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SSCA recognizes Cpl. Barbara Ester with Line Staff of the Year Award

Murphy receives honor, Musselwhite a scholarship

The Southern States Correctional Association on July 17 recognized the late Cpl. Barbara Ester of the East Arkansas Regional Unit with the 2012 Line Staff of the Year Award.

SSCA recognizes three individuals each year who exemplify professionalism. Cpl. Ester received the award for corrections, and the following information was read at the awards ceremony.



Cpl. Barbara Ester

On Jan. 20, 2012, at approximately 12:30 p.m., Cpl. Barbara Ester advised Lt. Stephen Lane that she needed to confiscate a pair of shoes from Inmate Latavias Johnson at EARU. Lane and Ester then went to four barracks on the south hall of the unit to confiscate the shoes in Johnson's possession. Inmate Johnson had no proof of purchase for the shoes that he was wearing, so he had obtained the shoes through unauthorized channels which is against the rules.

When Ester and Lane entered four barracks, Inmate Johnson asked, "Did y'all check all of my property form sheets?" Inmate Johnson stated,



Chief Deputy Director Larry May and member of the Arkansas delegation with Ester's Line Staff Award.

"Anyway, I'm not giving up my shoes." Ester then advised Lane that Inmate L. Johnson would have to be locked up. Lane and Ester then turned to exit the barracks when Lane heard a scuffle behind him. Lane turned around and observed Inmate Johnson pulling away from Ester and running back up the stairs. Lane then observed Ester fall to the floor in south hall. Lane then went back inside the barracks after Inmate Johnson when he noticed that he had what appeared to be a homemade knife (shank) in his hand. Lane then exited back out the barracks and called for back-up and focused back on Ester, when he noticed blood on her uniform shirt. Ester then stood up and proceeded to the infirmary, at which time responders had arrived including Warden Danny Burl, Deputy Warden Dexter Payne and

Continued on Page 3

Characteristics of a good correctional employee

I had the opportunity to hear an inspiring speech on July 15 during the opening ceremonies of the Southern States Correctional Association Summer Training Conference in Lexington, Ky. The speaker was

Kentucky Supreme Court Justice Bill Cunningham – and his topic was characteristics of a good correctional employee.

I'd like to share with you what I picked up from his talk. His words are worth taking to heart and they should apply to people in general, not just those of us in corrections.

Justice Cunningham discussed four characteristics. The first one was respect.

Respect is a word that gets tossed around a lot. Basically, it refers to words or actions that acknowledge the feelings, choices and rights of individuals – living by the "Golden Rule" ... *treat others the way you want to be treated.*

John W. Gardner, who served as



Ray Hobbs
ADC Director

Secretary of Health, Education and Welfare under President Lyndon Johnson, said, "If you have some respect for people as they are, you can be more effective in helping them to become better than they are."

Justice Cunningham took it a bit further and said, "Never humiliate someone when they are helpless."

Every day we encounter people who are helpless. For whatever reasons, they are in their present circumstances. *Treat others the way you want to be treated.*

The second characteristic of a good correctional employee is pride. Take pride in what you are doing. Justice Cunningham told SSCA attendees that what we do is important. "You are laboring in a heroic role on the lingering frontier," he said, observing that we work for justice every day.

Justice – think about it. How many people can go home at the end of their shift and say, "I worked for justice today?" What we do is important. Take pride in it.

"Pride is a personal commitment," said French Emperor Napoleon Bonaparte. "It is an attitude which separates excellence from mediocrity."

That quote segues into the third characteristic: commitment.

If you are going to leave a legacy in corrections, you must have a commitment to service. Commitment is around the clock. It is 2 o'clock in the morning commitment – whenever duty calls.

Half-hearted commitment is worse than no commitment at all – and that's because commitment is the most critical component in everything we do. If you've noticed, people who are committed often surpass their peers who may be more talented in certain areas. People who "bring it" every day are the ones who will leave a legacy in corrections and elsewhere.

And finally, the fourth characteristic: positive attitude. A positive attitude goes hand-in-hand with commitment.

An attitude of service and commitment will allow us to take the extra step. It's the difference between average and exceptional. An attitude of caring will allow us to treat others as we would like to be treated.

Four very important points: Respect others; take pride in what you do; be committed and have a positive attitude.

Keep it positive, folks. It all starts with each one of us. Don't worry about what the next person is doing. Do what you know is right.

AACET winners

Two ADC employees were winners in AACET's membership drive contest. Larry Bailey of the Grimes Unit, left photo and pictured right with Warden John Maples, won a seven-day cruise. Cpl. John Atkinson of the Ouachita Unit, right photo and pictured left with Warden Dale Reed, won a new iPad.



(Continued from page 1)

Major DeAngelo Earl. All Inmates were placed on their assigned beds and Inmate Johnson was found on the top tier of the barracks lying flat on his stomach with his hands and arms extended from his body. The weapon was recovered off the floor. Inmate Johnson was then placed in restraints and escorted to isolation three in E-MAX. Ester had suffered from three stab wounds from the homemade weapon used to assault her. Ester died at Forrest City Medical Center at approximately 2:35 p.m.

Kevin Murphy, retired ADC human resources administrator and executive director of the Arkansas Association of Correctional Employees Trust, was recognized with the David H. Williams Excellence of Service Award.

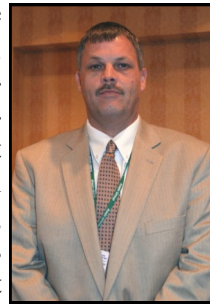
This award is the highest commendation given by SSCA. It was established in 1985 in honor of SSCA's first president. It is presented annually to a deserving member of SSCA who has distinguished himself in the field of criminal justice and/or contributed to the professional growth and improvement of SSCA.

Murphy began his career in 1978 when he hired on as correctional officer with the State of Illinois. In 1979, he began his career in Arkansas as a sergeant at the Cummins Unit.



Mitzi Kellum, left, SSCA vice president, and Cookie Crews, president, honor Murphy with SSCA's highest commendation.

Through his tenure at the department, he held the positions of classification and assignment officer, personnel and training officer, industry operations manager, assistant warden, and until his retirement in 2011, served as the human resources administrator overseeing personnel, payroll, training, benefits, and recruiting for the department. He is also an adjunct instructor at the University of Arkansas at Little Rock and at John Brown University, where he specializes in employment law, organizational behavior and ethics courses.



Musselwhite

He has a bachelor's degree from the University of Arkansas at Pine Bluff in Criminal Justice; a master's degree obtained from the University of Arkansas at Little Rock, and is sporadically toying with his studies for his doctorate.

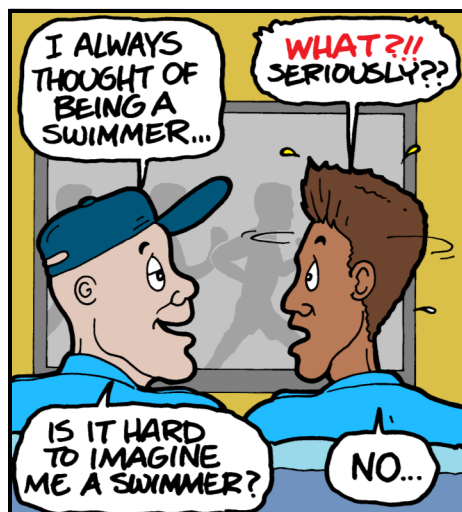
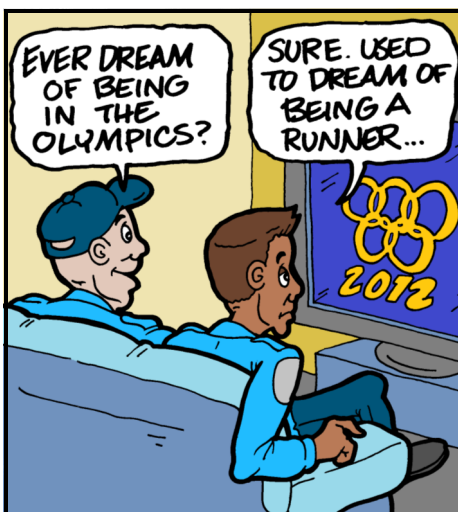
In addition to the position he held at the ADC, Murphy has implemented several programs and been involved in several professional associations. He is currently serving as the executive secretary and treasurer of the Arkansas Department of Correction Retirement Association and for the past 14 years has held the office of executive secretary with the United States Deputy Wardens Association. He is also a past president of the USDWA a member of the University of Arkansas at LR Excellence for the Future Committee.

Garry Musselwhite of ADC's Internal Affairs Division was named one of the recipients of the Kenneth Law Scholarship. Each year SSCA selects individuals for \$1,000 scholarships to be applied toward tuition and related academic expenses. The scholarships are given to financially assist individuals preparing academically to work in the criminal justice field.

Musselwhite is in his sophomore year studying criminal justice at Bethel University in Nashville, Tenn.

The New Blues

by Bill Watson



ADC units receive ACA re-accreditation at Denver conference



Delegates from the Arkansas Department of Correction accept reaccreditation for five ADC units at the ACA Conference in Denver. From left are, William Straughn, Max Unit; Jeremy Andrews, ORCU; Assistant Director Grant Harris for the Newport complex; Fred Campbell, Training Academy and Gaylon Lay, Cummins Unit.

The American Correctional Association (ACA) held its 142nd Congress of Correction in Denver, Colo., July 20-25.

Director Ray Hobbs and 14 ADC staff members attended the five-day conference, which featured unit tours of the Colorado Department of Correction and approximately 80 workshops with training for correctional, medical and chaplaincy services.

Five ADC units received re-accreditation: Newport complex-100% mandatory and 99.8% non-mandatory standards; Ouachita River Correctional Unit, 100% mandatory and non-mandatory standards; Training Academy, 100% mandatory and non-mandatory. Two units, Maximum Security with 100% mandatory and 99.3% non-mandatory standards and Cummins Unit with 100% mandatory and 98.6% non-mandatory standards, provided the ACA board additional documentation that will allow increases to their final scores.

ADC's Lowery graduates from ALETA

Sgt. Christopher Lowery of ADC's K-9 Division graduated from the Arkansas Law Enforcement Training Academy on June 22. He is the latest of several K-9 officers to complete basic police training at the academy.

After graduating from White Hall High School in 1992, Lowery entered the United States Air Force where he specialized in Security Forces.

Lowery began his career as a correctional officer with ADC at the Diagnostic Unit in 2010. He moved to the Varner K-9 Narcotics Division in 2011. During his training period at ALETA, Lowery served as squad leader for his class. Prior to the completion of police training, ADC officers had to call other law enforcement officials to arrest suspects. Lowery now has arresting authority, which will be helpful during routine checkpoints for contraband. ADC conducts checkpoints prior to visitation to cut down on the smuggling of contraband into the units. Those found with illegal substances can be arrested on the spot by ADC officers.

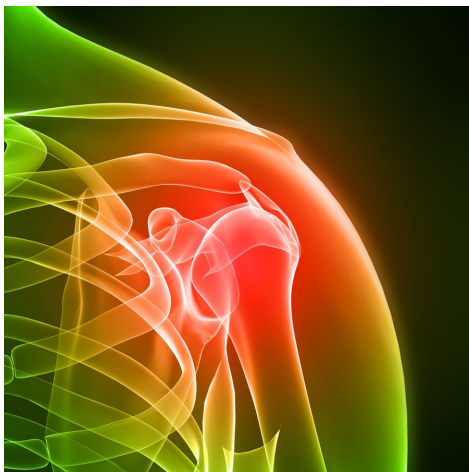
ALETA's 12-week, 480-hour course focuses on standard police tactics, firearms, legal issues, technical skills, and practical exercises. Officers must have a 70% average in academics and an 80% firearms score to graduate.



Sgt. Christopher Lowery

Health Matters

Arthritis: little aches and pains that affect old and young alike

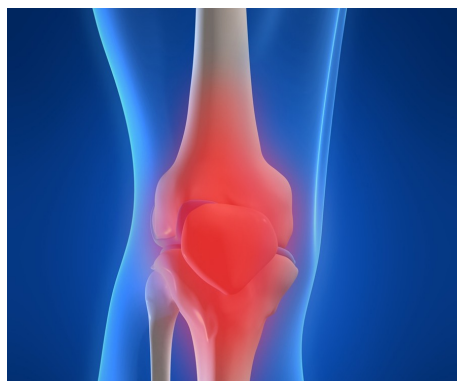


As humans grow older, little aches and pains that were once associated with overexertion and muscle strain aren't so little anymore. Persistent pain and inflammation of the joints are common signs of arthritis, a condition that affects more than 46 million U.S. adults every year. According to the Mayo Clinic, there are more than 100 known types of arthritis that affect both young and old alike. The two major types are *osteoarthritis* and *rheumatoid arthritis*.

Known as the “wear and tear” condition, osteoarthritis is also referred to as degenerative joint disease. It affects approximately 33 million Americans and is the most common chronic joint condition. Osteoarthritis results from joint overuse — a consequence of demanding sports, obesity or aging. Weight bearing joints such as knees, hips, feet and spine are especially affected by this condition which comes on gradually over the course of months or even years. Cartilage, the spongy material that covers the ends of the bones and serves as the body's “shock absorbers,” breaks down as a result of osteoarthritis. This causes painful joint movement as bones begin to rub against each other. Inflammation in the joint lining may occur as a response to

the breakdown or loss of cartilage.

Symptoms of osteoarthritis include: deep pain in the joints, difficulty dressing or combing hair, difficulty gripping objects, difficulty to stand or bend over, chronic fatigue, swollen or abnormally warm joints, pain when walking, and stiffness that lasts longer than an hour. Osteoarthritis is very common and can coexist with other types of arthritis such as rheumatoid or gout.



Rheumatoid arthritis (RA) is the most common inflammatory arthritis that affects approximately 1.3 million Americans. According to the American College of Rheumatology, 75% of those affected are women. In fact, between 1% and 3% of women are likely to develop rheumatoid arthritis in their lifetime. RA is an autoimmune disease, meaning that a malfunction in the body's immune system attacks and damages the joints. While the causes for RA are still unclear, age is not a factor. RA can develop in patients

from teen years to adulthood. Over time, chronic inflammation can lead to severe joint damage in pressure areas such as knuckles, elbows and heels.

Symptoms for RA can come on gradually or start suddenly. Unlike osteoarthritis, RA symptoms are often more severe, causing pain, fatigue, loss of appetite, stiffness, and fever. With RA, pain occurs in a symmetrical pattern such as joint pain in both sets of hands, knees, and hips.

Although RA is a breakdown of the body's immune system, it shares common risk factors with osteoarthritis such as family history, age, sex, previous joint damage, and obesity which tends to add more stress to knees, feet and hips. However, the risks for arthritis increase with advanced age.

Treatment options for most arthritis patients range from over-the-counter analgesics like ibuprofen and naproxen to prescription medications like Trexall and Plaquenil. In some cases, exercise and physical therapy will improve joint strength and range of motion. In severe cases, joint replacement surgery options are also available. Always consult a physician for arthritis assessment before beginning treatment.



ADC's Freygang bicycles across Indiana with siblings



Ayn Freygang runs and rides “for the health of it!”

Ayn Freygang loves a challenge. As a licensed medical social worker for the ADC, Freygang faces daily challenges tending the needs of inmate clients.

Freygang also enjoys challenging herself when it comes to fitness. Her latest challenge was to ride a bicycle 160 miles across the state of Indiana with a few of her siblings in the Ride Across Indiana (RAIN) endurance race July 21.

Approximately 1,200 riders crossed the finish line from a starting lineup of more than 1,700. “It was almost like being in the Tour de France,” said Freygang. “I rode with two brothers and a sister, so we pushed ourselves like a team.”

“It took us 12 hours and 43 minutes to cross Indiana,” said Freygang. “I knew I had it beat after I passed the 100-mile mark!” To prepare for the event, Freygang spent hours training in the Raw Power in Motion (RPM) indoor cycling program at the JPMC Wellness Center and weekends riding between Pine Bluff and Clarendon.

Freygang, an avid runner, picked up cycling as a way to do something different while getting her exercise. “It was exciting to be a part of something special like RAIN,” said Freygang. “But the main idea is to just get out there, exercise and have fun.”

Committed to service



“More dessert, ma’am?” ORCU’s Jeremy Andrews drops his deputy warden status for some standard-issue whites during a celebrity waiter event June 26.

Held at the Family Farm restaurant in Malvern, Andrews and other local personalities served as waiters to raise more than \$5,000 for the American Cancer Society.

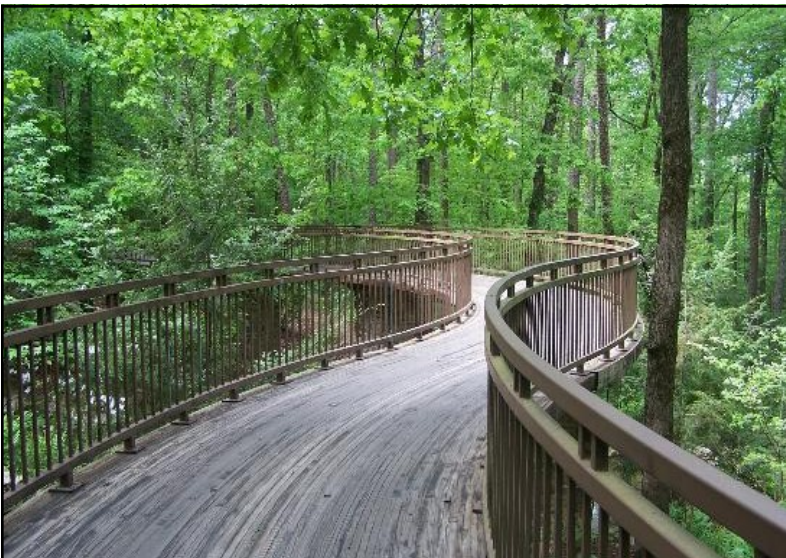


Former prison inmates Lynn Burke, left, and Rosa Bryant, right, are joined by Deputy Warden Toni Bradley of the McPherson Unit on July 27. Burke and Bryant spoke to female inmates about their incarceration and individual successes after prison. Burke went on to study law and has applied to practice in South Carolina, while Bryant has started her own business. Burke and Bryant spoke previously at the Hawkins Unit July 26.

ADC/UA partnership in bloom at Garvan Woodland Gardens



ADC maintenance crews maintain scenic vistas like the Anthony Chapel (above) and the Joy Manning Scott Full Moon Bridge at Hot Springs' Garvan Woodland Gardens.



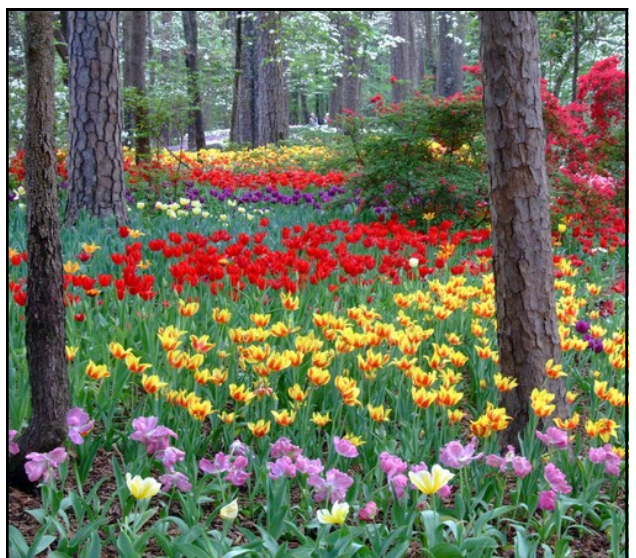
A partnership between the Arkansas Department of Correction and the University of Arkansas has helped groom one of the state's most treasured attractions. Garvan Woodland Gardens, located along the shores of Lake Hamilton in Hot Springs, first opened its gates to the public in 2002.

During the past 10 years of operation, work release crews from the ADC's Benton Unit have been instrumental in the development and upkeep of the 210-acre botanical attraction which is visited by approximately 125,000 visitors each year.

Warden Randy Watson of the Benton Unit said the gardens took careful planning and lots of work. "We've been with the Gardens since they first opened," said Watson. "One area of the park was nothing more than a patch of woods at the end of a gravel road. Our crews got in there and really turned it around."

During the 2012 fiscal year, 108 work release inmates worked on several large-scale projects for the park's Bonsai Learning Center and Pavilion Trail. Crews assisted in planting more than 65,000 seasonal color plants and more than 117,000 tulips in addition to scheduled park maintenance. In October, work release crews install and remove decorations for the Gardens Holiday Lights Show which attracted more than 60,000 visitors in 2011. Crews also assist in the set-up and breakdown of hundreds of special park events and fundraisers, one of which netted more than \$26,000 for the Gardens.

While learning practical work skills, crews are paid for their service. Funds are used to offset incarceration expenses, provide care for dependents and to supply crews with food and appropriate clothing while away from the unit.



Inmate lumberjacks remove tree by hand at Central Office



Inmate crews were faced with the job of removing a dead pine tree, which stood alongside a privacy fence near the home of Director Ray Hobbs and the Central Office, on July 6.

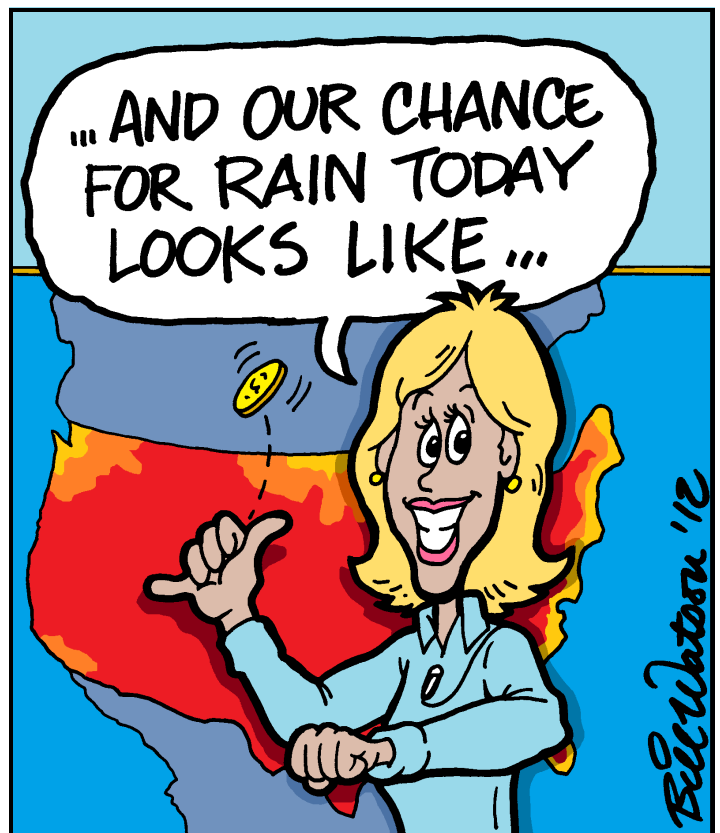
To bring down the tree without causing damage to the surrounding trees or structures, inmates climbed the tree and secured a rope to use as a tow line.

After digging away the soil from the base of the tree, inmates began to pull at the opposite end of the line in a "tug-of-war" to carefully pull the tree over. The first two attempts resulted in a snapped rope and a few dusty back-sides. Eventually, the tree came crashing to the ground where inmates cut it up and cleared away the debris in a matter of hours.

Gas card awarded for blood



Deputy warden Ronald Gana presents Cpl. Randy Smith, right, with a \$25 gas card. Smith's name was drawn from the list of employees who donated blood at a Red Cross Blood Drive at the Grimes Unit on July 17.



Construction division takes aim at gun range and armory



New gun range near the Tucker Unit.

Construction projects at two ADC facilities have focused on training and weapons.

The recently completed gun range, located behind the Tucker Unit, offers a modern marksmanship facility for both cadets of the Willis H. Sargent Training Academy and ADC staff working towards their annual weapons requalification.

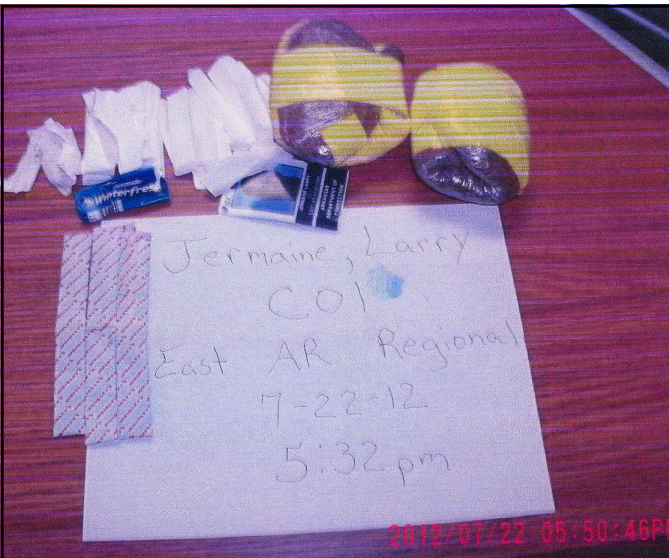
Meanwhile, construction continues to draw closer to completion on the new Armory building on the Pine Bluff Unit complex. When complete, the building will replace the current storage and repair facility next to the Cop Shop across from the Randall L. Williams Unit. Its location inside the Pine Bluff Unit will improve building security.



Pine Bluff Unit's new Armory building grows closer to completion.



Inmate crews apply finish work to Armory interior.



Officer caught with contraband

On July 22, at approximately 5:35 p.m., at the East Arkansas Regional Unit in Brickeys, Officer Jermaine Larry was observed acting suspiciously as he came into work.

A commanding officer ordered Larry to stop and called for another officer. A large bundle of tobacco was removed from underneath Larry's shirt. Upon further search, more tobacco and rolling papers were found.

After being escorted to the warden's conference room and interviewed by the deputy warden, Larry said he had spent about \$60 on eight ounces of tobacco and 394 rolling papers which he had arranged to sell to an inmate for \$400.

Larry was arrested by the Lee County Sheriff's Department and is no longer employed with the East Arkansas Regional Unit.

Northwest Arkansas Work Release Center busy in community

*City and county projects
range from
beautification to building*

The Northwest Arkansas Work Release Center in Springdale has played an important role in serving the community since it was established in 1980.

Center supervisor James Brooks and his staff oversee inmates who work in a variety of city and county projects. From April through July, inmates maintain the buildings, stadium bleachers, and public areas at the Parsons Stadium Fairgrounds in preparation for the Washington County Fair held in late August.

In addition to routine maintenance for the Springdale Police Station, inmates volunteer to plant decorative trees and flowers at the City Administration Building. Crews also are active with Springdale neighborhoods.

Inmates volunteer their weekend time to assist Habitat For Humanity and refurbished two homes that had fallen into disrepair.

The Springdale Airport receives regular maintenance to the building and grounds by inmate crews, who are also currently involved with renovating the interior of the Airport Diner.

Inmates earn valuable work skills and wages that are applied to incarceration costs and cost of items such as work clothes, boots and other accessories used while away from the unit.



Inmates prepare Parsons Stadium fairgrounds for upcoming fair.



One of two Habitat for Humanity homes recently rebuilt by inmates.



Flowers and trees planted by inmate volunteers adorn Springdale City Hall.



The Springdale Airport Diner receives a facelift from inmate crews.

Drill shows importance of working together

Wrightsville was the site June 14 for "Operation Devil's Wind." Warden Greg Harmon and his staff were hosts for the event, which followed guidelines established by the U.S. Department of Homeland Security National Exercise Program, and provided ADC and other agencies the opportunity to collaborate on emergency responses.

Participants included representatives from the Federal Emergency Management Agency, Arkansas Department of Emergency Management and State Police -- and a menagerie of other law enforcement, health care and emergency responders.



Shea Wilson
*Communications
Administrator*

The scenario involved an EF-2 tornado impacting the Hawkins Unit, which required participants to identify communication and critical decisions that would take place between ADC and other agencies following such a hit. Discussion focused on the potential for escapes, injuries, fatalities, need for sharing information, communications, public safety and security responses.

Emergency Services Administrator John Kleiner said he believed the drill did what it was designed to do, which was to show participants the importance of working together and learning what the others' capabilities and resources are.

"The biggest thing to learn from these drills and exercises is that we are not in any emergency alone," Kleiner said. "There is always help. The department is self-sufficient as a whole, but sometimes we need help. Most of the time, (it) is when time will not allow for a planned response or when we are subject to response by another agency, as mandated by law."

Kleiner said the exercise helped all participants learn what support others could offer.



Randy Shores talks about AWIN.

"The drill at Wrightsville was not designed to exercise the Department of Correction, but to show how the other law enforcement agencies would have to work together if a tornado hit one of our facilities. I think this drill did what it was designed to do and that is to demonstrate the real need for agencies to work together and learn what the others' capabilities are -- what resources each one has."

Lt. Randy Shores said the drill highlighted ADC's concept of emergency preparedness and focus on working together as "one team." He said our agency's emphasis on teamwork is something in which we should all be proud.

"No matter what unit or what area is in trouble, when it hits the fan, we all pull together with a common mission: 'let's fix the problem.' That is only accomplished by the unwavering response and willingness to help from dedicated employees who understand the business we are in," Shores said. "It is truly a credit to them and this department that when the phone rings in the middle of the night, I know that help is on the way."

And that's really what it's all about, each and every day -- teamwork. What each ADC employee does completes the puzzle and makes this agency run efficiently. Every job is important. When there's a stumble or a hiccup, someone is there to help. We see this demonstrated in many ways in every aspect of what we do.

ADC CALENDAR OF EVENTS



AUGUST 2012

National Eye Exam Month
7 — National Night Out
15 — Assumption Day
18 — End of Ramadan
19 — National Aviation Day
21 — Senior Citizen's Day



SEPTEMBER 2012

3 — Labor Day
9 — Grandparent's Day
11 — Patriot's Day
17-18 — Rosh Hashana
22 — First Day of Fall

Special Events?
Unit Functions?
Announcements?
Conference Dates?



Send information to
The Advocate

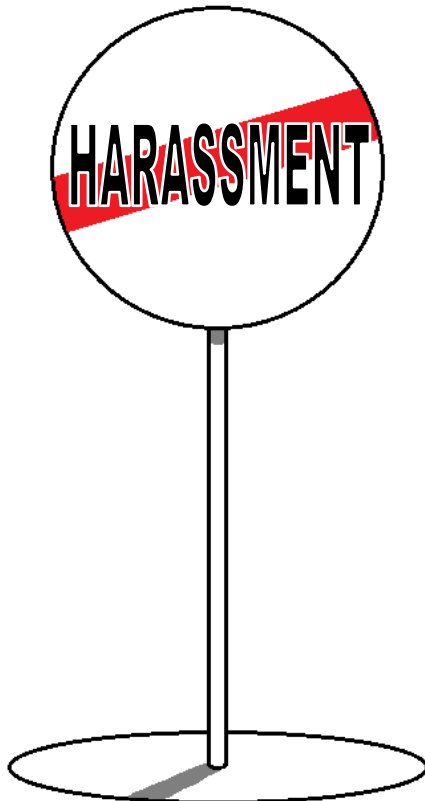
Bill.Watson@arkansas.gov

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 hear a lot these days about sexual harassment. How can I be sure that I'm not crossing the line?" By definition, sexual harassment involves "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that tends to create a hostile or offensive work environment."

The employee handbook refers to sexual harassment allegations in Administrative Regulation 226 and Administrative Directive for Investigation Procedures. It states that "employees must notify a supervisor at any level in the organization, EEO/grievance officer at Central Office or warden that she/he is being sexually harassed. Employees must notify the warden after notification to the supervisor or EEO/grievance officer. Employees must submit their complaint in good faith. Complaints can be addressed through the Uniform Grievance Procedure (if eligible) or through the Administrative Directive for Investigation Procedures for Sexual Harassment Allegations." These procedures are designed to handle the complaint in an expeditious and thorough manner while maintaining the confidentiality of the allegations as much as possible.

Harassment does not have to be of a sexual nature and can include offensive remarks about a person's sex. Both victim and harasser can be either male or female. Actions such as touching, kissing, and hugging may seem innocent enough. However, sexual harassment results not from the intention of the offender, but by the perception of the victim. A victim also may be a witness to the activities of others that make them feel uncomfortable in their work environment. The bottom line: if it seems like inappropriate behavior, it probably is. If in doubt, ask a supervisor.



ADC welcomes U.S. senator to Cummins Farm

ADC welcomed U.S. Sen. John Boozman, holding notepad, to the Cummins Farm on Aug. 7. The senator was joined on a tour by, from left, Chief Deputy Director Larry May, Director Ray Hobbs, Board of Corrections member and former state Sen. Bobby Glover, Board of Corrections Chairman Benny Magness and Drew Baker, board member.

ADC staff and retirees receive service awards

Ceremonies held at ADC units across the state paid tribute to employees for their years of dedicated service. Congratulations to everyone and best of luck to parting friends who have retired.



Arkansas Correctional Industries Administrator Jerry Campbell, left, and Administrative Assistant Ramona Green were both recognized for 40 years of service.



Cpl. Claude E. (Eddie) Bell retires from the ADC after 41 years and nine months of service. Bell is joined by Northwest Arkansas Work Release Center Supervisor Jim Brooks, left.



Lt. Jimmy Eagle received recognition for 37 years and 11 months of service. He retired from the Northwest Arkansas Work Release Center.



Officers and staff of the Benton Unit held a retirement luncheon for Cpl. Annie Luster, seated center, for 12 years of service to ADC.

TRAINING TA ACADEMY

Training Academy recognizes top two BCOT graduates with Willis H. Sargent Outstanding Student Award



The W.H.S. Outstanding Student Award winner for Class 2012-J is Scott Harder from ORCU. Joining Harder are Ron Ball, left, and Fred Campbell.



The Class 2012-K W.H.S. Outstanding Student Award winner is Laurie Herron of the McPherson Unit. Pictured with Herron are Lt. Melvin Smith, left, Deputy Warden Toni Bradley and Fred Campbell.

Training Academy Graduates

Class 2012-J Graduated 7/13/2012



Walter Bailey Jr., Phaison Boston, Karie Charlton, LaQuaila Chatman, Karla Clark, Robert Clayborn Jr., Taylor Cothren, Joel Crook, Roderick Daniels, Bobby Davis Jr., Rodrigo DeAlmeida, Jeffery Everetts, Keno Fletcher, Robert Gardner Jr., Loy Gray, Scott Harder, Angela Jenkins, Keagan Jones, Terrance Jones, Demario Jordan, Lance Lawhon, Dakota Lindsey, David McCoy, Zachary Miller, Bianca Moore, Angela Neel, Stephen Paulk, Bradley Pennington, Kenneth Potts, Joshua Robinson, Phillip Roys, Catherine Sisson, Mary Smith, Shaqunda Stallings, Charlie Strickland Jr., Ian Ward, Kamish Washington and Chance Wilson.

Class 2012-K Graduated 8/3/2012

Trenton Baker, Frederick Barber, LaQuela Barnett, Michael Bearden, Aronis Bible, Kreston Bolden, Coty Bolen, Phillip Bokker, Clayborn Buys, Dontavious Chaney, Quincy Coleman, Kevin Creed, Michelle Corbin, Kaleb Eason, Daniel Eissler, Tyler Ellis, Craig Foreman, Carlencia Gage, Tina Garcia, Curtis Gordon, Jordan Green, Virginia Haynes, Laurie Herron, Cody Jackson, Nathaniel Kervin, Viveca Kimble, Quentin King, Sidney Larry, Corey Lowery, Angelica Luckadue, Rolander Mann, Lane Mayo, Brittney Mays, Curtis Petty, Marilyn Richards, Trenc Rogers, Jarius Sanders, Gary Shaw II, Mahir Tucker, Roderick Urquhart, Krystal Warren, Candace Watson, Darrius Watson, Decarlo White Jr., Stephanie White, Markelton Williams, Teresa Wilson, and Craig Woolfolk Jr.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
07/02/12	Ronald Pilcher	Software Support Analyst	Admin East
07/08/12	Thomas Bivens	Lieutenant	East Arkansas
07/08/12	Tameka Cody	Disciplinary Hearing Officer	East Arkansas
07/08/12	Thomas Ford	Sergeant	Ouachita
07/08/12	Jason Ming	Lieutenant	McPherson
07/08/12	Charles Morris	Sergeant	East Arkansas
07/08/12	Anthony Price	Lieutenant	Varner
07/08/12	Petra Toney	Sergeant	Central Transportation
07/09/12	Kennie Bolden	Major	Varner
07/09/12	Lisa Cash	Substance Abuse Program Leader	McPherson
07/09/12	Timothy Howard II	Lieutenant	Cummins
07/22/12	Michael Richardson	Sergeant	McPherson
07/23/12	Stefanie Glasscock	Fiscal Support Supervisor	Admin East
07/23/12	Heather Harris	Unit Training Supervisor	Admin East
07/23/12	Jacob Smith	Sergeant	Cummins



ADC sunflower fields near Grady

New Hires

Date	Name	Position	Unit
07/02/12	Troylonda Hearn	Advisor	Mental Health
07/09/12	Shuvonne Johnson	Licensed Master Social Worker	Mental Health
07/09/12	Stephen Jones	Licensed Professional Counselor	Mental Health
07/16/12	Eryka Landers	Advisor	Mental Health/Grimes
07/22/12	Deborah Harp	Recreation Activity Supervisor	Ouachita
07/23/12	Sherrilynn Gunn	Registered Nurse	Mental Health/Ouchita

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.

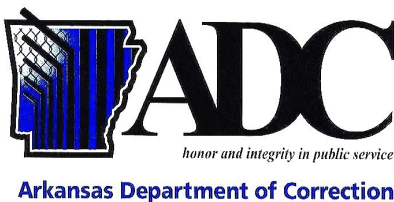
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

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.

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Parting Shots



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