

CRIMINAL JUSTICE-CORRECTIONS & COMMUNITY ADVOCACY

Associate in Applied Science (AAS)

Program Code: 10-504-7

Total Credits: 62

Unique in the Wisconsin Technical College System, the Criminal Justice-Corrections & Community Advocacy program at Mid-State teaches the operations and management of adult/juvenile correctional institutions, probation/parole, community advocacy agencies, special needs populations, alcohol and other drug abuse, and mental health services. Graduates may work in jails, prisons, juvenile detention facilities, halfway houses, and shelter care facilities as well as in the court system. Experienced faculty emphasize professionalism and integrity needed to work in these settings. You'll experience a blend of classroom theory, simulation, and occupational observation, setting you up for success in this field. Our state-of-the-art facilities include a reproduction of a secure detention facility to allow you to develop your skills in a safe yet challenging environment.

To learn more about this program, visit mstc.edu/programs.

ACADEMIC ADVISOR

To schedule an appointment with an academic advisor, call 715-422-5300. Academic advisors will travel to other campuses as necessary to accommodate student needs. For more information about advising, visit mstc.edu/advising.

NEW STUDENT CHECKLIST

Complete the following steps to prepare for your New Student Advising appointment with your academic advisor:

- Submit a Mid-State application at mstc.edu/apply.
- Send official transcripts to:
Mid-State Technical College
Student Services
500 32nd Street North
Wisconsin Rapids, WI 54494
- Complete the Free Application for Federal Student Aid (FAFSA) at fafsa.gov. Mid-State's Financial Aid team is available to assist with your FAFSA application and to answer your financial aid questions. Contact Financial Aid or schedule an appointment at mstc.edu/financial-aid.
- Set up student MyCampus account at mstc.edu/mycampus-assistance.
- Schedule a New Student Advising appointment at mstc.edu/advising.

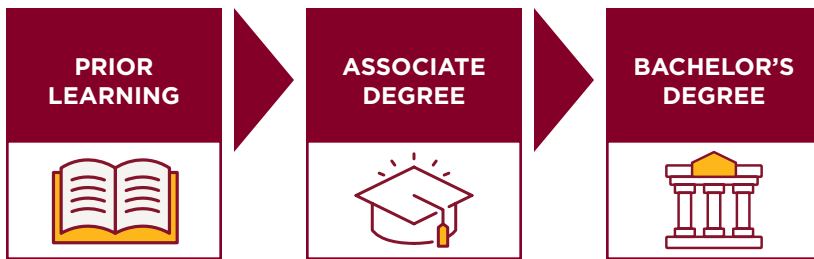
mstc.edu • 888-575-6782 • TTY: 711



Adams Campus • Marshfield Campus • Stevens Point Downtown Campus • Wisconsin Rapids Campus • Virtual Campus • AMETA® Center

Mid-State does not discriminate on the basis of race, color, national origin, sex, disability, or age in its program, activity, or employment. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Vice President - Human Resources; 500 32nd Street North, Wisconsin Rapids, WI 54494; 715-422-5325 • AAEO@mstc.edu. 3/2026-AC

CAREER PATHWAY



Career pathways help you build your education step by step. Each stage offers one or more credentials that are recognized by employers and lead to real jobs—and you can keep building toward your career goals as you go.

Begin at any point.

Prior Learning

Credit for Prior Learning

- Certifications and Licenses
- Military Experience
- National/Standardized Exams
- Transfer Credit
- Work and Life Experience

Learn about Credit for Prior Learning at mstc.edu/cpl.

High School Credit

- High School Dual Credit
- Mid-State Fast Track

Learn about High School Credit at mstc.edu/dc.

Associate Degree

- Criminal Justice-Corrections & Community Advocacy (62 Credits)
Start Your Career: 9-1-1 Telecommunicator, Correctional Officer, Juvenile Detention Officer, Probation & Parole Agent, Victim/Witness Coordinator

Bachelor's Degree

For those interested in continuing their education, Mid-State offers transfer guides with various four-year colleges and universities. For more information, visit mstc.edu/transfer.

Other Options

Related Programs: Advanced Emergency Medical Technician, Criminal Justice-Law Enforcement 720 Academy, Criminal Justice-Studies, Emergency Medical Technician, Emergency Services Management, Fire Service Certification, Jail Officer Academy, Paramedic, Paramedic Technician

OUTCOMES

Employers will expect you, as a Criminal Justice-Corrections & Community Advocacy graduate, to be able to:

- Explain the components of and interrelationships in the criminal justice system.
- Apply appropriate communication skills to public safety incidents.
- Establish situational safety.
- Engage effectively with vulnerable and disenfranchised individuals/populations.
- Model a healthy lifestyle.
- Adhere to accepted culturally competent, ethical, and behavioral conduct.

TECHNICAL SKILLS ATTAINMENT

The Wisconsin Technical College System (WTCS) has implemented a requirement that all technical colleges measure outcomes attained by students. This requirement is called Technical Skills Attainment (TSA). The main objective of TSA is to ensure graduates have the technical skills needed by employers. Faculty will let students know when and how the TSA is being assessed in the program.

You may be eligible to enter the jail officer certification track. Successful completion of the certification track provides the education and hands-on training required by the Wisconsin Law Enforcement Standards Board to become certifiable as a jail/colocated officer.

Anyone with a felony conviction cannot become a corrections officer without a governor's pardon. A lengthy criminal history or numerous moving traffic violations may hinder opportunities for employment.

PROGRAM PROGRESSION

In order to successfully complete the program, students must earn a grade of "C" or better in all program and general education courses required for graduation. Please note that the ability to repeat courses is dependent upon availability of courses.

TECHNICAL STANDARDS

A list of specific physical, emotional, and mental tasks needed to function as a jail officer is available at mstc.edu/programs/corrections-community-advocacy. Contact the Accessibility Services Coordinator in the Student Services & Information Center to receive assistance.

STUDENT HANDBOOK

Visit mstc.edu/studenthandbook to view Mid-State's student handbook, which contains information about admissions, enrollment, appeals processes, services for people with disabilities, financial aid, graduation, privacy, Mid-State's Student Code of Conduct, and technology.

GRADUATION REQUIREMENT

The GPS for Student Success course is required for all Mid-State program students and is recommended to be completed before obtaining 12 credits. Some students are exempt from this requirement. Please see your academic advisor for more information.

ADDITIONAL COURSES AS NEEDED

The following courses may be recommended or required if the student does not achieve minimum placement scores.

College Reading and Writing 1 10831104

3 credits

Provides learners with opportunities to develop and expand reading and writing skills to prepare for college-level academic work. Students will employ critical reading strategies to improve comprehension, analysis, and retention of texts. Students will apply the writing process to produce well-developed, coherent, and unified written work.

Pre-Algebra 10834109

3 credits

Provides an introduction to algebra. Includes operations on real numbers, solving linear equations, percent and proportion, and an introduction to polynomials and statistics. Prepares students for elementary algebra and subsequent algebra-related courses.

MULTIPLE MEASURES

Students can place into courses using high school GPA and completed classes. Placement can be determined in the following ways:

- **Multiple Measures Writing (MMW)**
High school GPA of 2.6 & successful completion of 2.0 credits of high school writing courses with a "C" or better
- **Multiple Measures Reading (MMR)**
High school GPA of 2.6 & successful completion of 2.0 credits of high school literature courses with a "C" or better
- **Multiple Measures Math 1 (MMM_1)**
High school GPA of 2.6 & successful completion of 1.0 credit of high school math (Algebra 1 or equivalent) with a "C" or better
- **Multiple Measures Math 2 (MMM_2)**
High school GPA of 2.6 & successful completion of 2.0 credits of high school math including Algebra 1 and Algebra 2 with a "C" or better
- **Multiple Measures Science 1 (MMS_1)**
High school GPA of 2.6 & successful completion of 1.0 credit of high school lab science course with a "C" or better
- **Multiple Measures Science 2 (MMS_2)**
High school GPA of 2.6 & successful completion of 1.0 credit of high school chemistry with a "C" or better

Past high school and college transcripts are used in making course placement decisions.

SAMPLE FULL-TIME CURRICULUM OPTION

Criminal Justice-Corrections & Community Advocacy • 62 Total Credits

Term 16 Credits	Course Number	Course Name	CPL	Credits
	10504104	Intro to the Criminal Justice System	No	3
	10504107	Wellness for Rehabilitative Professionals	No	3
	10504109	Basic Professional Communication	No	3
	10801136	English Composition 1	Yes	3
	10801198 or 10801196	Speech or Oral/Interpersonal Communication	Yes	3
	10890102	GPS for Student Success	Yes	1

Term 15 Credits	Course Number	Course Name	CPL	Credits
	10504105	Mental Health	No	3
	10504106	Contemporary Social Issues	No	3
	10504116	Probation & Parole	Yes	3
	10504179	Management of Adult Population	No	3
	10804107 or 10804189 or 10806189	College Mathematics or Introductory Statistics or Basic Anatomy	Yes or Yes or No	3

Term 16 Credits	Course Number	Course Name	CPL	Credits
	10504128	Telecommunications	No	2
	10504178	Secure Detention	Yes	2
	10504184 or 10504165	Basic Jail Academy 1 or Basic Incarceration Principles	Yes or No	3
	10504185 or 10504167	Basic Jail Academy or Trauma & Resiliency	Yes or No	3
	10809166	Introduction to Ethics: Theory & Application	Yes	3
	10809198 or 10809188	Introduction to Psychology or Developmental Psychology	Yes	3

Term 15 Credits	Course Number	Course Name	CPL	Credits
	10504132 or 10504131	Advanced Relational Skills or Rehabilitative Professionals Internship	No	3
	10504156	Child Advocacy	No	3
	10504159	Interpersonal Violence/Victimology	No	3
	10504175	Substance Abuse Disorders	No	3
	10809172 or 10809196	Introduction to Diversity Studies or Introduction to Sociology	Yes	3

Please Note

- Credit for Prior Learning (CPL) options are available for some courses. You can visit mstc.edu/cpl or contact your academic advisor for details.
- This curriculum sequence is only for student planning. Actual student schedules will vary depending on course availability.
- Program completion time may vary based on student scheduling and course availability. For details, go to mstc.edu/schedule.
- Get the latest updates online at mstc.edu.

SAMPLE PART-TIME CURRICULUM OPTION**Criminal Justice-Corrections & Community Advocacy • 62 Total Credits**

Term 7 Credits	Course Number	Course Name	CPL	Credits
	10504104	Intro to the Criminal Justice System	No	3
	10504107	Wellness for Rehabilitative Professionals	No	3
	10890102	GPS for Student Success	Yes	1
Term 9 Credits	Course Number	Course Name	CPL	Credits
	10504105	Mental Health	No	3
	10504106	Contemporary Social Issues	No	3
	10801136	English Composition 1	Yes	3
Term 6 Credits	Course Number	Course Name	CPL	Credits
	10504109	Basic Professional Communication	No	3
	10801198 or 10801196	Speech or Oral/Interpersonal Communication	Yes	3
Term 9 Credits	Course Number	Course Name	CPL	Credits
	10504116	Probation & Parole	Yes	3
	10504179	Management of Adult Population	No	3
	10809166	Introduction to Ethics: Theory & Application	Yes	3
Term 8 Credits	Course Number	Course Name	CPL	Credits
	10504128	Telecommunications	No	2
	10804107 or 10804189 or 10806189	College Mathematics or Introductory Statistics or Basic Anatomy	Yes or Yes or No	3
	10809172 or 10809196	Introduction to Diversity Studies or Introduction to Sociology	Yes	3
Term 6 Credits	Course Number	Course Name	CPL	Credits
	10504156	Child Advocacy	No	3
	10504159	Interpersonal Violence/Victimology	No	3
Term 8 Credits	Course Number	Course Name	CPL	Credits
	10504178	Secure Detention	Yes	2
	10504184 or 10504165	Basic Jail Academy 1 or Basic Incarceration Principles	Yes or No	3
	10504185 or 10504167	Basic Jail Academy or Trauma & Resiliency	Yes or No	3
Term 9 Credits	Course Number	Course Name	CPL	Credits
	10504132 or 10504131	Advanced Relational Skills or Rehabilitative Professionals Internship	No	3
	10504175	Substance Abuse Disorders	No	3
	10809198 or 10809188	Introduction to Psychology or Developmental Psychology	Yes	3

Advanced Relational Skills

10504132

3 credits

Utilizes scenario-based instruction to prepare students in the use of specific techniques and processes required for effective communication in today's professional criminal justice professions. Emphasizes communication skills that enhance professional interactions within service professions. Learners will complete a basic resume, cover letter, and background packet. Learners will prepare for a criminal justice career interview and participate in a mock interview with current practitioners. A program requirement for community service will also be tracked in this course.

Prerequisite: Admission to Criminal Justice-Corrections & Community Advocacy program 105047

Basic Anatomy

10806189

3 credits

Examines concepts of anatomy and physiology as they relate to health careers. Learners correlate anatomical and physiological terminology to all body systems.

Prerequisite: High School GPA of 2.6 and MMM_1 or MMS_1 or Accuplacer QAS 246 or Accuplacer Reading Skills of 249 or ACT Math 19 or ACT Reading score of 15

Basic Incarceration Principles

10504165

3 credits

Learners will explore topics relating to the rights of incarcerated populations, maintaining personal vigilance and environmental safety in detention facilities, caring for mentally and physically fragile populations, and communicating with inmates and facility staff.

Corequisite: Trauma & Resiliency 10504167

Basic Jail Academy 1

10504184

3 credits

This State of Wisconsin jail preparatory training program includes the following topics: Introduction to Corrections, Principles of Subject Control, Maintain Jail Security, Jail Hostage Response, Professional Communication Skills, Ethics and Ethical Decision Making, Admit and Release Inmates, Inmate Supervision and Behavior Control, Supervision of Special Needs Inmates/Crisis Intervention, Prepare Reports, Correctional Law, Jail Health Care, Cardio-Pulmonary Resuscitation, Jail Fire Safety, Application: Scenarios/Simulations, and Testing/Evaluation. Once learners successfully complete this course and the Basic Jail Academy 2 course, they are eligible for certifiable status by the State of Wisconsin to work in a county jail. This is primarily a lab-based class.

Prerequisites: Admission to Criminal Justice-Corrections & Community Advocacy 105047 program, passing of a background check and medical screening; Corequisite: Basic Jail Academy 2 10504185

Basic Jail Academy 2

10504185

3 credits

This State of Wisconsin jail preparatory training program includes the following topics: Introduction to Corrections, Principles of Subject Control, Maintain Jail Security, Jail Hostage Response, Professional Communication Skills, Ethics and Ethical Decision Making, Admit and Release Inmates, Inmate Supervision and Behavior Control, Supervision of Special Needs Inmates/Crisis Intervention, Prepare Reports, Correctional Law, Jail Health Care, Cardio-Pulmonary Resuscitation, Jail Fire Safety, Application: Scenarios/Simulations, and Testing/Evaluation. Once learners successfully complete this course and the Basic Jail Academy 1 course, they are eligible for certifiable status by the State of Wisconsin to work in a county jail. This is primarily a lab-based class.

Prerequisite: Admission to Criminal Justice-Corrections & Community Advocacy 105047 program, passing of a background check and medical screening; Corequisite: Basic Jail Academy 1 10504184

Basic Professional Communications

10504109

3 credits

Learners in this course will explore ways to effectively utilize oral and written communications in professional rehabilitation forums. Learners will acquire the skills to communicate professionally, while learning mediation, motivational interviewing and basic professional communication techniques.

Child Advocacy

10504156

3 credits

Introduces the concepts of child advocacy with an emphasis on the public service professional's role in identifying and managing situations involving child abuse and neglect. Provides an overview of the field of child advocacy, and explores the role of child advocate in different professions as well as ethical, legal, and professional responsibilities. Takes a multi-disciplinary team approach to examining family problems related to poverty, drug abuse, and violence. Adverse Childhood Experiences (ACEs) are examined.

College Mathematics

10804107

3 credits

This course is designed to review and develop fundamental concepts of mathematics in the areas of algebra, geometry, trigonometry, measurement and data. Algebra topics emphasize simplifying algebraic expressions, solving linear equations and inequalities with one variable, solving proportions and percent applications. Geometry and trigonometry topics include; finding areas and volumes of geometric figures, applying similar and congruent triangles, applying Pythagorean Theorem, and solving right triangles using trigonometric ratios. Measurement topics emphasize the application of measurement concepts and conversion techniques within and between U.S. customary and metric system to solve problems. Data topics emphasize data organization and summarization skills, including: frequency distributions, central tendency, relative position and measures of dispersion. Special emphasis is placed on problem solving, critical thinking and logical reasoning, making connections, and using calculators.

Prerequisite: High School GPA of 2.6 and MMM_1 or Accuplacer Arithmetic of 250 and QAS 234 or ACT Math score of 17 or Pre-Algebra 10834109 with a "C" or better

Contemporary Social Issues

10504106

3 credits

Learners in this course will examine contemporary social issues that affect the rehabilitative professions. Learners will gain an understanding of how major systems of power such as racism, sexism, classism, and heterosexism are integrated and result in numerous social conflicts.

Developmental Psychology

10809188

3 credits

Studies human development throughout the lifespan and explores developmental theory and research with an emphasis on the interactive nature of the biological, cognitive, and psychosocial changes that affect the individual from conception to death. Application activities and critical thinking skills enable students to gain an increased knowledge and understanding of themselves and others.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English

English Composition 1

10801136

3 credits

Learners develop and apply skills in all aspects of the writing process. Through a variety of learning activities and written documents, learners employ rhetorical strategies, plan, organize and revise content, apply critical reading strategies, locate and evaluate information, integrate and document sources, and apply standardized English language conventions.

Prerequisite: High School GPA of 2.6 and MMW or Accuplacer Writing of 262 or Accuplacer Reading 253 or ACT English score of 20 or ACT Reading 21 or completion of College Reading and Writing 1 10831104 with a "C" or better

GPS for Student Success

10890102

1 credit

Integrate necessary skills for student success by developing an academic plan, identifying interpersonal attributes for success, adopting efficient and effective learning strategies, and utilizing Mid-State resources, policies, and processes. This course is recommended to be completed prior to obtaining 12 credits and is a graduation requirement unless you receive an exemption from your program advisor.

Interpersonal Violence/Victimology

10504159

3 credits

Explores interpersonal violence, defined as abuse that occurs between people who know each other and that can occur within or outside a family setting. This abuse involves one person who uses power and control over another through physical, sexual, or emotional threats or actions; economic control; isolation; or other kinds of coercive behavior. Explores different types of interpersonal violence, including physical abuse, bullying, dating/relationship violence, gang violence, and sexual violence.

Intro to the Criminal Justice System

10504104

3 credits

This course is an introduction into the criminal justice system and it examines its components: law enforcement, court processes and corrections. Students will explore the qualifications and the selection process for the profession and will identify the duties and responsibilities of those who work within the criminal justice system.

Introduction to Diversity Studies

10809172

3 credits

This course introduces the study of diversity from a local to a global perspective using a holistic, interdisciplinary approach that encourages exploration and prepares students to work in a diverse environment. The course introduces basic diversity concepts, examines the impact of bias and power differentials among groups, explores the use of culturally responsive communication strategies, and compares forces that shape diversity in an international context.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English

Introduction to Ethics: Theory & Application

10809166

3 credits

Provides a basic understanding of the theoretical foundations of ethical thought. Diverse ethical perspectives are used to analyze and compare relevant issues. Students critically evaluate individual, social, and/or professional standards of behavior, and apply a systemic decision-making process to these situations.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English

Introduction to Psychology

10809198

3 credits

This science of psychology course is a survey of multiple aspects of behavior and mental processes. It provides an overview of topics such as research methods, theoretical perspectives, learning, cognition, memory, motivation, emotions, personality, abnormal psychology, physiological factors, social influences, and development.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English

Introduction to Sociology

10809196

3 credits

Introduces students to the basic concepts of sociology: culture, socialization, social stratification, multi-culturalism, and the five institutions of family, politics, economics, religion, and education. Other topics include demography, deviance, technology, environment, social issues, social change, social organization, and workplace issues.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English

Introductory Statistics

10804189

3 credits

Students taking Introductory Statistics display data with graphs, describe distributions with numbers, perform correlation and regression analyses, and design experiments. They use probability and distributions to make predictions, estimate parameters, and test hypotheses. They draw inferences about relationships including ANOVA. Algebra knowledge and foundational skills in mathematics are important for success in this course.

Prerequisite: High School GPA of 2.6 and MMM_2 or Accuplacer QAS 241 or ACT Math score of 19 or Pre-Algebra 10834109 or College Math 10804107 with a "C" or better

Management of Adult Population

10504179

3 credits

Reviews the importance of working positively with the incarcerated adult population. Focuses on the practice of constructive interaction skills, including positive behavior control, dispute resolution, and incident debriefing. Learners explore belief systems, social pressure, moral problems, decision making, and the consequences of decisions.

Prerequisite: Admission to Criminal Justice-Corrections & Community Advocacy program 105047

Mental Health

10504105

3 credits

Learners in this course will receive an overview of crisis intervention. The conceptual framework for crisis intervention practice, including crisis theory, crisis concepts, and crisis intervention models and strategies will be explored.

Oral/Interpersonal Communication

10801196

3 credits

Focuses on developing effective listening techniques and verbal and nonverbal communication skills through oral presentation, group activity, and other projects. The study of self, conflict, and cultural contexts will be explored, as well as their impact on communication.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English or College Reading and Writing with a C or better

Probation & Parole

10504116

3 credits

Analyzes modern probation and parole practices and services, examines current probation procedures and the case law affecting those decisions. Reviews the advantages of community-based treatment and special programs.

Through learning activities, students are exposed to a portion of the "daily life" of a probation and parole agent.

Rehabilitative Professionals Internship

10504131

3 credits

Learners in the internship will be provided an excellent opportunity to experience the wide variety of duties and responsibilities of rehabilitative professionals in the field. Students interested in an internship with an agency will participate in an application and interview process to facilitate the selection and placement process. Selected applicants will complete 144 hours in their internship. There is an additional 18 hours of in-class lecture. Acceptance to an agency may be impacted based on findings of a background check and specific agency criteria.

Prerequisite: Admission to Criminal Justice-Corrections & Community Advocacy program 105047

Secure Detention

10504178

2 credits

Reviews theories of adolescent development, history of juvenile court, the Wisconsin Juvenile Justice Code, and the Wisconsin Administrative Code as it applies to juvenile offenders. Learners become familiar with procedures to admit/release adolescents in secure detention. Learners also apply strategies for effective supervision, protection, and discipline of juveniles and adolescents in secure detention settings, including those classified as special-needs offenders. Students meeting all requirements of this course will be certifiable to work in a juvenile detention colocated facility in the State of Wisconsin.

Prerequisite: Admission to Criminal Justice-Corrections & Community Advocacy program 105047

**Speech
10801198**

3 credits

Explores the fundamentals of effective oral presentation to small and large groups. Topic selection, audience analysis, methods of organization, research, structuring evidence and support, delivery techniques, and other essential elements of speaking successfully, including the listening process, form the basis of this course. Includes informative, persuasive, and occasion speech presentations.

Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 253 and Writing of 262 or ACT of 21 Reading/19 English or completion of College Reading and Writing 1 10831104 with a "C" or better

**Substance Abuse Disorders
10504175**

3 credits

Examines the problems of drug abuse and issues across the spectrum, including the latest thoughts about prevention and awareness. Provides an understanding of the origins and current status of drug use, including special situations addressed for a person who may be experiencing problems with substance abuse. Assessment, intervention, rehabilitation, and recovery are also introduced.

**Telecommunications
10504128**

2 credits

Examines the duties of a 9-1-1 telecommunicator and their role in the public safety team. Focuses on how to handle an emergency when someone calls or radios for help. Further, the learner will review roles and responsibilities, legal aspects, interpersonal communications, trending technology, telephone techniques and call processing, call classification, and radio communications. Learners will discover how to take care of themselves as a 9-1-1 telecommunicator.

**Trauma & Resiliency
10504167**

3 credits

Learners will explore the causes and effects of trauma and poverty on youth and adult disenfranchised populations. Through the principles of Trauma Informed Care, learners will experience resiliency-building techniques and practice strategies for communicating and advocating for people affected by trauma.

Corequisite: Basic Incarceration Principles 10504165

**Wellness for Rehabilitative Professionals
10504107**

3 credits

Learners in this course will explore and understand the importance of self-care in the rehabilitative professions. The points of focus will include stress management, dimensions of wellness, compassion fatigue, resilience, secondary trauma, and burn-out risks.