total score. Conversely, the ADS predicted PCL-R total and Factor 1 scores. The relation between the Defense-Q ADP similarity score and the PCL-R interpersonal facet was significantly positive, while the relation between the ADS total score and this facet was significantly negative. The results of Studies 1 and 2 suggest that the ADS captures an aspect of defensive functioning different from that measured by the Defense-Q, likely related to interpersonal functioning.

Study 3 examined the relation between defenses (measured by the Defense-Q and ADS) and correctional variables (offense history, institutional incidents, institutional charges, urinalysis outcomes, and correctional program outcomes), as well as examined Aboriginal and non-Aboriginal differences. The differences between Aboriginal and non-Aboriginal inmates tended to show that non-Aboriginal inmates were older and had more aggressive criminal histories as well as higher PCL-R total and Factor 1 scores. They also tended to have more problematic institutional adjustments, likely because of their higher levels of psychopathy. The Defense-Q was significantly related to general offence history for Aboriginal inmates and the ADS was significantly related to violence history for non-Aboriginal inmates, but other significant relations were sparse. The results of the current series of studies provides preliminary support for the idea that individual defenses have their own ranges of adaptiveness, as the ADS scores of male undergraduates and male inmates were significantly different for the same defenses. Given the pattern of the relations of the ADS to the dependent variables, it appears that the ADS is sensitive to interpersonal functioning.

For more information, please contact Michael Sheppard at Michael.Sheppard@usask.ca

Criminal Predictors and Protective Factors in a Sample of Young Offenders: Relationship to Offending Trajectories

Ashley K. Ward
Ryerson University

Although the predictors of delinquency are well-documented in the psychological and criminological literature, an understanding of their relationship with longitudinal criminality in an offender sample has not been achieved. The purpose of this thesis was to examine the relationship between childhood and adolescent criminal predictors and protective factors and the four criminal trajectories identified by Day et al. (2008). Results revealed differences in predictor items among the trajectory groups within the individual, family, and peer domains during childhood and adolescence. A backward stepwise procedure found that the following childhood variables, broken home and involvement with alternative care, differentiated the low rate trajectory group from the other three groups. Significant predictors in adolescence were criminal family members, familial abuse, poor peer relations, broken home, and involvement with alternative care. Identifying the factors influencing the onset and maintenance of criminality can inform prevention and intervention programs that target antisocial and delinquent behaviour.

For more information, please contact Ashley Ward at Ashley.Ward@psych.ryerson.ca

RECENTLY DEFENDED DISSERTATIONS AND THESES Cont'd

An Indirect Measure of Sexual Interest: Using the Implicit Association Test with Child Molesters

Kelly M. Babchishin
Carleton University

Sexual interest in children has been identified as an important cause of child sexual abuse. Preliminary studies suggest that the Implicit Association Test (IAT) is a promising tool to measure sexual interest in children. In the current study, 34 child molesters were compared to 21 non-sex offenders on the Sexual Attraction to Children IAT (SAC-IAT), which was developed for the current study, as well as other measures of sexual interest. The SAC-IAT was not able to distinguish between groups; however, it was related to other measures of sexual interest that could distinguish between groups. Cumulative meta-analysis found a moderate effect size for the ability of IAT measures of sexual interest in children to distinguish between child molesters and non-molesters. Findings from the present study are an important step towards evaluating the validity of an IAT measure of sexual interest in children.

For more information, please contact Kelly Babchishin at kbabchis@connect.carleton.ca

Re-norming Static-99 Recidivism Estimates: Exploring Base Rate Variability Across Sex Offender Samples

Leslie Helmus
Carleton University

Most replication studies of actuarial risk scales for sex offenders focus on relative predictive accuracy (e.g., ROC), with little attention paid to the stability of absolute recidivism estimates. Research has identified several factors external to actuarial scales that may affect recidivism rates (e.g., recidivism definition, age, dynamic risk factors, treatment, country, setting). Raw data from 29 Static-99 replication studies were combined ($n = 9,261$). Recidivism base rates per Static-99 score were significantly and meaningfully lower in more recent samples compared to the original norms, necessitating new norms. Although Static-99 provided consistent estimates of relative risk, base rates varied across samples. Two variables strongly influenced the base rates: age at release and sample type (defined by the preselection in the samples). A revised version of Static-99 with new age weights was developed (Static-99R), and the implications of base rate variability for actuarial evaluations are discussed.

For more information, please contact Leslie Helmus at lesliehismus@yahoo.ca



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SPECIAL FEATURE

Offender Competencies and their Relationship to Correctional Program Performance and Treatment Completion

Laura J. Hanby & Ralph C. Serin
Carleton University

Encouragingly, current research indicates that offenders who complete correctional treatment programs rooted in evidence-based practice have improved outcomes relative to offenders who do not (Andrews & Dowden, 2005; Latessa, 2004). Smith, Gendreau, and Swartz (2009) have demonstrated that recidivism is reduced by 28 percent when the principles of effective treatment are followed (Andrews & Bonta, 2006). Thus, this model is useful in providing a framework for effective treatment but there are gaps in our understanding of which offenders will encompass the approximate 28 percent of the offender population for which evidence-based programming is effective. This gap led to the development of the Functional Competency Model (FCM) by Serin (2006) which consists of five core competencies that are hypothesized to predict treatment program performance and underscore offender change. A core competency is defined as a fundamental ability, knowledge or expertise associated with a greater probability of succeeding in treatment and remaining crime-free on release.

The proposed five core competencies are: *a need for change*, *personal accountability*, *cognitive flexibility*, *inhibitory control*, and *knowledge acquisition and application ability*. *A need for change* involves an appreciation by the offender that they must change, corresponding to a shift from an external locus of control to being internally responsible and accountable. This competency represents a more relativistic style of thought which allows for new levels of social cooperation and competence (Chandler, 1973). *Personal accountability* involves the offender losing his or her sense of entitlement, a common attribute among offenders (Yochelson & Samenow, 1976). Personal accountability is related to the need for change as it represents an interpersonal focus by the offender on the needs of others, which often translates to possessing some humility. *Cognitive flexibility* refers to the ability to do more than simply problem solve but also generate and evaluate alternative solutions to issues specific to crime desistance. Offenders also commonly minimize the effects of their behaviour on others, deny responsibility and rationalize their law violations (Serin & Kennedy, 1997). A high degree of these cognitive distortions may impede treatment readiness (Chambers, Eccleston, Day, Ward, & Howells, 2008), while an admission of guilt and acceptance of personal responsibility have been found to predict positive treatment outcome (Barrett, Wilson, & Long, 2003). *Inhibitory control* is the ability to inhibit a response when faced with a high-risk situation. Both treatment responsivity and program completion have been predicted by improved inhibitory control using computerized cognitive tasks (Fishbein et al., 2009). On a larger scale, desistance from crime involves breaking a pattern of criminal behaviour and exercising control over impulses to commit further criminal acts (Serin & Lloyd, 2009). Lastly, *knowledge acquisition and application ability* corresponds to the later stages of change in which the offender gains new knowledge from treatment and learns how to apply this new knowledge to real-life situations, a vital component in achieving success (Tierney & McCabe, 2001).

These constructs are offender-based, apply to all types of offenders (i.e., rather than narrowly focusing solely on specific offender types such as violent offenders or sex offenders) and have yet to be comprehensively considered in other theories or empirically investigated. The five core competencies can be conceptualized as responsivity factors, client-based factors which influence the potential for offender change (Kennedy & Serin, 1999). The purpose of this study is to test whether the five core competencies are able to accurately predict program performance and treatment completion. An initial need for change and motivation to enter treatment may lead to improved treatment attendance and participation. However, if an offender lacks the competencies necessary to engage in treatment, this may result in a lack of progress, weakened motivation and possibly dropout or expulsion. Conversely, offenders who are adept in the core competencies will maintain their initial motivation by achieving positive changes and progressing in treatment. Eventually, it is hoped that the FCM will advance our understanding of why some offenders desist from crime.

Method

The sample consisted of all male offenders admitted to a Canadian federal institution between April 2006 and March 2008. The total sample of 6,806 male offenders for which intake information was available from all regions and security levels (M age = 34.4) was used in the development of the Offender Competency Index (OCI). Only offenders that participated in at least one correctional program during the timeframe were included in further analyses ($N = 2,036$).

SPECIAL FEATURE Cont'd

The OCI is a measure of offender competencies derived from information routinely collected upon intake to a federal institution. A principal components analysis (PCA) was conducted on 29 items selected to represent the core competencies from the Offender Management System, the Correctional Service of Canada's automated database containing offender information. The following six components were retained (based on parallel analysis) which explained 50.1% of the variance: Knowledge Acquisition Ability, Personal Accountability and Need for Change, Cognitive Flexibility, Cognitive Awareness, Literacy and Numeracy, and Inhibitory Control. Although the items did not cluster precisely as anticipated under the FCM, the five core competencies are clearly identifiable (e.g., the items selected to represent cognitive flexibility clustered into two components representing different aspects of the same construct: cognitive flexibility and cognitive awareness). All components demonstrated acceptable internal consistency (Cronbach's α ranging from .72 to .81), with the exception of Inhibitory Control which demonstrated poor internal consistency ($\alpha = .53$). This is likely due to the limited number of items that contribute to the component, thus less confidence may be placed on analyses involving this component. Factor scores were created by employing regression in order to provide a score for each component for each participant in the sample.

The Generic Program Performance Measure (Stewart & Price, 2005) is administered before and after the program as a measure of program performance and serves as an index of offender change. The scale is an interview-based behavioural rating system consisting of 19 items completed by the program facilitator, with higher scores indicating greater program performance. An analysis of the psychometric properties of the GPPM suggests good internal reliability, as demonstrated by high Cronbach's alpha ($\alpha = .96$; Soh, 2008).

Existing global measures were included as covariates to determine if the competency model explains incremental variance in program performance once accounting for "traditional" measures of criminogenic risk and need. These measures include risk for recidivism (Statistical Information on Recidivism – Proxy, Nuffield, 1989), criminogenic need, reintegration potential (an index of probability of re-offending) and the Custody Rating Scale (CRS; a risk-based offender classification instrument consisting of two subscales: institutional adjustment and security risk).

Results

Relationship between Offender Competencies and Program Performance

As seen in Table 1, competency scores were related to existing global measures, indicating competent offenders tend to also show higher functioning at intake. Competency scores were also positively correlated to program performance. The competency scores demonstrated a stronger relationship than the global intake variables to program performance, with the exception of institutional adjustment score which had a comparable correlation as the competencies.

Table 1

Intercorrelations Among all Measures

Note. All correlations significant at .01 unless otherwise indicated

Variable	2	3	4	5	6	7	8	9	10	11	12
1. Knowledge acquisition ability	.152	.234	.175	.462	.134	-.144	-.203	.170	-.218	-.112	.192
2. Personal accountability/need change	-	.377	.438	.114	.363	-.440	-.433	.448	-.403	-.302	.174
3. Cognitive flexibility		-	.348	.079	.274	-.487	-.396	.433	-.412	-.279	.087
4. Cognitive awareness			-	.109	.252	.335	.259	.255	.291	.162	.156
5. Literacy and numeracy				-	.043	n.s.	-.013	.049	-.039	n.s.	.164
6. Inhibitory control					-	-.279	-.237	.283	-.340	-.203	.048*
7. Need						-	.616	-.569	.438	.342	-.100
8. Risk (SIR-Proxy)							-	-.741	.387	.373	-.069
9. Reintegration potential								-	-.563	-.449	.082
10. Institutional adjustment (CRS)									-	.436	-.131
11. Security risk (CRS)										-	-.039*
12. Program performance (GPPM)											-

* $p < .05$

SPECIAL FEATURE Cont'd

Institutional adjustment and criminogenic need were the global intake measures with the highest correlations with program performance. Thus, a hierarchical linear regression was performed in which these two variables were entered into the first block and the six competency scores were entered into the second block. This analysis tests the hypothesis that the competencies account for variance in program performance above and beyond what is accounted for by existing intake measures. The resulting model and their parameters are displayed in Table 2. Institutional adjustment and risk accounted for only 2.1% of the variance in program performance. With the inclusion of both global intake and competency measures, the second model is shown to account for 7.8% of variance. Thus, the addition of the competency model significantly predicted program performance beyond the existing global measures alone.

Table 2

Summary of Hierarchical Regression Analysis for Variables Predicting Program Performance (N = 2,035)

Variable	<i>B</i>	<i>SE B</i>	β
Step 1			
CRS: Institutional adjustment	-.00	.00	-.13***
Criminogenic need	-.05	.03	-.04
Step 2			
CRS: Institutional adjustment	-.00	.00	-.09***
Criminogenic need	.01	.03	.01
Knowledge acquisition ability	.10	.02	.13***
Personal accountability & need for change	.09	.02	.12***
Cognitive flexibility	-.03	.02	-.04
Cognitive Awareness	.06	.02	.08***
Literacy and numeracy	.07	.02	.09***
Inhibitory control	-.03	.02	-.04

Note. $R^2 = .02$ for Step 1; $\Delta R^2 = .06$ for Step 2 ($ps < .001$).

*** $p < .001$.

Differences in Competency Level by Completion Status

While the majority of offenders completed treatment ($n = 2,660$), reasons participants did not complete programs included dropout/expulsion ($n = 277$), personal circumstances ($n = 153$) or administrative reasons ($n = 54$). Offenders who did not complete due to personal circumstances or administrative reasons were grouped together because both did not complete due to circumstances beyond the control of the offender. A Multivariate Analysis of Variance (MANOVA) was performed on the six competency scores to compare treatment completers to those who did not complete due to dropout/expulsion and those who did not complete due to personal circumstances or administrative reasons. The multivariate result was significant for treatment program status, Hotelling's $T^2 = .04$, $F(12, 4696) = 8.55$, $p < .001$ (partial $\eta^2 = .02$), indicating a difference in the overall level of competency between treatment completers, dropouts/expulsions and personal/administrative non-completers. To determine which groups contributed to the significant multivariate effect, all possible pairwise multivariate tests were performed. The significance level was set at .05 for the three tests. Treatment completers were significantly different from dropouts/expulsions (Hotelling's $T^2 = .04$, $F(12, 13594) = 20.14$, $p < .001$, partial $\eta^2 = .02$) and personal/administrative non-completers (Hotelling's $T^2 = .03$, $F(12, 13594) = 16.71$, $p < .001$, partial $\eta^2 = .02$) in overall competency. Dropouts/expulsions also differed significantly from personal/administrative non-completers in overall competency; Hotelling's $T^2 = .02$, $F(12, 13594) = 8.64$, $p < .001$, partial $\eta^2 = .01$.

Lastly, all significant pairwise multivariate tests were followed up with Tukey's Honestly Significant Difference (HSD) test. Means and standard deviations for each of the competency scores are displayed in Table 3. A number of significant pairwise differences among means were found, $p < .05$. Treatment completers had significantly higher competency scores than dropouts/expulsions for all of the competencies with the exception of literacy and numeracy. Treatment completers also had significantly higher competency scores than personal/administrative non-completers for personal accountability and need for change, knowledge acquisition ability and cognitive awareness. Personal/administrative non-completers did not differ significantly from dropouts/expulsions on any of the individual competency scores.

Continued on Page 11

SPECIAL FEATURE Cont'd

Table 3

Means and Standard Deviations for Competency Scores for Program Status

Competency Score	Completers	Dropout/expulsion	Personal/ administrative
Personal accountability & need for change	.02 (.94)	-.46 (1.00)	-.27 (.99)
Literacy and numeracy	.08 (.88)	-.02 (1.03)	-.03 (1.04)
Cognitive flexibility	-.16 (.89)	-.42 (.82)	-.25 (.99)
Knowledge acquisition ability	.06 (.93)	-.33 (1.07)	-.29 (1.06)
Cognitive awareness	.01 (.99)	-.23 (.98)	-.38 (1.04)
Inhibitory control	-.10 (.97)	-.28 (.90)	-.15 (.98)

Note. Standard deviations appear in parentheses.

Discussion

The findings of this study suggest offender competencies may be an innovative way of further understanding offender change. It is well established that correctional programs that adhere to the principles of risk, need and responsivity are effective in reducing recidivism. The reasons why correctional programs may be unsuccessful for certain offenders has received relatively little attention. The overarching goal of this study was to determine why some offenders are successful while others fail in their attempts to change their behaviour. Support was found for the hypothesis that offender competencies predict program performance above and beyond existing global intake measures. The competency scores were correlated to these measures of risk and need, indicating that competent offenders demonstrate better functioning while incarcerated and once released into the community. Further, treatment completers had higher competency than non-completers, suggesting that offender competencies may be able to differentiate offenders who are likely to successfully complete treatment from those who fail to complete treatment.

These results, if replicated, may be of practical importance given that services should be targeted to those offenders who have both a high level of need and are likely to respond to the particular intervention (Andrews, Bonta, & Hoge, 1990). Competent offenders are more likely to engage in treatment, while offenders lacking the competencies may warrant preparatory interventions before participating in correctional programs. A pre-treatment primer incorporating the five core competencies may be effective in increasing treatment engagement and accordingly, reducing recidivism upon release. Identifying the characteristics of offenders who are likely to benefit most from a particular treatment program allows interventions to be most effectively targeted. This maximizes the benefits to all participants, reduces the demands on budgets and ultimately produces larger reductions in recidivism (Williamson, Day, Howells, Bubner, & Jauncey, 2003), making intervention more efficient and effective.

Although the competency scores predicted program performance, the proportion of variance accounted for was only 7.8%. This suggests conclusions regarding the predictive validity of the competency model should remain tentative. It is possible that a more comprehensive and precise measure of offender competencies may improve this level of prediction. Given that the OCI was based on available variables, some aspects of each of the core competencies were omitted.

This study is limited in its inability to test the predictive validity of offender competencies in terms of long-term offender change and desistance from crime. Without recidivism outcome data, our level of confidence in the measure of treatment progress and offender change (i.e., GPPM) is limited. Much of the value of the present research lies in its application to future research by providing support for a model of offender competencies using a sound research design.

Continued on Page 12

SPECIAL FEATURE Cont'd

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**Congratulations to Laura Hanby—
2009 Student Poster Prize Winner of
the Criminal Justice Section of CPA.**

SECTION BUSINESS

CPA 70th Annual Convention: CJP Section Highlights

By Leslie Helmus, M.A.

Director-at-Large: Conference Programme

It's hard to believe the CPA conference in Winnipeg is only one week away! On Thursday, June 3rd make sure you attend the 1pm talk given by our invited speaker and Criminal Justice Section Career Contribution award winner, Dr. Christopher Webster, entitled "From flipping coins to looking at both sides of them: Assessing violence risks and strengths over the short-term." On Thursday evening, from 5-7pm we will be hosting our annual social event. This year we have a suite booked in the conference hotel and we will be offering refreshments. We encourage people to stop by and mingle with other conference attendees in the criminal justice field. On Friday, June 4th we encourage people to attend our Section Business Meeting, which is being held at the civilized hour of 10am. This may be the first time our business meeting is *not* at 8am, so there has never been a better time to attend! At this meeting you can have a say in the Section business and you can vote for the Executive positions, or run for a position yourself. Also on Friday, R. Karl Hanson will be giving a presentation in the afternoon, from 4:00-5:30pm. On Saturday, June 5th, Dr. Robert Hare will be receiving the Donald O. Hebb award at 10am. Also, the section has symposiums on some treatment-related topics, including responsibility issues and evaluating family violence programs. The poster session is also happening on Saturday, and as usual, there will be a variety of presentations examining diverse areas of criminal justice psychology. For all those students out there who are presenting posters, be sure to read the students' water cooler section for more information about our cash prize for the best student poster at the graduate and undergraduate level. This year's CPA conference will offer many opportunities to connect with old friends, meet new people in our field, and take in a variety of talks within the area of criminal justice and psychology in general. I hope to see you there!

ATTEND THE
SECTION
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MEETING ON
FRIDAY JUNE
4TH AT 10AM!!

Have you read a book, article, or research report that you would like to provide a review for? If so, write us and let us know. It could be included in the Information & Book Review section!!

Interested in submitting something for the October issue of *Crime Scene*? Deadline September 2, 2010.

Help out your fellow criminal justice researchers! Links to online studies relating to criminal justice psychology are available on our website.

www.cpa.ca/sections/criminaljustice/onlineresearch/

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RECENT PUBLICATIONS

Cortoni, F., Hanson, R. K., & Coache, M. (2009). Les délinquantes sexuelles: prevalence et récidive [Female sexual offenders: Prevalence and recidivism]. *Revue Internationale de Criminologie et de Police Technique et Scientifique*, 62, 319-337.

Les visées de cette recherche étaient d'estimer le pourcentage de femmes parmi les délinquants sexuels et d'établir le taux de récidive sexuelle chez ces délinquantes. Une recension des renseignements disponibles à ce sujet s'a été effectuée. La proportion des délinquants sexuels qui sont des femmes a été estimée en fonction de deux sources de renseignements : les rapports de police officiels et les dossiers judiciaires; puis, les sondages sur la victimisation. Les résultats démontrent une concordance de données entre ces deux sources de renseignements. Dans les deux cas, les résultats ont montré que les femmes sont responsables de 4 % à 5 % de toutes les infractions sexuelles. L'examen du taux de récidive portait sur un échantillon de 1 414 délinquantes sexuelles. Les résultats démontrent des taux très faibles de récidive sexuelle chez les femmes alors que leurs taux de récidive pour tous types d'actes criminels sont beaucoup plus élevés. Malgré tout, en comparant les données sur les délinquantes sexuelles et celles sur les délinquants sexuels, une différence importante au niveau des taux de récidive est remarquée : les femmes ont des taux de récidive sexuelle, violente, et générale nettement plus faibles que ceux des hommes.

Hanson, R. K. (in press). Dimensional assessment of sexual deviance. *Archives of Sexual Behavior*. DOI 10.1007/s10508-009-9575-6.

There are at least three approaches by which psychopathology can be described in terms of dimensions. Each approach involves counting the number and severity of symptoms, but these scores have distinct meanings based on whether the latent construct is considered to be categorical or dimensional. Given a categorical construct, dimensions can index either a) diagnostic certainty, or b) symptom severity. For inherently dimensional constructs, the severity of the symptoms is essentially isomorphic with the underlying latent dimension. The optimal number of dimensions for describing paraphilias is not known, but would likely include features related to problems in sexual self-regulation, the diversity of paraphilic interests, and the overall intensity of sexual drive and expression. Complex measures of these (and related) dimensions currently exist, but simplified criteria are needed for routine communication among diverse mental health professionals. Establishing these criteria would require professional consensus on the nature of the latent dimensions, as well as reliable assessment of the core constructs using non-arbitrary scales of measurement.

Hanson, R. K. (2009). The psychological assessment of risk for crime and violence. *Canadian Psychology/Psychologie canadienne*, 20(3), 172-182.

This article provides an overview of the current practices and challenges in psychological risk assessment for crime and violence. Risk assessments have improved considerably during the past 20 years. The dismal predictive accuracy of unstructured professional opinion has largely been replaced by more accurate, structured risk assessment methods. Consensus has not been achieved, however, on the constructs assessed by the various risk tools, nor the best method of combining factors into an overall evaluation of risk. Advancing risk assessment for crime and violence requires psychometrically sound evaluations of psychologically meaningful causal risk factors described using non-arbitrary metrics.

Recently Published an Article? Send Us the Abstract!

RECENT PUBLICATIONS Cont'd

Hanson, R. K., & Howard, P. D. (in press). Individual confidence intervals do not inform decision-makers about the accuracy of risk assessment evaluations. *Law and Human Behavior*. DOI: 10.1007/s10979-010-9227-3.

Some recent articles have proposed that the confidence interval for the predicted outcome of a single case can be used to describe the predictive accuracy of risk assessments (Hart, Cooke & Michie, 2007b; Cooke & Michie, in press). Given that the confidence intervals for an individual prediction are very large, Cooke and colleagues have questioned the wisdom of applying recidivism rates estimated from group data to single cases. In this paper, we argue that the confidence intervals for the recidivism outcome predicted for a single case will range between zero to one (i.e., be uninformative) when the outcome is dichotomous and the predicted probability is between .05 and .95. This is true by definition and limits the utility of using individual confidence intervals to measure predictive accuracy. Consequently, other quality indicators (many of which are non-quantitative) are needed to determine the accuracy and error of risk evaluations.

Harris, G. T., & Rice, M. E. (2010). Allegiance or fidelity? A clarifying reply. *Clinical Psychology: Science and Practice*, 17(1), 82-29.

Recently, in the journal *Clinical Psychology: Science and Practice*, there appeared a systematic review (Blair, Marcus, & Boccaccini, 2008) accompanied by a commentary (Lilienfeld & Jones, 2008) suggesting an "allegiance effect" in the reporting of the predictive accuracy of actuarial risk assessment systems. The authors of these two articles suggested some possible errors or misrepresentation on the part of original developers or other researchers and proposed some remedies. We examined these two articles in conjunction with all the available evidence for the *Violence Risk Appraisal Guide* and *Sex Offender Risk Appraisal Guide* and concluded there is no evidence of an allegiance effect.

Hoge, R. D., & Andrews, D. A. (2010). *Evaluation of risk for violence in juveniles*. New York: Oxford University Press.

EMPLOYMENT OPPORTUNITIES

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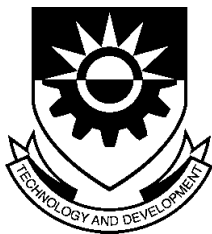
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Contact: Ms Nicky Fourie at tel: (+264-61) 207-2072 or e-mail: nfourie@polytechnic.edu.na

The Department of Legal Studies of the Polytechnic of Namibia invites interested scholars to apply for two Faculty positions on a three-year contract basis (renewable).

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Requirements

Applicants for the position Senior Lecturer must have a Doctorate in Psychology, Sociology or Criminology or any equivalent relevant qualification and a proven track record in a senior management position in Prisons/Corrections. Substantial documented research and publications in the field of Corrections is required.

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All incumbents must have substantial exposure and experience as instructor at tertiary level. Must be conversant and have interest in student-centred teaching and is expected to show significant interest in didactics and methods of teaching, learning and assessment.

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The Polytechnic of Namibia is Namibia's University of Science and Technology situated in the Capital City of Windhoek in central Namibia. A comprehensive portrayal of Namibia in historic, cultural, social, economic and political terms is given in Wikipedia's entry about Namibia, which can be accessed at <http://en.wikipedia.org/wiki/Namibia>.

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Gary Bernfeld, Sheelagh Jamieson, Deborah Smith, Andrew McNamara, and Jobin Marie-Line

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The major areas of study within the program are applied behaviour analysis and cognitive behaviour therapy. Classroom based courses combined with three practicum opportunities [totaling over 1100 hours or 28 weeks full-time] ensure both knowledge and skill development in assessing behavioural patterns and designing effective programs to achieve behavioural change and skill development. The placements each run for 7, 8 & 14 weeks, full time, in settings across Canada and even in the US.

We currently have 5 full-time faculty, four of whom have doctoral-level credentials in the psychology field. We ensure that our students doing non-school placements in 3rd year are supervised by college faculty with at least a Masters degree. Fourth years are only supervised by MA+ - level faculty and complete an applied thesis while on their 14 week placement. The thesis work is completed in installments during their fall placement and is 'polished' during the winter term, after input from a 2nd reader, before being presented to the community in a public Poster Gala event! Supervised placement work consist of individual or group work in applied behavioral analysis or behavioral counseling, as well as agency-specific projects that range from pure research to applied projects such as staff training manuals or curriculum development and evaluation. Recent theses in Corrections included individual CBT with offenders, several using Motivational-Based Interviewing and one on how officer training accommodates adult learning styles.

Graduates of this new program are expected to be in great demand in such growth areas as Autism, Acquired Brain Injuries, Corrections, etc. We have had 2 classes of graduates and have more complete data on the first graduating class of 2008, in which 85% of those eligible for employment were known to be working in the human services field, across the wide variety of areas listed at the start of this article. Two were in part-time graduate Psychology and Special Ed programs in the US, while being employed in Boston-area agencies like the New England Center for Children. Another 2008 grad has just completed her teaching degree. Several are employed in casual positions in CSC.

B.A.A. graduates in the new degree program have the best of both worlds – a traditional university degree *plus* the "hands-on" focus of a college, which provides students with a new educational pathway. They are 'career ready' after graduation like those in Bachelor's programs in nursing, occupational and physical therapy, teaching, and social work.

To access our webpage, see <http://www.stlawrencecollege.ca>. First go to 'Full-time Studies', then select 'Degree Programs' and select 'Bachelor of Applied Arts Degree in Behavioural Psychology'. There are detailed handouts in Adobe Acrobat format at the bottom of this site in the 'Documents' section regarding the program in general. Note that there is one in particular on what students can offer employers on placement in CSC/Corrections...and beyond!

To inquire about becoming a field placement site for the Bachelor's Degree in Behavioural Psychology, contact Dr. Gary Bernfeld, Coordinator [Years 2-4] and Professor, via phone [613 544 5400, ext. 1676], fax [613 634 8458] or email: gary@bernfeld.ca

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UPCOMING CONFERENCES

Canadian Psychological Association
71st Annual Convention
June 3-5, 2010 Winnipeg, Manitoba, Canada
www.cpa.ca

The 6th North/South Irish Criminology Conference
June 21-22, 2010 Belfast, Ireland
www.socsci.ulster.ac.uk/policy/conference/index.html

American Correctional Association
140th Congress of Corrections
July 30-August 4, 2010 Chicago, Illinois, United States
www.aca.org

American Psychological Association
118th Annual Convention
August 12-15, 2010 San Diego, California, United States
www.apa.org

The 20th Conference of the European Association of
Psychology and Law
June 15-18, 2010 Gothenburg, Sweden
www.eapl2010.net

Health Work and Wellness Conference 2010
September 29-October 2, 2010 Vancouver, British Co-
lumbia, Canada
www.healthworkandwellness.com

Association for the Treatment of Sexual Abusers
29th Annual Conference
October 20-23, 2010 Phoenix, Arizona, United States
www.atsa.com

International Institute of Restorative Practices
13th World Conference
October 13-15, 2010 Hull, England, UK
www.iirp.org

North American Correctional and Criminal Justice
Psychology (NACCJP) Conference
June 2-4, 2011 Toronto, Ontario, Canada

The Stockholm Criminology Symposium
June 14-16, 2010 Stockholm, Sweden
www.criminologyprize.com

The European Forum for Restorative Justice
6th Biennial Conference
June 17-19, 2010 Bilbao, Spain
www.euforumrj.org

6th International Summer Research Conference in Forensic
Psychiatry
July 2-3, 2010 Regensburg, Germany
www.forensik-regensburg.de

National Criminal Justice Association
2010 National Forum on Criminal Justice & Public Safety
August 1-3, 2010 Ft. Meyers, Florida, United States
www.ncja.org

International Society for Justice Research
13th Biennial Conference
August 21-24, 2010 Banff, Alberta, Canada
www.isjr.org

The American Society of Criminology Annual Meeting
November 17-20, 2010 San Francisco, California, United
States
www.asc41.org

1st International Conference of the South Asian Society of
Criminology and Victimology
January 15-17, 2011 Jaipur, Rajasthan, India
www.sascv.org

Please send us
conference information
that may be of interest
to Section members!

UPCOMING CONFERENCES Cont'd

13th Biennial Symposium on Violence and Aggression

June 20 - 22, 2010

Radisson Hotel, Saskatoon, Saskatchewan

Sponsored by: Regional Psychiatric Centre, Correctional Service of Canada
Centre for Continuing & Distance Education (CCDE), University of Saskatchewan.

The Symposium on Violence and Aggression has been held in Saskatoon since 1986. A biennial symposium that provides a forum for discussing current theories, research and practice in dealing with aggression and violence, it consists of both plenary and workshop sessions and features prominent professionals and researchers from the criminal justice and mental health fields. It offers participants the opportunity to learn practical, hands-on approaches to issues confronting workers in criminal justice, aboriginal justice, mental health and social services areas. This symposium is jointly sponsored by the Regional Psychiatric Centre (CSC) and the Centre for Continuing and Distance Education at the University of Saskatchewan.

The symposium audience consists primarily of front-line workers in criminal justice areas. The plenary sessions consist of approximately 300 participants while the workshop sessions range in size from 75 to 125 participants. The 13th Symposium begins with an evening reception on Sunday, June 20th, 2010, and ends the afternoon of Tuesday, June 22.

The 13th Symposium is pleased to present the following keynote speakers:

Paul Gendreau:

History & Vision of Corrections in the Last 30 Years

Steve Wong:

Offenders Can & Do Change for the Better with Treatment: Reaffirming the Rehabilitation Agenda

John Livesly:

Theory, Treatment & Research on Personality Disorders

Graham Stewart:

When Human Rights Don't Matter

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UPCOMING CONFERENCES Cont'd

Plan to Attend!

THE 2ND NORTH AMERICAN CORRECTIONAL AND CRIMINAL JUSTICE PSYCHOLOGY CONFERENCE (NACCJPC 2): AN INTERNATIONAL MEETING OF MINDS FOR CORRECTIONAL PSYCHOLOGY EXCELLENCE

June 2-4, 2011

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More details available on the NACCJPC 2 website:

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Dr. Katie Seidler, Sydney, Australia



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Photo courtesy of the Sheraton Centre Toronto Hotel

If you were there in 2007...

then you know what a wonderful event the 1st North American Correctional and Criminal Justice Psychology Conference was. It was well-organized from start to finish, with incredible energy, state-of-the-art presentations by the top people in the field, and fabulous social events (such as a dinner cruise on the Rideau Canal), all capped off by a "Celebration of Excellence," recognizing the distinguished careers of scientists and practitioners in corrections and criminal justice.

The 2nd North American Correctional and Criminal Justice Psychology Conference will be even better!

Plan to Attend, Plan to Present!

NACCJPC 2 will take place in the Sheraton Centre Toronto Hotel, a great hotel adjacent to the city's entertainment district, and just minutes from the CN Tower, the Skydome, museums, theaters, hundreds of restaurants and shops, the Toronto Islands, and many more attractions. It's going to be intellectually rewarding, student-friendly, and fun!

Watch for the Call for Papers!

Our distinguished keynote speakers will be addressing a wide range of topics:

Joel Dvoskin, Ph.D., ABPP:

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R. Karl Hanson, Ph.D.:

"The Assessment and Treatment of Sex Offenders"

Sheilagh Hodgins, Ph.D.:

"The Neurobiology of Persistent Violent Offending"

Jennifer Skeem, Ph.D.:

"Mental Illness and Criminal Justice Involvement: A New Paradigm for Research and Policy"

Paula Smith, Ph.D.:

"Treatment Integrity: The Relationship Between Program Level Characteristics and Offender Recidivism"

Join Us Online!

Visit us on our web page: <http://tinyurl.com/ddobyv> and join us on Facebook. Check the NACCJPC 2 webpage regularly for updates concerning the call for papers, continuing education and other preconference activities, and travel and registration information. See you in Toronto next year!

STUDENTS' WATER COOLER

On the Inside - Reflections on a Clinical Practicum at Stony Mountain Institution

Joanna K. Hessen
University of Windsor

Upon serendipitously discovering forensic psychology as an undergraduate, I made it my mission to infuse my graduate education with a healthy dose of clinical work in this area. This presented a challenge, given that the University of Windsor is nowhere near a CSC (Correctional Service of Canada) institution. My search for a suitable practicum fortuitously led me right back to my hometown of Winnipeg, Manitoba, where I began my first foray into clinical work at Stony Mountain Institution.

On that first day when I entered the imposing stone edifice, along with my youthful enthusiasm, I also brought a host of pre-conceptions. As my supervisor, Dr. Mark Olver, greeted me and we walked to the offices, two gentlemen wearing matching blue outfits passed by us. "Inmates," he told me in response to my query. I was stunned - I had assumed that they would either be escorted and/or shackled, not walking around as though guests at a garden party! This was but one of the many shocks throughout my practicum. I met a charming grandfatherly man who I later found out was a violent sexual pedophile. I met two men serving life sentences for first degree murder, but with radically different pasts. I learned about prison gangs, prison "etiquette," and quite a bit of prison slang. I acquired an appreciation for how many basic liberties the inmates were living without, and I learned creative ways of developing rapport. I honed my "poker-face" skills - after all, the information gleaned during most of my assessments would petrify most people. A closely related lesson was the importance of self-care. Whether it is yoga or kickboxing, I would encourage students interested in working within a prison setting to find stress-relieving activities and to use these judiciously.

Additionally, I was fortunate to have had Dr. Olver as my supervisor. His candid and welcoming demeanor led to great conversations and answered my many questions, and thus I learned substantially more than the tangible content I would report back to my program. Most importantly, I learned at a visceral level a degree of compassion and empathy that will be invaluable in my clinical work. It is one thing to feel compassion for a suffering member of the general population. It is something completely different to feel it toward a hostile, defended individual who committed a violent crime. I will never forget the unexpected emotion I felt when listening to one man's account of the terribly unforgiving circumstances that left him little choice but to abandon a pro-social life trajectory and turn to crime for self-preservation. By seeing the humanity in each inmate beyond what led them to prison, the true meaning of unconditional positive regard came through for me.

On the whole, I found the experience and the supervision I received at Stony Mountain Institution to be a terrific stepping stone in my training. I would encourage students who share a similar interest in forensic psychology to "think outside" the box and seek a practicum at a CSC prison or a treatment facility, even if their graduate program does not formally offer a clinical forensic training component. When at a practicum, I would urge students to get the most of their experience by asking questions, shadowing supervisors on various crisis calls, or taking on extra tasks. The field and its key players, although growing, is still comfortably tight-knit and connections made early on can pay dividends in the future, especially when it comes time to apply for internship or for a job.

Student Poster Prize – Reminder

Leslie Helmus

I have great news for all the students out there presenting a poster at the CPA conference. Instead of giving out one \$100 student poster prize as we have in previous years, the Criminal Justice Section executive has recently voted to expand our poster prize. Starting this year, we will be giving out two awards for best student poster: one for the undergraduate level and one for the graduate level. And even better: each award is now \$250.00. If you are looking for tips on making an effective poster presentation, I encourage you to read an article written by Dr. Guy Bourgon (former judge of the student poster prize), entitled "The Perfect Poster". It was published in the April 2007 issue of *Crime Scene*, available from our website at <http://www.cpa.ca/sections/criminaljustice/>

We look forward to seeing you at the conference!