

Inside this issue :

| | |
|-------------------------|----|
| Director's Corner | 2 |
| AACET Events | 2 |
| 30 Year Service Awards | 3 |
| Ball and Chain Deadline | 3 |
| The New Blues | 3 |
| ERT Training | 4 |
| Health Matters-Insomnia | 5 |
| NCU Construction | 6 |
| Fishing Tournament | 6 |
| Mr. Hobbs and Hunter | 7 |
| Policy Spotlight | 7 |
| Manhunt Field Trials | 8 |
| North Central Unit/PIP | 9 |
| AACET Hero Awards | 10 |
| Department Briefs | 10 |
| Bus 52 visits Hawkins | 11 |
| Calendar of Events | 11 |
| Easter Bunny Legend | 12 |
| Easter Recipes | 12 |
| ADC Joins Tip-a-Cop | 13 |
| Fundraisers Successful | 13 |
| Training & eCademy | 14 |
| Training Academy | 14 |
| Graduates | 14 |
| Cartoon | 14 |
| Promotions/New Hires | 15 |
| Parting Shots | 16 |

TOUGH ENOUGH

ERT trainees push endurance levels to join an elite group of ADC officers



On a grassy field near the Tucker Unit, ADC correctional officers lifted and carried a telephone pole over their heads and marched double-time to deliver it to their team mates who waited on the other side. Next, the officers did sit ups with the pole held to their chests.

Twenty-one officers from various ADC units signed up for a week of hard work, strenuous exercise and specialized training to become members of an elite group of officers during Emergency Response Team training.

The officers spent a week learning to how to respond to emergency situations that could arise in prison.

Much of the training experienced by officers involved physically demanding tasks and exercises designed to make them work together as a unit, relying on each other for assistance and protection during an emergency.

Trainees are exposed to crowd control devices such as taser stun-guns, tear-

Continued on page 4

Reaccreditation coming up at several units this spring

It always seems to be reaccreditation time for the Arkansas Department of Correction. The American Correctional Association reaccreditation process means that ADC stays busy making sure the agency is in compliance at every level of operation.

We spend a lot of time looking at ourselves to make sure things are right before auditors arrive. Self-

assessment is a good thing. For ADC, preparing for audits and making sure we meet the standards is the most important part of the process. In assessing our own strengths and weaknesses, participating in annual training and identifying and achieving obtainable goals, we grow as professionals and build morale within the agency.

The Newport Complex passed its audit March 21, with 100 percent on mandatory and 99.8 percent on non-mandatory requirements. That's almost perfect. The audit process will begin on April 16 at the Maximum Security Unit and on April 19 at the Training Academy. In May, auditors will visit Cummins and Ouachita



Ray Hobbs
ADC Director

River Correctional Unit.

A number of you are all too familiar with the reaccreditation process. As I mentioned earlier, it's almost always reaccreditation time somewhere in the agency and this agency is blessed with veteran employees. But we have new people coming on board regularly and it's important they know about reaccreditation and its value to the agency.

Audits involve assessments that cover administration and management, the physical plant, institutional operations and services, and inmate programs. It also assesses issues and concerns that may affect the quality of life of a facility such as staff training, adequacy of medical services, sanitation, use of segregation and detention, incidents of violence, crowding, offender activity levels, programs and provisions of basic services that may impact the life, safety and health of inmates, as well as staff.

So why does being ACA-accredited matter? Here are some of the reasons cited by ACA:

1. ADC staff and inmates benefit from increased accountability, attention to the physical aspects of the units and security procedures. Whether it is a facility or program offered, the accreditation process defines strengths and weaknesses. This gives ADC the chance to make necessary improvements if deficiencies are recognized.

2. Accredited prisons have a

stronger defense against litigation through documentation and the demonstration of a "good faith" effort to improve conditions confinement.

3. Accreditation is awarded to the "best of the best" in the corrections field. Staff has a better understanding of policies and procedures and this contributes to improved working conditions.

4. Insurance companies offer a reduction on liability premiums to accredited facilities. Adherence to nationally recognized standards for fire, safety, health and training reduce claim expenses, allowing up to a 10 percent credit on liability insurance premiums. In most cases, the resulting savings on insurance premiums more than offset the actual cost of accreditation.

5. Performance-based standards provide data that can be used in the day-to-day management of the prison system, reducing the occurrence of significant events. Accredited agencies find it easier to recruit and retain professionals.

It takes all of us doing our jobs to the best of our abilities each day to make this agency a success – and I recognize that you are all doing your jobs to the best of your abilities each day. I am grateful for and appreciate each and every one of you .

Thanks for all you do to help ADC be recognized as one of the best correctional systems in America.



AACET Scholarship Luncheon

AACET will be holding its annual Scholarship Luncheon at Admin East in the Legends Auditorium at 11:30 a.m. on April 10. Scholarship applicants along with their parents or spouse will be attending. Thirty-one scholarships will be awarded this year.

Coming in June ...

Corrections Day at the Arkansas Travelers on June 2. Details coming soon!

ADC employees receive 30-year service awards



ADC Director Ray Hobbs presents Donnie Robinson, left, of the ADC Construction Division with a plaque recognizing 30 years of service. Loretta Clark, right, shows off her 30-year service award with members of the ADC management team. Loretta works in mental health intake at the Ouachita River Correctional Unit in Malvern.

Good job!

Ball and Chain Challenge registration ends May 1

The May 1 deadline for pre-registering teams for ADC's Ball and Chain Challenge is fast approaching. The eighth annual golf tournament will be held May 21 at the Harbor Oaks Golf Club in Pine Bluff. Space

is limited and teams are encouraged to register early.

Sponsored by the Arkansas Association of Correctional Employees Trust, the event will feature morning and afternoon flights with prizes

awarded to the top three teams in each flight. For more information and registration forms, go to www.aacet.net or call Tracey Robertson at 850-8995 or Donna Stout at 850-8526 before May 1.

The New Blues by Bill Watson





ERT trainee Ambrose Kobb of the Max Unit struggles to rise as he experiences the effects of a taser gun during ERT training.



Teams construct and cross a bridge through a cloud of teargas.



Trainees rely on each other while learning to function as a team.

Tough Enough — ERT training

Continued from page 1

gas and pepper spray to become familiar with the physical effects before using them on others.

Lt. Robert Hutcheson, ADC weapons manager, said, “Knowing what these devices can do and how they feel will help an officer’s decision-making before deploying them.”

Another aspect of ERT exercises involved hand-to-hand combat, cell extraction and use of non-lethal weapons such as “Stinger” grenades and wooden baton shells. Trainees wore blindfolds while exercising effective handcuffing techniques to simulate possible power outage conditions at a unit.

In addition to weapons and physical training, ERTs spend time in the classroom to become familiar with AWIN radio systems, tactical mission planning and covert reconnaissance observation planning systems or CROPS.

ERT ratios at ADC units vary based on inmate population. Emergency Services Coordinator John Kleiner said, “Training sessions like this offer units an additional level of protection in case of an emergency situation.” ERT training aided in the defense and rescue of ADC officers during a 2011 incident involving an attack by inmates during a barracks shakedown at the Varner Unit.



Kobb gets hands-on experience with a teargas gun.

Health Matters

Insomnia: how getting a good night's sleep is good for your health



Once upon a time, we all were able to sleep like a baby. Yet, as we grow older and accept more responsibilities, a good night's rest seems out of reach.

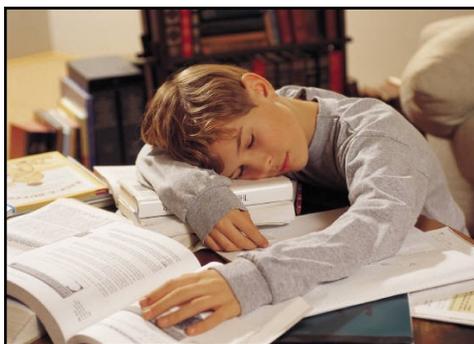
In a study reported on *webmd.com*, an estimated 20% of Americans get six hours of sleep or less each night. This "sleep debt" can have adverse effects on the human body such as memory loss, depression, lower reaction response, a weakened immune system and an increased perception of pain. Other conditions such as heart disease, diabetes, and obesity have been linked to sleep deprivation.

In another study by the American Safety Council, it was determined that subjects tested on a driving simulator who had less than four hours of sleep performed as badly or worse than an intoxicated driver. It is estimated that driver fatigue is responsible for 56,000 motor accidents each year.

The fact is that we live in a 24/7 world where people are expected to do more on the job than before. Along with constant distractions such as smart phones, satellite TV, and internet, it's easy to see why there are nearly 100 forms of sleep disorder.



It is estimated that infants require 16 hours or more of sleep per day, teens need about nine hours of sleep, and adults around seven to eight hours per day. For some adults, five to six hours of sleep per day can be sufficient, but not for everyone. If you find yourself yawning throughout the day, nodding-off (even when not in a boring meeting), or experiencing bouts of fatigue and forgetfulness, then chances are likely that you're not getting enough rest. Insomnia shouldn't be something to lose sleep over. With a few changes in your lifestyle and in your daily routine, you can get the sleep your body needs and have a healthier life.



Assess your bedroom. This is the place where you should feel at your most relaxed. Try dimming the light sources such as bedside lamps and alarm clock displays. Avoid blue lights which have been shown to inhibit the production of melatonin, a sleep-promoting hormone. Cell phones, PDAs, TVs and computers can also add to insomnia—leave them off and rest better without distraction.

If you're sleeping on a mattress more than five to seven years old, it may be time to replace it. Dust mites that cause allergies and asthma can ruin a good night's rest. A new mattress with a mite-resistant casing may help. Also, keeping your body cool helps to slow down many metabolic processes, including restless brain activity.



Improve bedtime routines. Do not go to bed hungry. People on diets who restrict their intake after 6pm generally find themselves more restless than those who enjoy a small snack before bedtime. High-carb foods that promote better rest include dairy products, eggs, cereals, crackers and breads. Cut back on alcoholic beverages before bedtime. After the initial tranquilizing effect wears off, alcohol often results in a more fitful, restless sleep. Caffeine intake also inhibits a good night's rest. Try avoiding coffee, tea, chocolate, and sodas. Other sources of caffeine can be found in weight loss pills, cold remedies and certain pain relievers.

Adjust your condition. Time your workouts towards afternoon or evening hours, allowing your body core to cool down and relax. Break your smartphone addiction by keeping it off or out of reach while trying to rest. Put that shower massage to good use—heat and gentle massage tends to relax muscles and ease tension. And finally, lose the extra weight, especially in the neck area where obstructive breathing and snoring can occur. Resting smarter can certainly make you healthier.

100-bed addition nears completion at North Central Unit

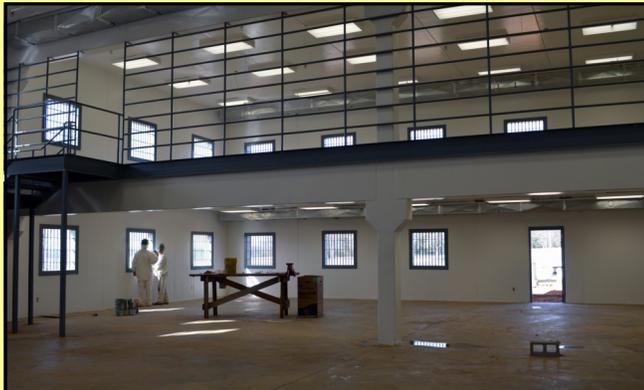


Inmate work crews are painting and putting the finishing touches on two of four new barracks being built at the North Central Unit near Calico Rock. Construction on the additional housing areas began in the summer of 2010.

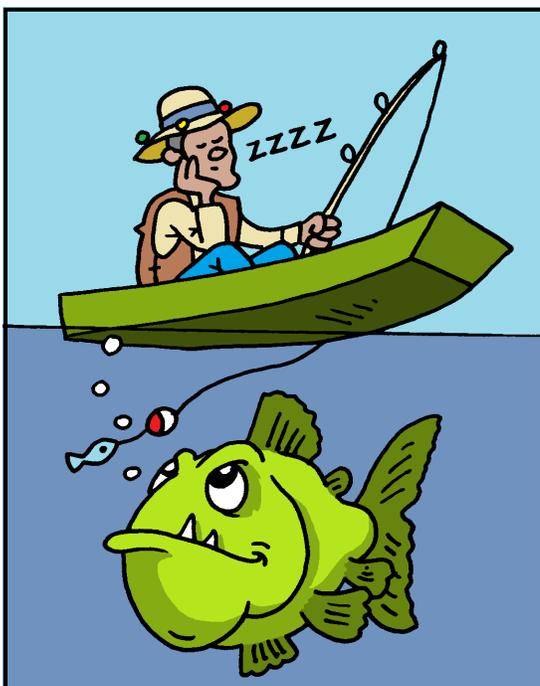
Warden David White says each of the new split-level barracks will house 50 inmates. The lower level also has a day-room. "This allows half of the population to not have to negotiate stairs, which makes this unlike any previous design," White said.

Inmate labor is being utilized in the construction of the barracks and four new class rooms for the unit's school. When the project is completed, the North Central Unit will have 700 beds.

The sound of power tools and aroma of fresh paint fill the halls of the two 50-man barrack additions at the North Central Unit near Calico Rock.



Forms stand ready for fresh concrete as heavy equipment move tons of earth as construction continues at NCU.



Arkansas Police Olympics announce spring fishing tournament

Spring has finally arrived and the schedule has been announced for the Arkansas Police Olympics Spring 2012 Fishing Tournament.

Place: Greer's Ferry Lake

Date: April 24

Time: On-site registration begins at 4:30 a.m.

There will be a two-person limit to boats with at least one person connected to the law enforcement community with proper ID. Entry fee per person is \$50. An optional \$10 Big Bass entry fee will also be available.

Weigh-in is scheduled for 2:30 PM with a five-fish limit per boat. Check with the Arkansas Game and Fish website for length restrictions at www.agfc.com. For eligibility requirements and online registration, go to www.arkansaspoliceolympics.org for more information.



Mr. Hobbs and Hunter take a bow-wow

ADC Director Ray Hobbs and his Paws in Prison dog, Hunter, received a standing ovation March 2 during Paws on the Runway at the Governor’s Mansion. The event was a fundraiser for the Central Arkansas Rescue Effort for Animals, a PIP partner.

Mr. Hobbs wore a correctional officer’s uniform and Hunter wore an inmate shirt designed by his trainers at the Ouachita River Correctional Unit.

TV and radio personality Craig O’Neill walked Foxy, a dog being trained at the Hawkins Center for Women. For more information about how to adopt a Paws in Prison dog or to donate to the PIP program, visit the Paws in Prison page at www.adc.arkansas.gov/PawsInPrison.



Policy Spotlight

Facts about policy and conduct



Got questions about ADC policies and procedures? Then send in your topics to The Advocate and we’ll be glad to get you the facts. Contact bill.watson@arkansas.gov with questions.

“I’m currently taking medication for my sinuses. If I were tested for drugs, would it affect my job?”

The Employee Handbook’s *Use of Medication* policy states that employees in “safety sensitive” positions who are taking a prescribed drug (or any other type of medication) that may affect their ability to perform any essential function of their job must notify their immediate supervisor prior to starting the employee’s scheduled shift. For purposes of this policy, a “safety sensitive” position is any person working at any institution or other personnel required to supervise or control inmates, for example, emergency response teams who do not work at an institution.

The bottom line: if you’re prescribed to take medications by a physician-take them. If you’re taking any medication that could impair your ability to function at your station, then alert your supervisor. If you take daily medications for high blood pressure, arthritis, or depression, then keep a list of those medicines and their dosage handy in case the question ever arises.



K-9 crews hit the trail at Southern States Manhunt Field Trials

K-9 crews from the ADC met with teams from Florida and Louisiana for some friendly competition at the 2012 Southern States Manhunt Field Trials March 5-9 at Camp Joseph T. Robinson in North Little Rock.

Track layers established trails in the early morning hours across the 33,000-acre National Guard headquarters for K-9 teams to “catch.” Competition for the 13th annual event included day and night tracking for pack and leash dogs, drug searches and handgun competition at the National Guard firing range. A seminar focusing on K-9 emergency care was presented by Dr. Ricky Hughes of Hughes Animal Hospital in Malvern, who also works with the ADC tracking dogs at the Ouachita River Correctional Unit.

David White, warden of the ADC North Central Unit and president of the Southern States Manhunt Field Trials said, “We use this competition to show what our dogs can do under any set of conditions.” ADC tracking dogs are used not only in the pursuit of suspects, but also aid in the search and rescue of lost children and other people.

“We train our dogs year-round,” said White. “This allows us the confidence of knowing that our unit dogs are ready anywhere at any time.”

Weather conditions ranging from heavy rains and tornados to cold and frosty temperatures have played a key role in past competitions. Dry and dusty terrain combined with high winds kept teams out of the mud for



Sgt. John Engelhardt, left, and Sgt. Kyle Moody of the North Central K-9 Unit on a track run with “Liv” at North little Rock’s Camp Robinson.

the first three days, but played havoc with shooters on the firing range as targets pulled from their backings. Thunderstorms moved into the area late Wednesday and continued through the next day’s runs.

On Friday, the last of the leash competitors took the field before wrapping up the week at the closing ceremonies and awards presentation. This year, top honors went to:

Pack Dogs — Tucker Unit, 1st place; East Arkansas Regional Unit, 2nd place; Cummins Unit, 3rd place; Ouachita River Unit, 4th place.

Single Leash — Tucker Unit, 1st place; Newport Complex, 2nd place; Central Office, 3rd place. South Arkansas Youth Services/Boys, 4th place.

Multi-Leash — Tucker Unit, 1st place; East Arkansas Regional Unit, 2nd place; Escambia County Florida Road Prison, 3rd place; Ouachita River Unit, 4th place.

Drug Detection — Daniel Heflin and Bak/Central Office, 1st place; James Mize and Jack, East Arkansas Regional Unit-2nd place; Troy Moore and Tebow, Central Office, 3rd place; Jonathan Lawrence and Ace/Central Office, 4th place.

Pistol Range — Chris Johnson and Phillip Glover, Tucker, 1st place; Charles Snow and Robert Olive, Escambia County Road Prison, 2nd place; Perry Holland and John Maples, Tucker, 3rd place.



North Central Unit going to the dogs for Paws in Prison



North Central Unit inmates and their PIP dogs prepare for training as the fifth ADC facility in the Paws in Prison program.

The Paws in Prison program continues to grow with the addition of the ADC's North Central Unit on Feb. 29. Inmates met their dogs for the first time and began training that afternoon.

The PIP program started in December at the Randall L. Williams Correctional Facility in Pine Bluff, the Maximum Security Unit at Tucker, the Ouachita River Correctional Unit in Malvern, and the A.J. Hawkins Center for Women in Wrightsville.

When discussions began on where to operate the program, Board of Corrections Chairman Benny Magness of

Gassville agreed that his part of the state was an ideal location. PIP officials met with Baxter County Judge Joe Bodenhamer in late December about beginning the program and he was instrumental in the group making contacts in the area.

The Paws in Prison program was made possible at NCU with the assistance of the Baxter County Animal Control Facility, Izard County Animal Rescue Efforts (ICARE) and other advocates in the region.

Certified dog trainer Marsha Tonkinson will provide guidance for the inmate trainers. Selected inmates work

with the dogs to teach them basic obedience skills and properly socialize the animals, making them more adoptable. The program also allows inmates to learn valuable skills necessary for rehabilitation and reentry.

To learn more about the dogs in the first training class or any of the other available dogs, check out the Paws in Prison link at adc.arkansas.gov.



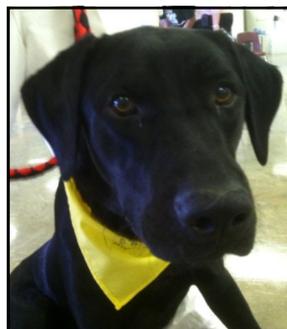
Brandi



Black Jack



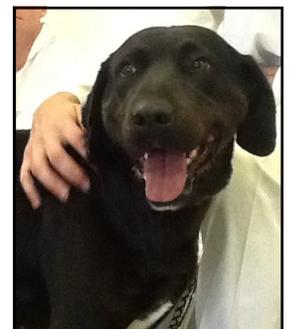
Reba



Bingo



Skipper



Xena

4th annual AACET Hero Awards recognize outstanding ADC staff



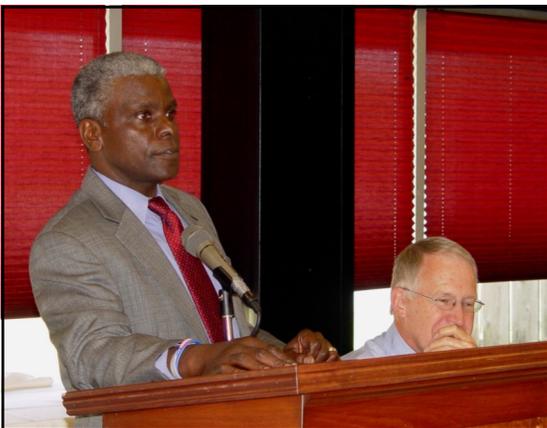
ADC Director Ray Hobbs, Clifford Terry, Larry Norris, Lathan Ester and Danny Burl honor Cpl. Barbara Ester with the Larry Norris Hero of the Year Award on March 13.

Cpl. Barbara Ester was posthumously awarded the 2012 Larry Norris Hero of the Year Award at the fourth annual AACET Hero Luncheon March 13.

Sponsored by Arkansas Association of Correctional Employees Trust, the event held at Harbor Oaks Country Club in Pine Bluff pays tribute to ADC unit heroes for exceptional service and valor.

Ester, who died in the line of duty on Jan 20, also received the Military Order of the Purple Heart and was honored by the American Police Hall of Fame. Accepting the awards on Ester's behalf was her husband, Lathan.

Other unit heroes recognized at this year's event were Royce Title of the Benton Unit, Debra McNary of the East Arkansas Regional Unit, Jalesia Hearyman of the Grimes Unit, Kenneth Dewitt of the McPherson Unit, Thomas Green of the North Central Unit, Jocelyn Hamby of the Tucker Unit, Luvenia Curtis of the Delta Unit, and Kathryn Hunter of the Ouachita River Unit.



ADC Director Ray Hobbs, left, urges all employees to "Always remember where you are and go home alive."

AACET Executive Director Kevin Murphy, right, shares a light-hearted moment with former ADC warden and guest speaker Clifford Terry.



Department Briefs



Sgt. Clinton Whitworth, center, of the Benton Unit was promoted to lieutenant on March 5. Whitworth is

shown receiving his new bars from Maj. Robert Plant, left, and Warden Randy Watson.

ADC Schools make the grade!

Two of the Arkansas Department of Correction schools recently passed the test as Correctional Education Association scores brought them to the head of the class.

Patricia Tabb, principal of the Delta Regional Unit and her educational staff, received 100% on mandatory and non-mandatory accreditation criteria. A big thanks to Warden Kay



Howell and her staff for their support!

Congratulations are also in order for Jason Smith and his staff at the Ouachita River Correctional Unit for receiving 100% on mandatory and non-mandatory standards of their CEA audit. Many thanks to Warden Dale Reed and the ORCU staff for their support during the auditing process!

Social media, Internet spread word on PIP

I knew I was fully absorbed in the Paws in Prison program the day I started looking up recipes online for soft training treats. This program is being operated on donations, so we are constantly looking at ways to save a n d stretch dollars – and training treats are one of our greatest expenses.



Shea Wilson
Communications
Administrator

The recipe called for flour, olive oil, parmesan cheese, garlic powder and other items. I told Assistant Director Dina Tyler that I might whip up a batch and see if the PIP dogs like them. The components of the recipe sound pretty good, so there's a good chance we might like them if the dogs don't.

As we shared in the March Advocate, PIP is up and running at the North Central Unit. What's incredible is that before March was half way over all of the dogs but one had adoption applications – and they only arrived at the unit at the start of the month. We are seeing that success at all the units. The inmate trainers are doing an excellent job and the staff has embraced the program. Without everyone

on board, this couldn't happen.

PIP has received a lot of positive media coverage. Traditional news media, like TV, radio and newspapers, have been generous with coverage. But we also have had a lot of attention from social media, which is increasingly important in spreading information. If you are a Facebook user and haven't "liked" us, go to Arkansas Paws in Prison and click the "like" button. We are trying to get to – or exceed -- 1,000 likes in April.

Another positive focus for PIP is the attention of the Bus 52 project. On March 13, the Bus 52 crew visited the Hawkins Center for Women and shot video. Several of us did interviews for the project and we are excited about the exposure for PIP.

Bus 52 describes itself as "a year-long project devoted to reminding and reconnecting America to its roots of community, innovation and improvement. Every week, the team will film, upload and post videos and articles about people from every kind of circumstance con-



fronting challenges in their community through innovative ways. The people and their stories, roughly 100 in total, will be presented as a patchwork of American community innovation, and will serve to ignite the minds of those watching, further spurring their involvement in their own communities."

The five-member team is traveling the country in a repurposed school bus.

The PIP video can be seen by visiting <http://bus52.com/>

Thanks to all of you who are working to make this program a success.

ADC CALENDAR OF EVENTS



APRIL 2011

- 1 — April Fool's Day
- 1 — Palm Sunday
- 6 — Good Friday
- 7 — Passover Begins
- 8 — Easter
- 22 — Earth Day
- 27 — Arbor Day



MAY 2012

- 5 — Cinco de Mayo
- 13 — Mother's Day
- 19 — Armed Forces Day
- 28 — Memorial Day

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to
The Advocate

Bill.Watson@arkansas.gov

ADC volunteers join Tip-a-Cop to raise money for Special Olympics



Barbara Holliman of ORCU.

Members of the ADC family joined together with local police and fire departments on March 13 to raise money for Arkansas Special Olympics. Members of the Pine Bluff Fire Department and volunteers from the Arkansas Department of Correction collected donations for the “Boots and Badges” program in front of Walmart.

Volunteers met later that day at Chili’s Bar and Grill for “Tip-a-Cop”, where ADC staff joined members of the Pine Bluff Police Department and Arkansas State Police to wait tables and donate tips to the Special Olympics. Lucy Flemmons, ADC volunteer coordinator says “ Tip-a-Cop volunteers in Pine Bluff, Little Rock, North Little Rock and Conway area Chili’s were pulling together for a great cause.”

By the end of the day, Pine Bluff volunteers had raised approximately \$3,867.56 in tips, donations and t-shirt sales, raising more money than the other locations. This year marks the 25th anniversary of the Law Enforcement Torch Run. Members of the ADC will join local and state police teams to carry the Special Olympic torch to North Little Rock in May.



Margaret Rogers of Central Office and Morris Slinger of the Benton Unit working the room.



The Central Office K-9 crew receive a mission briefing and new uniforms from Special Olympics Development Director Shelly Fielding.

ADC volunteers double money raised for Special Olympics

As ADC’s Volunteer Coordinator, Lucy Flemmons has had her hands full organizing fund raising events to benefit Arkansas Special Olympics.

Programs such as the department’s Denim Days, Tip-a-Cop and Boots-and-Badges have proven successful. Flemmons recently told members of the ADC management team that \$10,000 has been raised so far. Last year, ADC presented a check to Arkansas Special Olympics for \$5,000.

While Flemmons organized the efforts, she is quick to point out that credit for the success of these programs belongs to the many ADC employees and volunteers who assisted her along the way.



Flemmons tells members of the management team about ADC volunteers doubling funds raised for Special Olympics.



ADC In-Service Training Schedules/Protocols

In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—NO DENIM, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

Training Academy Graduates

Class 2012-B Graduated 3/09/2012

Christopher Atchley, Nicholas Boggs, Todd Broughton, Johnathan Campbell, Shane Cardenas, Lajohn Carter, Jason Clemons, Leonard Coatney, William Davidson, Jeremy Ellis, Matthew Estridge, Eddie Evans, Angela Freeman, Deonta Grant, Zachary Green, Alan Hahn, Jonathan Hawthorn, Corey Hunter, Kimberly Jenkins, Amanda Jensen, David Johnson, Kaneichua Johnson, Jacob McDade, La-Jessie McNeil, Scott Moore, Lashawn Ogelsby-Ross, Latoya Phillips, Rachel Sanchez, Dianne Selmon, Cleavette Sloan, Stephanie Taggart, Baret Thomas, Ransford Thomas, Ronnard Toney, Michael Tullis, Shrayne Verser, Keith Waters, Darrell White, Valerie White, Carolyn Williams and Stephanie Yarborough.

Class 2012-C Graduated 3/23/2012

Jonathan Ashcraft, Angel Bailey, Tradarius Brooks, Adrian Brown, Louella Capistrano, Colby Dodson, Aurthur Ellis, Jememy Fryer, Jalisa Fulton, James Grisham, David Hankel, Deidra Harris, Aretha Hayes, Tyler Jones, Christopher Jonga, Dock King, Terence London, Steven Lowtharp, Terry Lockett, Keenyn McKenzie, Brandon Medders, Jessica Mitchell, Brionna Nelson, Ahmad Pace, David Phillips, Katherine Tipton, Justin Tomlinson, Randall Vaughan and LaKeeta Washington.

ADC takes advantage of eCademy classes

Earning training hours online is catching on with offices and units within the ADC, as employees log on and take advantage of the 225 e-learning courses available through the ADC eCademy.

All courses satisfy requirements for American Correctional Association standards and recertification. Unit trainers have been given the information to register and enter employees who may earn 30 hours of online training per year. In addition to eCademy, courses are also available through the National Institute of Corrections for security and non-security supervisory employees. For more information, see your unit trainer.

The Spotlight

One-stop source for training schedules

If you're trying to find the latest training schedules for the Training Academy or Human Resources, you can find it on *Spotlight*.

Interested in an online e-learning course, but aren't sure what's available? You can find it on *Spotlight*.

When on your unit computer, click on the "Favorites" tab. Scroll down until you see "ADC Links", then click. Look for the *Spotlight* heading — click and you're there!

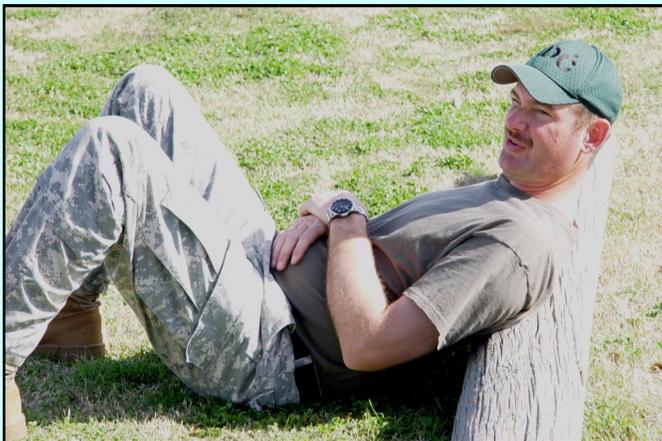
The latest and most up-to-date training schedules will be available under "in-service training".



Promotions & New Hires

Promotions

| Date | Name | Position | Unit |
|----------|------------------|-----------------------------------|------------------|
| 03/04/12 | Christina Card | Training Instructor | Training Academy |
| 03/04/12 | Tiffanye Compton | Research & Planning Administrator | Central Office |
| 03/04/12 | Norma Gillom | Senior Chaplain | Ouachita River |
| 03/04/12 | Stephen Moore | Sergeant | McPherson |
| 03/04/12 | Keith Taylor | Sergeant | Varner Supermax |
| 03/04/12 | Jahmorris Tyson | Sergeant | Varner |
| 03/06/12 | Michel May | Agriculture Unit Supervisor II | Farm |
| 03/12/12 | Yolanda Roby | Inmate Grievance Coordinator | East Arkansas |
| 03/18/12 | Robert Ashcraft | Sergeant | Ouachita River |
| 03/18/12 | David Conner | Maintenance Technician | Cummins |
| 03/18/12 | Susan Holt | Psychologist Supervisor | Ouachita River |
| 03/18/12 | Deborah Goodwin | Advisor | Ouachita River |
| 03/18/12 | Byrone Miller | Sergeant | Ouachita River |
| 03/19/12 | LeMarcus Davis | Sergeant | East Arkansas |
| 03/19/12 | Cynthia Putnam | Psychological Examiner | Ouachita River |
| 03/19/12 | Freddy Thompson | Sergeant | Cummins |



All work and no play ...

Randy Shores takes advantage of some valuable down-time during ERT training. Cadets groaned when Shores got to his feet and led the squad through physical training. "Rain or shine, we're out there training," Shores said during the recent training program.

New Hires

| Date | Name | Position | Unit |
|----------|---------------------|--------------------------------|--------------------|
| 03/04/12 | Nola Phillips | Administrative Specialist I | Ouachita River |
| 03/12/12 | Thomas Bivens | Unit Training Supervisor | East Arkansas |
| 03/12/12 | Shelley Castleberry | Administrative Specialist I | Cummins |
| 03/12/12 | Wanda Glover | Commissary Manager | Maximum Security |
| 03/12/12 | Timothy Holiman | Agriculture Unit Supervisor I | Farm |
| 03/12/12 | Brandi Lawson | Human Resources Assistant | Admin East |
| 03/12/12 | William Lenderman | Agriculture Unit Supervisor II | Farm |
| 03/12/12 | Toby Parker | Commissary Manager | Maximum Security |
| 03/12/12 | Nola Phillips | Administrative Specialist I | Ouachita River |
| 03/12/12 | Jeannie Tyler | Administrative Specialist II | Mississippi County |

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide for the protection of free society by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

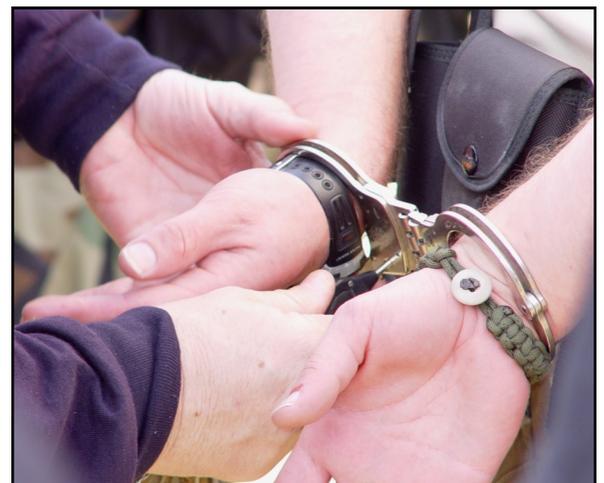
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

The *ADC Advocate* is printed by the Arkansas Correctional Industries.

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Parting Shots



Arkansas Department of Correction

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