

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

Christmas 2015

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Merry Christmas ADC

It was our hope that the new Advocate tab on our website would be ready by now. Due to matters beyond our control, it isn't. Therefore, we bring you a Christmas edition of *The Advocate*.

We are hoping that after this edition, we can transition into an online news

source which will provide up-to-date news. If not, we will see you here again!

Thank you for your submissions. For your pictures, events, and news, please tune in daily under the upcoming ADVOCATE tab on our website: adc.arkansas.gov.

Scott Grimes remembered

The Grimes Unit in Newport held a commemoration ceremony to mark the 20-year anniversary of the death of Sergeant Scott A. Grimes for whom the Unit was named. On hand were his brother (ADC retiree Mike Grimes), his daughter, his niece and his nephew.

On Nov. 29, 1995, just two months after being promoted, 41-year-old Correctional Sergeant Scott A. Grimes died as a result of injuries incurred while on duty at the Maximum Security Unit in Tucker.

While escorting a handcuffed inmate in the Administrative Segregation cellblock, another inmate breached his cell door and attempted to assault the es-

corted inmate. Sergeant Grimes stepped toward the attacking inmate, pushed the handcuffed inmate out of the way, and subdued the attacking inmate.

He suffered two mortal stab wounds to the chest. Sergeant Grimes maintained control of the inmate until help arrived. His unselfish actions to protect the life of another without regard for his own, reflect the kind of person Scott Grimes was.

He was a devoted husband and father, leaving behind his wife of six years, Susie, and five young daughters. Scott Grimes was a loyal employee of the Arkansas Department of Correction for a little more than five years and was well respected by his colleagues. He volunteered much of his free time to working with youths in his community.

Grimes was buried in the uniform he proudly wore and was given full honors. He continues to be seen as a hero through the eyes of his fellow officers, his family, and all who knew him.



Scott Grimes



Scott Grimes' brother, Mike (ADC retiree) speaks at luncheon.

A year of change

The year 2015 has been one of many changes, and we have had tremendous support from the Governor, the legislature, our Board, ACC, the Parole Board, and law enforcement in Arkansas.



Wendy Kelley
Director

With all of this support, we were able to pay all of the earned holiday, straight time and overtime due to our security staff.

We worked to reduce overcrowding in our county jails. On Jan. 1, 2015, we had 2,205 inmates on the backup list, 2,847 on May 27, and Dec. 17, 2015, we have 1,279 waiting for bed space in ADC. Our intake and records staff have had to process more inmates than ever into and out of ADC, and they did a terrific job with support from Department staff at every unit working together! Units have squeezed additional beds into their facilities. Everyone has worked on this process to reduce the overcrowding which allows the jails to perform their role in public safety in our state by having lock up beds available!

We opened the Ester Unit and continue to improve our reentry programs. The Reentry Accountability Coaches and our Chaplains have worked to make sure all inmates have a reentry plan completed, and we continue to pro-

vide more information about services for those released. Jan. 30, there will be a mentor recruiting effort with more details to follow!

Our IT staff continues to work on ways to save money, consolidate services, and make programming changes to comply with the 2015 laws passed in Arkansas, including the Transparency Act and the Criminal Justice Reform.

The Agency continues to move forward to carry out our mission in the most efficient and safe manner possible, recognizing that most of our inmate population will return to our communities. We have celebrated numerous victories, promotions, retirements, changes, and growth as well as reductions!

We will continue to face new challenges, and existing challenges will not disappear. Continue to show respect for each other, our policies, and strive to guide our agency to be the best. Let's continue to make ADC shine knowing that there will be one or two people that let us down.

I will remember our ADC family members who will be working through the holidays. I trust that their families will continue to understand and support them in keeping their responsibilities met and everyone safe! Our mission cannot be met without each one of you!

Merry Christmas to those who celebrate, and may you all feel peace and love at home.

Thank you for all you do every day and stay safe!

CALENDAR OF EVENTS

JANUARY



- JANUARY 2016**
 1 — New Year's Day
 18—Martin Luther King, Jr. Day
 29 — Pinnacle Awards



FEBRUARY

- FEBRUARY 2016**
 2— Groundhog Day
 14 — Valentine's Day
 15 — Presidents' Day

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



Send information to Kat at
The Advocate
 kathlyn.atkinson
 @arkansas.gov

Decking the halls at Central Office



ADC hosts Red Ribbon Run

On Oct. 17, ADC hosted its 26th annual Red Ribbon Walk/Run.

The Ribbon Walk/Run was held at the Jefferson Wellness Center at Jefferson Regional Medical Center in Pine Bluff. Proceeds from the 5K run allow for scholarships to be awarded to graduating high school seniors, either from the county or the child of an ADC employee.

The event began with a continental breakfast and music from the Cummins Band. After the race, ADC employees handed out door prizes donated by local businesses.

Awards were given to the top three male and female finishers in 12 age divisions of the walk/run. The winner of the t-shirt design contest was Sonia Wallace from Administration East.



Varner Unit completes reaccreditation audit

“Please join me in congratulating Warden Randy Watson and the great staff at the Varner Unit in the reaccreditation audit that was completed after two and a half days!” said ADC Director Wendy Kelley. “They scored 100% on the mandatories, and 99.5% on the non-mandatories. We are all so proud of the teamwork shown during the audit and the months leading up to it! Congratulations!”



PAWS in Prison fundraiser

The very first “Ruff” Rock N Roll fundraiser benefitting Paws in Prison and celebrating its fourth birthday was held at the Scott Plantation in Scott.





Deputy Warden Eddie Selvey, left, retires from the North Central Unit, and Deputy Director Dexter Payne presents Selvey with a plaque from the Unit.



Margaret Cunningham, left, retires from state service with 22 years. Shown here with her manager, Mark Colbert, Cunningham leaves for a new career in northern Arkansas.



Sgt. Stanley Ray Hendon, in photo above, retires after 28 years of service, and in photo at right, Hendon celebrates with North-west staff.



Recent ADC Retirees

Alva Yancey	Chaplaincy	10/01/15
Robert Andrews, Jr.	Farm	10/01/15
Sandra Allred	Admin East	10/01/15
Bobby Smith	C/O	10/01/15
Richard Spades, Jr.	Hawkins	10/01/15
Lawrence Herring	Cummins	10/11/15
Kerry Bakken	C/O	10/31/15

Three receive 30-year service awards from ADC Management Team



Jimmy Ashcraft, ORCU



Lover Polk, Tucker



Robert Long, Farm Division

ORCU chapel held ground breaking ceremony



The Ouachita River Correctional Unit hosted a chapel ground breaking ceremony on Nov. 12. for the planned 6,800 square-foot-chapel.



Grimes and McPherson awards presented



30 years:
Warden James Banks



10 years: Nancy Bacon, Lance Lenards, Jerry Slater, William Brawley, Sarah Martin, Mark Smith, Letha Crain, Dennis McGinnis, James Staggs, June Daniels, Robert O'Melia, Scotty Stewart, Kevin Darland, Justin Parker, Roger Tims, Don Hudson, Aaron Rogers, Joseph VanDyne, Telly Lawson, Allen Rouse, Kenny Whaley, Tammy Wilson, and Jason Wooldridge.



15 years
Jay Tipton and Sharon Culclager

3 years (not pictured): Rodrigo Almeida, Mark Howard, Codie Odom, Chad Baker, Brandi Johnson, Michael Osborne, Ashanique Banks, Brian Langston, Otis Rogers, Amanda Barnett, Steven Lowtharp, Lindsey Rowland, David Capers, Todd Mathis, Crystal Runsick, Michael Crandall, Shawna Mayberry, Celena Spears, Gary Cox, Rita Mayhue, Dylan Tribble, Michael Daugherty, David McCoy, Dean VanWinkle, Roger Faust, Corey Melton, Dude Wade, Angela Freeman, Ponchitta Noles, Victor West, and Darrell White.



5 years: Amanda Canter, Jackie Jeffery, Abby Rizor, Paula Cowell, Randall Malott, Billy Robertson, Terry Davis, Gerald McClusky, Blane Storey, Janice Fryman, Amy Morris, Eva Sutterfield, Robert Henderson, Danny Neldon, Rhonda Thatcher, Stephen Holland, Nicholas Parker, Sandra Tyler, Austin Hunter, Elizabeth Pritchard, Anil Wild, and Wesley Wilmoth.



MCWRC awards given

The Mississippi County Work Release Center held its annual awards ceremony Nov. 6. Plaques were presented years of service with the state for the following:

- Sgt. Tom Walton – 5 years
- Sgt. Melanie Williams – 5 years
- Lt. Terry Treadway – 10 years
- Reginald Gray – 10 years
- Kerry Neely – 15 years.

Correctional Peace Officers help again

The Correctional Peace Officers (CPO) Foundation is a national, non-profit charitable organization created in 1984. Its primary function is to preserve and support the surviving families of correctional officers who lose their lives in pursuit of their chosen profession of protecting the public from those remanded to correctional custody and supervision in the nation's prisons and jails.

Recently, **Director Wendy Kelley**, on behalf of CPO, presented a check to retired ADC employee **John Byus** during a difficult time.

Registered with the IRS, the CPO Foundation is not a political action group or committee of any kind, nor is it affiliated with any political action group or committee of any kind, nor is it involved in any collective bargaining issues with any employee groups, associations and/or administrations.

It is the policy of the CPO Foundation to recognize privatization in the field of corrections. The CPO Foundation adheres to the policies of the federal government's Department of Justice. Those policies recognize only law enforcement officers within the public sector.

The CPO mission statement is: The purpose of the Correctional Peace Officers Foundation, Inc. is to operate and maintain a general fund for the perpetuation of the memory of those correctional peace officers killed in the

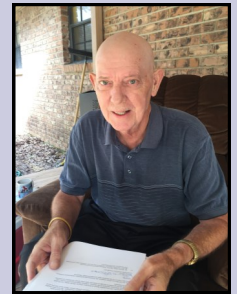
line of duty; to provide for their spouses, children or other beneficiaries; and to promote and project a positive image of the corrections profession, both internally and to the general public.

The CPO Foundation defines catastrophic as when an officer and/or staff member at a correctional facility, because of a catastrophic illness, injury, or event, are suffering severe financial hardship. Resources within the Catastrophic Assistance Program are not infinite. They are limited and the catastrophic coordinators, along with contacts at the individual facilities, must verify and explore the extent of the financial need. The Catastrophic Assistance Program is not intended to supplement an entire paycheck and is primarily for correctional staff, their spouse or dependent children.

The CPO Foundation Board of Directors strongly considers assisting correctional staff in situations related to natural disasters: fire, flood, earthquake, tornado, etc.

For more information on this organization see their website.*

**Parts of this article are taken from the CPO website at www.cpodf.org*



ORCU awards presented

On Sept. 23, 2015, Ouachita Regional Corrections Unit held its 12th annual employee awards luncheon. Warden Nur-zuhal Faust gave the opening remarks. The guest speaker was Dr. William “Dubs” Byers of the Board of Corrections.



30 years
Lt. Floyd Brantley



20 years
Deborah McAfee and Jason Smith



15 years
Sherry Staton

10 years



5 years



3 years



Pinnings



Captain Emmer Branch is pinned by ORCU Captain Kyle King, left, and Deputy Warden Gary Musselwhite.



Captain Mitchell Johnson is pinned by Major James Shipman, left, and Warden Hoot Gibson.



Officer First Class Curtis Johnson is pinned by Warden Jason Nichols, left, and Lt. Stephen Simmons.



Sgt. Shannon Nolden is pinned by Major Carl Stout, left, and Lt. Barbara Gardner.



Sgt. Darnell Johnson is pinned by Lt. Latrina Rayford and Sgt. Tabatha Thomas.



Captain LeMarcus Davis is pinned by Major Carl Stout, left, and Deputy Warden Aundrea Weekly.



Sgt. Kelley Fowler is pinned by Major Danny Crook, left, and Deputy Warden Aundrea Weekly.



Sgt. Bobby Cohen is pinned by ORCU Major Percy Arnold, left, and Captain Emmer Branch.



Sgt. Brandon Henry is pinned by ORCU Captain Kyle King, left, and Deputy Warden Gary Musselwhite.

Pinnings



Sgt. Marquinte Nelson is pinned by Major Carl Stout, left, and Deputy Warden Aundrea Weekley.



Sgt. Christopher Brown is pinned by Major Randy Straughn, left, and Lt. Latrina Rayford.



Sgt. Sonya Grice is pinned by Major Randy Straughn, left, and Lt. Kurtis Holcomb.



Lt. Winburn Melugin is pinned by ORCU Captain Evelyn Haynie-Gulch, left, and Deputy Warden Gary Musselwhite.



Sgt. Tawanna Wade is pinned by Major Carl Stout, left, and Deputy Warden Aundrea Weekly.

K9 Lieutenant Troy Moore receives the Patriotic Employer award from the office of the Secretary of Defense for support of the Guard and Reserve.



Deputy Warden Deangelo Earl, right, of the Grimes Unit receives an award from Sgt. Major Pete Morris of the United States Department of Defense for being a Patriotic Employer for assisting ADC employees who are enlisted in the military.

From the desk of Director Wendy Kelley

Oct. 10, 2015

Please join me in congratulating Tony McHan on his promotion to Deputy Warden! He will join Warden Randy Watson, Deputy Warden Christopher Budnick, and Majors Bolden and Williams at the Varner/Varner Supermax effective October 25, 2015. Deputy Warden McHan has a wealth of experience in security and will be a tremendous asset in his new role!

I am excited to announce Audrea Weekly will also return to the ADC as the Deputy Warden for the Maximum Security Unit joining Warden Danny Burl, and Majors Stout and Crook. Deputy Warden Weekly retired as Superintendent of the Newport Complex last year, and is excited to return to her ADC family and carry out

our mission!

Deputy Warden John Craig has agreed to serve over the Benton Unit with Major Metcalf following the retirement of Warden Kay Howell later this year. Deputy Warden Craig will begin October 25 in order to work with Warden Howell prior to her retirement. Please congratulate both of them!

Deputy Warden Billy Inman will join Warden Stephen Williams and Major Arnold at the North Central Unit. The unit is celebrating the retirement of Deputy Warden Eddie Selvey today and we will him all the best in his retirement. Please provide your support to Deputy Warden Inman as he becomes familiar with the North Central Unit!

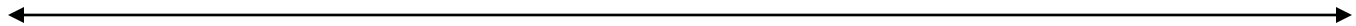
Deputy Warden Steve Outlaw will

join Warden Mark Cashion, Deputy Warden Emsweller, and Majors Straughn and Malone at the Pine Bluff Complex effective October 25th! Deputy Warden Outlaw has decades of experience and will be an asset as the complex continues to grow with the opening of additional beds at the Ester Unit!

Chief Deputy Reed and Deputy Payne will assist in coordinating moves for these Deputies!

Again, I am grateful to all you do every day, and I know you all will support these Deputy Wardens as they serve the agency and carry out our mission of public safety including preparing the inmate population to be productive members of our communities!

Stay safe, and thank you.



Nov. 20, 2015

Please join me in congratulating Captain Steven Ricketts on his promotion to Chief of Security at the Tucker Unit! Effective Monday, November 23, Major Ricketts will join Warden David White, Deputy Wardens John Lowe and Moses Jackson, and Majors Jarrod Self and Michael Lowe at the Tucker Unit! I'm sure the fantastic staff at the Tucker Unit will welcome him to their hard-working team!

This Tucker group will have a couple of weeks working together before Major Michael Lowe makes the move to the North Central Unit where he will join Warden Stephen Williams, and Deputy Warden Billy Inman. Major Lowe will officially join the North Central dedicated staff on Monday, December 7!

Major Percy Arnold will transfer to the Ouachita River Unit effective Monday, November 23, to join the

great staff including Warden Faust, Deputy Wardens Gary Musselwhite, and Major Darren Threlkeld.

We are all excited about these moves and believe they will strengthen our agency!

Thank all of you for your dedication and hard-work. Stay safe and have a Happy Thanksgiving next week! We have so much to be thankful for this year, and I am thankful for each of you!!



Dec. 16, 2015

Please join me in congratulating Toni Bradley and Darryl Golden, our newest Wardens! Both of these have over 20 years of experience with the Arkansas Department of Correction and are dedicated to our Public Safety Mission. They are excited to lead in their new roles the professional staff in

Newport!

Toni Bradley will join Deputy Warden Deangelo Earl and Majors Vernon Robertson and James Hill at the Grimes Unit.

Darryl Golden will join Deputy Warden Linda Dixon and Major Maurice Culclager at the McPherson Unit.

I've asked both of these Wardens

to be on-site Monday, Dec. 28, although Warden Jimmy Banks is not leaving us until Dec. 31. With the holiday, we want the staff at both of these units to help their new Wardens get settled into before the new year starts!

Thank you again for all you do, and stay safe!

Policy Spotlight

Facts about policy and conduct



Do you have questions about ADC policies and procedures? Then send

AD 13-16 Sexual Harassment Investigative Procedures

POLICY:

It is the policy of the Department of Correction that all allegations of sexual harassment (as defined in AR 226) will be handled in an expeditious and thorough manner while maintaining the confidentiality of the allegations, as much as possible.

EXPLANATION:

Sexual harassment allegations must be investigated, and if sexual harassment is found to have occurred, appropriate action must be taken to ensure it is stopped and does not reoccur.

PROCEDURE:

An employee 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. The following procedure shall be used by supervisors or EEO/Grievance Officer in the handling of sexual harassment allegations. An employee must notify the Warden after notification to the supervisor or EEO/Grievance Officer.

A. Upon Receiving Allegation: Supervisors or EEO/Grievance Officer at Central Office must immediately notify the Warden/Administrator of the allegation.

B. Investigative Stage: The Warden/Administrator, upon receiving the allegation, shall take the following steps: **1.** Advise the complainant that an investigation will be conducted. **2.** Notify the accused of the allegation and eliminate work place interaction between the complainant and the accused. **3.** Avoid taking any action, including involuntary reassignment of the complainant to less desirable job duties, which might be interpreted as punishing the complainant for making the allegation. **4.** Keep the investigation as confidential as possible, but avoid guaranteeing absolute confidentiality to any of the parties. **5.** The Warden/Administrator shall contact the Internal Affairs Division and may ask for assistance in investigating the allegation. **6.** The investigation must be begun and completed promptly.

C. Investigative Steps: **1.** Interview the complainant and gather as much information as possible, including specific details of what happened, when, where, and whether there were any witnesses or supporting evidence. Ask the complainant how he/she responded to the alleged conduct, including whether the complainant expressed in any way that the conduct was unwelcome. Ask when the complainant first complained about this conduct and to whom. Advise the complainant that any further alleged misconduct must be reported immediately. Remind complainant to keep the matter confidential pending the investigation. **2.** Interview the accused and explain the Department's policy against sexual harassment, the need to investigate, and that any retaliation against the complainant is strictly prohibited. Ask for his/her version of the events, getting as much detail as possible. If the accused denies the allegation or claims that some or all of his/her behavior was welcomed by the complainant, ask for any supporting evidence or witnesses. If the allegation is denied, explore whether the complainant would have any motive to fabricate an allegation. Remind the accused to keep the allegation confidential pending the investigation. **3.** Interview any witnesses who have been identified. Consider interviewing other employees of the same sex as the complainant who have worked with the accused, to see whether they had any similar experiences. Remind witnesses to keep information confidential pending the investigation.

D. Evaluate Evidence: After gathering as much information as feasible, evaluate the evidence to arrive at a conclusion. Consider the demeanor of the complainant and the accused, whether there are any inconsistencies in either of the stories, any possible motives for fabrication, the statements from witnesses, whether there have been any similar allegations asserted against the accused, and any other available evidence. The complainant's burden or proof is met if the evidence as a whole makes it more likely than not that the allegation is true. It is not necessary that the allegation be proven "beyond a reasonable doubt." If the investigation is inconclusive, disciplinary action is not warranted, but the accused should be counseled that sexual harassment will not be tolerated and that actions will be taken if any harassment occurs in the future. The Warden/Administrator should consider taking appropriate actions to minimize future contact between the complainant and the accused. If the investigation substantiates the allegation, disciplinary action must be taken against the accused in accordance with the appropriate Administrative Directive on employee conduct standards. The Warden/Administrator should consider the seriousness of the harassment and history of similar problems on the part of the accused. The corrective actions must be reasonably calculated to put an end to the harassment. If the accused is not discharged, he/she should be warned that any future harassment or retaliation may result in discharge. The Warden/Administrator should take any other appropriate action to avoid further problems between the two affected employees.

E. Report: A written report should be prepared and filed with Internal Affairs summarizing the allegation, the accused's response, other evidence, all conclusions, and the action to be taken. The Warden/Administrator should then inform the complainant and the accused of the results of the investigation, i.e., whether the allegation was substantiated or not substantiated. After concluding the investigation, and taking any immediately appropriate corrective actions, the Warden/Administrator should continue to monitor the situation to ensure that no further problems develop.

F. A supervisor who observes conduct that constitutes sexual harassment, even if no such allegations are made by the victim(s), must make a report to the Warden/Administrator.

G. If the Warden/Administrator is the subject of a sexual harassment allegation, the term "Warden/Administrator" in the preceding subsections should be replaced with that person's supervisor or other appropriate official higher in the chain of command.

H. Policy Dissemination: Policy will be distributed to all employees of the Department of Correction.

Health Matters

The flu season is upon us: CDC urges three actions

CDC urges you to take the following actions to protect yourself and others from influenza (the flu):

Take time to get a flu vaccine.

CDC recommends a yearly flu vaccine as the first and most important step in protecting against flu viruses. While there are many different flu viruses, a flu vaccine protects against the viruses that research suggests will be most common.

Flu vaccination can reduce flu illnesses, doctors' visits, and missed work and school due to flu, as well as prevent flu-related hospitalizations and deaths.

Everyone 6 months of age and older should get a flu vaccine as soon as the current season's vaccines are available.

Vaccination of high risk persons is especially important to decrease their risk of severe flu illness. People at high risk of serious flu complications include young children, pregnant women, people with chronic health conditions like asthma, diabetes or heart and lung disease and people 65 years and older.

Vaccination also is important for health care workers, and other people who live with or care for high risk people to keep from spreading flu to them.

Children younger than 6 months are at high risk of serious flu illness,

but are too young to be vaccinated. People who care for infants should be vaccinated instead.

Take everyday preventive actions to stop the spread of germs.

Try to avoid close contact with sick people.

While sick, limit contact with others as much as possible to keep from infecting them. If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone for 24 hours without the use of a fever-reducing medicine.)

Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.

Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub. Avoid touching your eyes, nose and mouth. Germs spread this way.

Clean and disinfect surfaces and objects that may be contaminated with germs like the flu.

For more information about actions – apart from getting vaccinated and taking medicine – that people and communities can take to help slow the spread of illnesses like influenza (flu), visit the Centers for Disease Control website at www.cdc.gov.

Take flu antiviral drugs if your doctor prescribes them.

If you get the flu, antiviral drugs can be used to treat your illness. Antiviral drugs are different from antibiotics. They are prescription medicines (pills, liquid or an inhaled powder) and are not available over-the-counter.

Antiviral drugs can make illness milder and shorten the time you are sick. They may also prevent serious flu complications. For people with high risk factors, treatment with an antiviral drug can mean the difference between having a milder illness versus a very serious illness that could result in a hospital stay.

Studies show that flu antiviral drugs work best for treatment when they are started within two days of getting sick, but starting them later can still be helpful, especially if the sick person has a high-risk health condition or is very sick from the flu. Follow your doctor's instructions for taking this drug.

Flu-like symptoms include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills and fatigue. Some people also may have vomiting and diarrhea. People may be infected with the flu, and have respiratory symptoms without a fever.

from www.cdc.gov

A change is coming for The Advocate!

Early next year, 'The Advocate: A publication for employees of the Arkansas Department of Correction' will transition into an online news source which will provide up-to-date news. For your pictures, events, and news, please tune in daily under the upcoming ADVOCATE tab on our website: adc.arkansas.gov. Continue to send your submissions to

Kat at **The Advocate** kathlyn.atkinson@arkansas.gov.

The prettiest tree in the world



Cathy Frye
Public
Information
Officer

Growing up, the Frye sisters reveled in Christmas traditions.

We each had an ornament box filled with decorations handed down to us by other family members or those made by our own small hands at school and church. I had two favorites: a little angel crafted out of a pinecone and a dainty egg covered with tiny paintings and glitter.

Each Christmas Eve, while drinking hot chocolate or apple cider, one of us would sit in front of the fireplace to read the Christmas story. Next, we passed out presents to our parents and any other family members who had joined us that year to celebrate.

We went around the circle, with one person opening one present at a time. Many years, the recipient of my middle sister's gifts would find herself unwrapping and opening a series of boxes tucked inside one another. (Jennifer delighted in drawing out the

suspense.)

On Christmas morning, we ran into the living room to unwrap our "Santa gifts" and rummage through stockings. As we grew older, the Santa gifts disappeared. We continued, however, to stuff stockings well into our high school and even college years.

For me, family traditions are what make Christmas even more special than it already is. That's why, once I had children, I was determined to establish our own rituals. Many are the same as those to which I adhered throughout my own childhood. Others were created by us over time. Those include baking and decorating cookies only on Christmas Eve, and, in the past, putting together a stash of carrots for the reindeer.

We open a few of our gifts on Christmas Eve and the rest on Christmas morning. And we do so one at a time, so that everyone can see and appreciate each other's creativity and thoughtfulness.

We don't have store-bought Christmas decor. Instead, I use the

kids' holiday artwork, which I have saved over the years for this very purpose.

Paper reindeer, drawn years ago by my daughter, prance across the mantel. My son's trees and angels dangle above the entrance to our dining room.

Like me, my children each have an ornament box. Some of the decorations were made by them. Others come from my parents' travels. (My mother loves buying handmade ornaments in other countries.) Many, however, come from my own ornament box, which I took with me when I left home.

Those include the little pinecone angel and the fragile painted egg.

Yes, our tree is a haphazardly decorated affair. Nothing matches. There is no color scheme or theme. Many of the ornaments are crudely constructed, made by hands too tiny for crayon or scissors coordination.

To me, however, it is -- and always will be -- the prettiest tree in the world.

Merry Christmas!

Robert Long, milk processing supervisor at Cummins, right photo in middle, receives an award from the National Guard honoring him for being a supervisor who worked with employees in the Guard or Reserves, allowing them to attend their guard training. Pictured are Warden William Straughn, Long, and Southeast Area Chair of the Arkansas Committee for Employer Support of the Guard and Reserve Carl Cheshier.



Building Captain Jimmy Coleman, left photo in middle, receives an award from the National Guard honoring him for being a supervisor who worked with employees in the Guard or Reserves, allowing them to attend their guard training. Pictured are Warden William Straughn, Coleman, and Major Anthony Jackson.

Around ADC



Cummins Unit's Sgt. Brittany Harness coached a team from Cummins who participated in a softball league team in Pine Bluff. "I am extremely proud to work with these individuals," stated Harness, "and they are the definition of what a team is supposed to be inside and outside the gates."

Staff from the New Mexico Department of Corrections visited the Ouachita River Correctional Unit on Oct. 6. The purpose of their visit targeted learning and understanding eOMIS. Joyce Taylor, Assistant I.T. Administrator—Application Development, was on hand to assist with technical information. The tour and discussion were led by Warden Nurzuhal Faust and Deputy Warden Gary Musselwhite and assisted by Lt. Adam Clark and Lt. Freddie Otts. The group toured various departments of the facility where they observed staff utilizing the many aspects of eOMIS. Pictured are (from ADC) Warden Faust, Deputy Warden Musselwhite, and Lt. Freddie Otts; and (from the New Mexico Department of Corrections) CIO Timothy Oakeley, Deputy CIOI Jerry Brinegar, Applications Manager Deepa Makkar, Business Analysis/Research Manager Pamela Smyth, IT Project Manager Angelo Jacques, Deputy Director/Adult Prisons Division Melissa Ortiz, and PSR/Intake Supervisor Elizabeth Foley.



The Ouachita River Correctional Unit celebrated National Boss' Day with a potluck on Oct. 16. Warden Nurzuhal Faust and Deputy Wardens Gary Musselwhite and Darryl Golden were honored and presented with gifts. This celebration was combined with a farewell party for newly elected Varner Deputy Warden Tony McHan. McHan started his career with the Department in 1991 as a CO1 at Varner and has served at Calico Rock, Tucker Max, Cummins and ORCU. He said that this departure is bittersweet, but added that, in our business, you never know when paths will cross again.



Around ADC



Members of ORCU's Employee Corporation got into the Halloween spirit and set up a booth in downtown Malvern to pass out candy to local trick-or-treaters. Pictured are (from left) Marianne Hixon, Cindy Musselwhite, Christy Littleton and Warden Nurzuhal Faust.

The Arkansas Department of Correction, Local Fire Fighters and Law Enforcement Officers gathered at Walmart in Pine Bluff on Oct. 23 to collect money for Special Olympics of Arkansas. Arkansas Department of Correction's Stacey Brunson, Terry Reid, and Bernstine Bullard prepare for the annual event, Boots & Badges.



Deputy Warden Steve Outlaw recently transferred to the RLW Unit. Before leaving the Maximum Security Unit at Tucker, he was presented a plaque of appreciation by Warden Danny Burl. Outlaw's daughter, Carla, is in the background.

Around ADC

The ADC Distinguished Gentlemen Conference was held Oct. 23, at the Administrative Annex East. Dr. Dubs Byers, Board of Corrections, gave the invocation and welcome. Chaplain Dexter McDonnell presented "When Giants Fall," and Gerard Sikora, APERS, presented "Preparing for the Future." Ardella Bearden spoke about "Being the Drum Major." Lunch was provided by AACET. Committee members are Tanya Collins—RLW, Verna Farmer—Maximum Security Unit, Omie Futch—Admin. East, Dexter Holmes—Central Office, Patrice Lewis—RLW, and Janie Shults—Central Office.



ADC employees attended the Interdepartmental Relations Committee's 44th Annual Conference for Professional Assistants at the Holiday Inn Airport in Little Rock on Nov. 4.

Around ADC



Before attending the Wings over the Prairie Festival in November, Paws in Prison Coordinator Tricia Dodson-Ross was concerned about our PIP ambassador dog Chloe being on the ground those two days. Dodson-Ross decided to ask Construction/Maintenance Coordinator Robert Leggett if inmates could make Chloe a bed. He said, "Sure," and this is the result. Chloe immediately settled in, and even appeared to be smiling in this photo with Deputy Director Gail Mainard, left, Dodson-Ross, and Leggett.

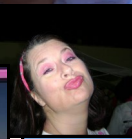
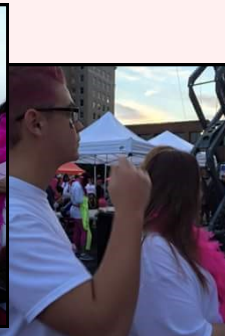
Employees from Ouachita River Unit and their families had a nice Christmas outing to Garvan Woodland Gardens in Hot Springs. Pictured are Bethany Davis, left to right, Warden Nurzahal Faust, Christy Littleton, Cindy Musselwhite, Marianne Hixon, and Sherry Station. Not pictured: Mike Littleton.



A class, entitled Healthy Relationships, was given by John Brown University recently to 23 inmates at the Northwest Arkansas Work Release Center.

Race for the Cure

A team from the Administration East Employee Association participated in the Race for the Cure in Little Rock on Oct. 10.



ERT Training held in Tucker

Training to become a member of the elite Emergency Response Team, employees endured 40 hours of harsh physical demands to obtain their ERT pin.

The course was held at the Tucker Unit and provided training in such areas as team-building, emergency preparedness, emergency medical skills, gas mask testing, handcuffing techniques, self-defense, cell entry/extraction techniques, weapons familiarization, electronic restraints, use of force, and active shooter.



COEA/AEEA host award ceremony



35 years
Margaret Rogers



30 years
Debi Reynolds and Sheri Flynn
Not pictured: Harold Dennis



25 years: Willie Battles, Clarence Cheney, Tiffanye Compton, Phillip Humphrey, Jeffie Hyatt, Pauletter Jones, Mark Norris, Dexter Payne, Dennis Reap, Charlie Scott, and Donna Stout.



20 years: Melody Barnett, Randy Callas, Dennis Carnes, Erica Charles, Edwin Evans, Gary Hill, Flora Johnson, Mark Mallard, Thomas Rowland, and Doris Tisdale.



15 years: Cedric Albritton, Eugene Boykin, Roger Curtis, Marilyn Hutcheson, Lee Hutchison, Beverly Matthews, Rhonda Patterson, Michael Wood, and Steven Yancey.



10 years: Chelsea Adams, Mike Brockman, Richard Calloway, Tricia Dodson-Ross, Daryl Graydon, Jim Gumm, Billy Hayes, Kristina Johnson, Lamon Mayo, Raymond Naylor, Kevin Pryor, Frances Ratcliff, Gloria Traylor, and Ricky Williams, Jr.



5 years: Jack Broach, Robert Carroll, James Dean, Robert Ferguson, Jr., Markel Gardner, Joshua Mayfield, April McKnight, Sasha Paranuk, Johnna Wagoner, Jor-etha Williams, and Lisa Wilkins.

TRAINING ACADEMY

Training Academy Graduates: Class 2015-M, Oct. 23, 2015



**Willis H. Sargent
Outstanding Student
Achievement Award**

The Willis H. Sargent winner was Valarie Ivie - McPherson Unit, pictured with Randy Callas, left, and John Herrington.



Calesha Ballou, Tony Baugh, Marzella Blue, Michael Borchert, Lucas Bruner, Katlin Burke, Ashley Campbell, Jose Contreras, Brittney Cook, Willie Dansby, Wonda Davis, Belicia Denham, Joshua Donson, Adam Franklin, Amanda Frazier, April Gaston, Lisa Green, Wesley Harris, Shaneque Henderson, Kenya Higgins, Johnny Hodge, Valarie Ivie, Christopher Kirkwood, Cedric Lapoole, LaRhonda Love, Ashlei Mack, Janice McCrary, Patrina Moore, Shelby Morrison, Blake Murry, Tanesha Nelson, James Nicholas, Jason Rogers, Porchia Seals, Kavonya Shavers, Sherodrick Smith, Sierra Thompson, Keith Tolbert, Robyn Turner, Joe Vetter, Sheila Wilbert, Andrew Willard, Johnny Williams, and Stephen Withers.

Training Academy Graduates:

Class 2015-N, Nov. 13, 2015

**Willis H. Sargent
Outstanding Student
Achievement Award**

The Willis H. Sargent winner was Raul Hart – Ouachita River Correctional Unit, pictured with Assistant Director Mike Carraway, left, Captain Joi Harris, and Randy Callas.



Jesse Atkins, Reginald Bailey Jr, Winnfield Brooks, Tyra Brown, Chase Broyles, Donald Buazard, Shamekia Campbell, Joseph Carlton, Pamela Chandler, Justin Corter, Amy Coslet, Asia Ellis, Jeremy Evans, Latoya Ferrell, Kionna Garner, Cherrettia Graham, Lillian Green, Zackary Hardke, Terry Harper Jr, Tim Harris, Raul Hart, Jasha Hart, Craig Heckman, Ryan Herren, Shelby Houston, Virmesa Jackson, Justin Jackson, Camissa Jackson, Glenda Jackson, Jesse Jarrell, Drake Lackey, William Langston, Joel Ledbetter, Donzell Lewis, Frankie Lewis, Myles Massanelli, Patrick McDaniel, Tristan McGhee, Quintarrian Miller, Marquita Moore, Kimberly Morris, Louella Motton, Carla Neal, Marcus Nolan, Temesha Parnell, Sean Parsons, Colten Pierce, Darshanikia Pratt, Christopher Richardson, Melanie Rothfuss, Jerricka Scott, Kamry Stewart, Shaveonte Thomas, Andrea Thornton, Hattie Treadwell, Ayanna Vincent, Jasmine Walker, Sarah Walter, Mark Walters, Broderick Washington, Philandus Watson, Eric Wilkins, Brittany Wilson, Edna Winston, Keana Wright, James York, and Timothy Young. Continued on next page

Training Academy Graduates: Class 2015-O, Dec. 11, 2015 ...continued from previous page



Cedric Armour , Stephen Arnold, Akelia Austin, Dashawanna Bates, Sarah Bills, Douglas Blankenship, Caleb Branscum, Dewayne Britton Jr, Dionte Brown, Elishia Brown, Zachery Burris, Jeffery Byrns, Jeremiah Calahan, Kelsey Collins, Vanessa Curtis, Drewshadra Dancy, Dewayne Dudley, John Dunbar, Kenneth Felders Jr, Altha Fondren, Kenneth Futrell Jr, John Gilbreath, Mary Hackworth, Elizabeth Harbin, Andrew Hardin, Dataurean Harrell, Cody Hoffman, Latoria Hull, Hamilton Jackson III, Felicity Johnson, Sharron Johnson, Steven Kemp, Tiyuana Knowles, Brandon Leach, Lemond Lewis Jr, Brandon McCall, Kayla McDaniel, Rusty Merritt, Jamarius Miller, Trevondrick Mitchell, Shanna Moore, Elnora Morrisson, Keith Musgrove, John Newton, Takeyia Parks, Scotty Pate, Elizabeth Ply, Linda Powell, Alexander Pratt, Clay Puckett, Felicia Redix, China Rivers, Jonathan Rodriguez-Donner, Cody Scroggins, Kirk Sheltman, Rekija Shelton, Quentin Smith, Brandon Tate, Willie Tate, Claresha Taylor, Deontay Thomas, Darrel Thompson, Stacy Thompson, Jonathon Trotter, Jasmine Troup, Edgar Vergara, Kelvin Vineyard, Steven Wade, Kandis Walker, Justin Wilborn, Antonio Williams, Luke Williams, and Holly Yarbrough.

**Willis H. Sargent
Outstanding Student
Achievement Award**

The Willis H. Sargent winner was Shanna Moore, pictured with DW Moses Jackson, left, Deputy Director Dexter Payne, and Fred Campbell.



Promotions

Date	Name	Position	Unit
10/11/2015	Justin Balentine	Sergeant	North Central
10/11/2015	Christopher Kidd	Food Preparation Supervisor	McPherson
10/11/2015	Chandra Looney	Lieutenant	East Arkansas
10/11/2015	Ronald Martin	Asst Maintenance Supervisor	Construction-Varner
10/11/2015	Christopher Minor	Sergeant	Construction
10/11/2015	Kenneth Moss	Sergeant	Grimes
10/11/2015	Alexandra Musgrove	Sergeant	Tucker
10/11/2015	Brian Smith	Sergeant	East Arkansas
10/11/2015	Gloria Smith	Lieutenant	Cummins
10/11/2015	Matthew Summers	Sergeant	Tucker
10/18/2015	Shannon Nolden	Sergeant	Maximum Security
10/25/2015	Emmer Branch	Captain	Ouachita
10/25/2015	Kerry Clark	Administrative Analyst	Centralized Records
10/25/2015	Eugene Davis	Sergeant	Transportation/EARU
10/25/2015	Lemarcus Davis	Captain	Maximum Security
10/25/2015	Ned Flores	Food Preparation Manager	Ouachita
10/25/2015	Kelly Fowler	Sergeant	Maximum Security
10/25/2015	Jason Gray	Program Specialist	Ouachita
10/25/2015	Lance Hall	Law Enforcement Training Instructor	Training Academy
10/25/2015	Jason Hardage	Unit Training Supervisor	Ouachita
10/25/2015	Matthew Jennings	Computer Support Analyst	IT/Admin East
10/25/2015	Darnneil Johnson	Sergeant	Pine Bluff Unit
10/25/2015	Mitchell Johnson	Captain	Wrightsville Unit
10/25/2015	Connie Jordan	Sergeant	Delta Unit
10/25/2015	Christine Lambert	Advisor	Mental Health/Varner
10/25/2015	Ronald Langhammer	Assistant Maintenance Supervisor	Construction/Wrightsville
10/25/2015	Sidney Larry	Sergeant	EARU

Continued on next page

Promotions

... Continued from previous page

Date	Name	Position	Unit
10/25/2015	Floyd McHan	Deputy Warden	Varner Unit
10/25/2015	April McKnight	Sergeant	Transportation/EARU
10/25/2015	Michael Pierce	Agriculture Unit Supervisor II	Farm/Cummins
10/25/2015	Wendy Rogers	Sergeant	McPherson Unit
10/25/2015	Jason Schneider	Food Preparation Supervisor	NWAWR
10/25/2015	Tillman Treat	Sergeant	North Central Unit
10/25/2015	Isaac Wade	Lieutenant	Cummins Unit
11/1/2015	Casey McNabb	Sergeant	Ouachita
11/8/2015	Megan Agee	Records Supervisor	Centralized Records
11/8/2015	Charles Ballard	Industrial Supervisor II	Industry
11/8/2015	Jamison Burkett	Sergeant	Transportation
11/8/2015	Stephanie Burroughs	Administrative Analyst	Mental Health-Ouachita
11/8/2015	Kyra Cox	Food Preparation Supervisor	Tucker
11/8/2015	Jason Davis	Lieutenant	Benton
11/8/2015	Jesse Hampton	Recreational Activity Supervisor	Wrightsville
11/8/2015	Mandy James	Administrative Specialist II	Varner Supermax
11/8/2015	Paul Johnson Jr	Lieutenant	Cummins
11/8/2015	Santrice Kearney	Associate Professional Counselor	SOCNA
11/8/2015	Nilah McLean	Project Specialist	Construction
11/8/2015	Winburn Melugin	Lieutenant	Ouachita
11/8/2015	Marquinte Nelson	Sergeant	Maximum Security
11/8/2015	Jessica Persons	Administrative Specialist II	Mental Health-C/O
11/8/2015	Michael Poirier	Software Support Analyst	Information Technology
11/8/2015	Adam Ryan	Sergeant	Tucker
11/8/2015	Mark Stringfellow	Rehabilitation Facility Supervisor	Mental Health-C/O
11/15/2015	Brandon Henry	Sergeant	Ouachita
11/15/2015	Johnny Tooke	Computer Support Analyst	Information Technology
11/15/2015	Robert Watson	Sergeant	Cummins
11/22/2015	Christopher Brown	Sergeant	Ester
11/22/2015	Latosha Davis	Sergeant	East Arkansas
11/22/2015	Kendal Drinkard	Sergeant	North Central
11/22/2015	Philip Esaw Jr	Sergeant	Varner
11/22/2015	Sonya Grice	Sergeant	Ester
11/22/2015	Christina Hall	Sergeant	East Arkansas
11/22/2015	Raymond Hill	Sergeant	East Arkansas
11/22/2015	Josephus King Jr	Sergeant	East Arkansas
11/22/2015	Whitney Lowery	Sergeant	Ester
11/22/2015	Thomas Magness	Sergeant	Cummins
11/22/2015	Jared Martin	Sergeant	Hawkins
11/22/2015	Russell Meadows	Sergeant	Cummins
11/22/2015	Beverly McCall	Records Supervisor	Grimes
11/22/2015	Wallace Mitchell	Sergeant	Cummins
11/22/2015	Cedric Moore	Sergeant	Maximum Security
11/22/2015	Marilyn Richards	Sergeant	Delta
11/22/2015	Steven Ricketts	Major	Tucker
11/22/2015	Angela Stanley	Sergeant	East Arkansas
11/22/2015	Cassandra Star	Food Preparation Supervisor	Maximum Security
11/22/2015	Aaron Thomas	Sergeant	Cummins
11/22/2015	Tawanna Wade	Sergeant	Maximum Security
11/22/2015	Stephen Watson	Sergeant	Cummins

New Hires

Date	Name	Position	Unit
10/5/2015	Gail Hall	Commissary Manager	East Arkansas
10/12/2015	Sarah Bills	Industrial Supervisor I	Industry-Cummins
10/14/2015	Deborah Hamm	Administrative Specialist I	Ouachita
10/19/2015	Amanda Chapman	Substance Abuse Program Leader	Mental Health/McPherson
10/19/2015	Schmuriel Cribbs	Commissary Manager	East Arkansas
10/19/2015	Pamela Hyatt	Substance Abuse Program Leader	Mental Health/Wrightsville
10/19/2015	Tommy James	Procurement Coordinator	Construction
10/19/2015	Stephanie Patterson	Program Specialist	Re-entry/Pine Bluff
10/26/2015	Samantha Hurst	Administrative Specialist I	Varner Supermax
10/26/2015	LaRita Martin	Substance Abuse Program Leader	Mental Health/Grimes
10/26/2015	Aundrea Weekly	Deputy Warden	Maximum Security
11/2/2015	Dovie Burnett	Administrative Specialist I	Wrightsville
11/3/2015	Leshia Billings	Administrative Specialist I	Construction –Cummins
11/9/2015	Angela Bryant	Administrative Specialist I	Cummins
11/9/2015	Seletta Hamilton	Associate Professional Counselor	SOCNA
11/9/2015	Patricia McClard	Human Resource Assistant	Ouachita
11/9/2015	Connie Patton	Payroll Technician	Human Resources
11/9/2015	Abrigail Smith	Food Preparation Supervisor	Ouachita
11/16/2015	Jennifer Berry	Administrative Specialist I	Mental Health-Grimes
11/23/2015	Tammy Linn	Administrative Specialist I	Benton
11/23/2015	Maree Kennon	Substance Abuse Program Leader	Mental Health-Grimes
11/23/2015	Dorothy Kimble	Administrative Specialist I	East Arkansas
11/30/2015	Loretta Brown	Administrative Specialist I	Delta
11/30/2015	Mackenzie Coleman	Sergeant	Cummins
11/30/2015	Laqueisha Evans	Sergeant	Randall Williams
11/30/2015	John Jenkins	Advisor	Mental Health-Varner



Deputy Warden Weekly and Sharon Simmons welcome Victor Mosby (Recreational Activity Supervisor) to the Maximum Security Unit.

A self that is only differentiated - not integrated - may attain great individual accomplishments, but risks being mired in self-centered egotism. By the same token, a person who self is based exclusively on integration will be well connected and secure, but lack autonomous individuality. Only when a person invests equal amounts of psychic energy in these two processes and avoids both selfishness and conformity is the self likely to reflect complexity.

Mihaly Csikszentmihalyi, Flow: The Psychology of Optimal Experience, 1990

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety 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 staff and inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Communications 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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