

# THE ADVOCATE



A PUBLICATION OF THE ARKANSAS DEPARTMENT OF CORRECTION

December 2011

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## ADC to open state-of-the-art special needs unit

The Arkansas Department of Correction will open its state-of-the-art special needs facility in January at the Ouachita River Correctional Unit in Malvern. The Board of Corrections on Tuesday approved the move of 400-plus beds from the Diagnostic Unit in Pine Bluff to Malvern.

The move will result in the temporary closing of the Pine Bluff diagnostic facility. ADC does not have the funds to operate both facilities, so the decision was made to utilize the new space at ORCU. The long-time goal for the unit in Pine Bluff is to renovate and reopen it at a later date.

ADC is working to make the transition as easy as possible for the existing staff and is adhering to state workforce policies, including notification of the state's chief fiscal officer, the Office of Personnel Management and the personnel subcommittee of the Arkansas Legislature.

The department's plan is to reassign 175 budgeted positions of the Diagnostic Unit to the new special needs facility. Eight positions will remain at the Pine Bluff Complex because their jobs serve functions at two other units.

ADC Director Ray Hobbs and his staff began meeting with Diagnostic Unit employees Tuesday night to explain the move and options available to them. For those employees choosing to transfer to Malvern, ADC will provide a shuttle bus, which will be free



of charge for one year. After that, employees who continue to ride the shuttle will be charged a small monthly fee.

Employees who choose not to transfer will have the opportunity to relocate to any of the agency's six surrounding units, which have vacancies. Other local units include Pine Bluff and Randall Williams Correctional Facility. Cummins, Varner, Tucker and the Maximum Security Units are all near Pine Bluff.

"This is a great opportunity for our employees to work in a brand new facility, which is the first of its kind in the country," said Hobbs. "We hope most employees will choose to make the move. If they don't, we have other places they can go. No one has to lose their job."

The department's medical provider, Corizon, will also relocate staff to Malvern. The company is projecting that 48 positions will be moved. These employees also will be able to ride the ADC shuttle from Pine Bluff to Malvern.

Male intake, sheltered living, special programs and permanent bed assignments will be moved to Malvern. Also, sheltered living beds and special management beds from the Randall Williams facility will be moved, bringing the total number of inmates moved to more than 400.



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## Peace starts with each of us, take time this season to find it

The popular songs this time of year are centered on peace and goodwill. "Peace on the earth, goodwill to men," cries the popular carol *It Came Upon A Midnight Clear*. "Sleep in heavenly peace," is a refrain from *Silent Night*.

Every year at Christmas time, our thoughts turn to finding peace. Leaders in churches and at various levels of government talk about promoting peace and living in harmony with our fellow man. Still, arguments as old as time persist and wars rage – and they will as long as some folks think their way of seeing things is the way everyone should and the pull for power and dominance comes into play.

Psychologists say that what we think, how we interpret events around us and the values we hold all influence how we behave toward one another. So, in that context, peace really does come from within. It



**Ray Hobbs**  
ADC Director

starts with each of us.

And since peace starts with each of us, some effort is required on our parts for it to spread. "Experts" on ways to find peace suggest several points that make good sense to me.

**Accept what you can't change.** Don't worry about things you can't control. Once you accept what you can't change, the stress and anxiety you feel about it will lessen or go away and peace will arrive.

**Smile.** The big grin

will open a portal for peace to enter.

**Think about your fellow man.** Turn your attention outward and become aware of the issues and problems with your neighbors here at home and people around the world. Help when you can.

The less time spent consumed with your own problems the greater chance you'll have of finding peace.

**Never lose hope.** Even when the odds are against you and the chips are down, hang on to even the tiniest sliver of hope. Have faith.

Research shows that people with deep beliefs and sound consciences have higher life expectancies and experience more inner peace.

**Live for now.** Don't worry about what happened yesterday or what might happen tomorrow. Focus on today and live it to the fullest.

All of these suggestions make perfect sense when things are going well. Life is good and we're humming along. The challenge comes when times are bad. That's when we have to muster the strength to push our lips into a smile, accept what we can't change, keep faith, have hope and find the joys we can in today.

I'm mentioning all of this now, in early December, because the holiday season tends to be hectic. We worry more about money, family relations and other issues, like the calendar year winding down with too many tasks to complete and so on.

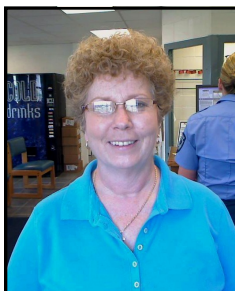
Please take time to relax and truly enjoy the season and what it means. This Christmas and always, you have my gratitude for the fine work you do and my wish for your happiness, joy and PEACE. Merry Christmas and Happy New Year!

### Department Briefs

Sharon McGlothlin has many reasons to be thankful. On Oct. 20, a piece of candy became lodged in her throat and cut off her air supply.

Bryce Geiggar, Wrightsville Unit substance abuse program leader, dislodged the candy by using the "Heimlich" maneuver.

Sharon was saved from choking by someone trained



**Sharon McGlothlin**

to respond to an emergency. Geiggar is a life saver and demonstrated the importance of knowing CPR. Contact your unit supervisor today for information about choking, CPR, and other emergency training classes. You might become someone's hero too!

Shea Wilson, ADC communications administrator, served as a judge for the Mutt Strut, a Halloween costume contest for pets and children, in El Dorado on Oct. 29. She also assisted Union County Sheriff Mike McGough with decorating his haunted gingerbread house. The duo won second place.



**Shea Wilson and Mike McGough**



## Training Academy Class 2011-L

Graduated 11/04/2011



Hershel Alcorn, Natasha Allen, Shaniqua Allen, Kabiona Anthony, Edith Ball, Billy Bishop, Dennis Broadway, Clint Brown, Connie Brown, Charlie Caldwell, Grant Caldwell, Mark Caldwell, Justin Cavillo, David Capes, Joshua Cole, Tony Crowder, Alphonso Dean, Kamaria Fletcher, Rhonda Ford, Dustin Gaspard, Lloyd Gaynor Jr., Roger Gray, Cedrick Harrell, Derick Henson, Daniel Hewett Jr., Michael Hobby, Michael Hoskins, Gabrielle Hunter, Latonya Irvine, Jasmyn Jones, Ambrose Kobb, Charles Livingston, Keith Lockwood, Jameson Love, Tyronesia Marks, Raven Maxwell, Sharrod McGruder, Marquitta Meadows, Jamie Miller, Marvin Miller, Mary Mitchell, Michael Morris, Joshua Nelson, Jacob Palmer, Bobbie Phipps, Gary Queen Jr., Cornesha Riggins, Tierra Riley, Hazel Robinson, Monteque Robinson, Elvia Rosas, Ronald Rufer, Nathan Saunders, Tonya Savage-Green, Alvin Smith Jr., Dusty Sory, Cody Spencer, Joseph Thomas, John Thomas Jr., Dalton Wallace, Ylysses Washington, Susan Whittenburg, Thamaïne Williams, and Austin Willis.

## Service Awards



The Cummins Unit Annual Employee Service Awards winners are left, Supervisor of the Year Connie Cook, Correctional Officer of the Year Kenneth Johnson and Employee of the Year Carolyn Capps. Not pictured is Kenneth Starks, who received the Correctional Supervisor of the Year award. A total of 30 awards were given to 28 employees and two retiring staff members.

*Continued from Page 1*

The special needs unit has been under construction since 2006. The addition will house 744 inmates and include a 72-bed hospital and 40-bed special services area. With the opening of the new addition, O R C U will house a total of 1,690 inmates.

To prepare for the move, ADC will temporarily halt the

intake of male inmates from the counties. The stoppage should be brief, lasting only a week or two. The state's sheriffs will be notified of the dates in the coming days.

The agency is in the process of preparing computers and data lines for the transition. Plans are also underway to transfer the inmates and their property at the appropriate time. The move is not unprecedented. Over the years, as the agency has opened new prisons, it has transported large numbers of inmates to new locations. The inmate movement will be spread out over several days.

"We move inmates all the time," said Hobbs. "We expect a smooth transition and we are already working out the logistics. Everything from Diagnostic is going to the special needs unit, from people to paper clips."



## BAD REINDEER GAMES



# ADC horse auction gallops to successful finish

On the chilly morning of Nov. 19, horses and mules from the Arkansas Department of Correction’s working herd were being viewed by the public at the Saline County Fairgrounds in Benton, prior to the first-ever ADC Horse Auction.

Eighty-two equines from ADC units were auctioned by the day’s end, raising about \$35,000 for the Agriculture Division. The sale helped thin ADC’s 400-plus herd and make way for the new colts.

The public had the opportunity to view and ride the horses Nov. 18. Many took advantage of the opportunity and marked pamphlets so they would remember animals for bidding on the next day.

When the auction began at 1p.m., bidding was fast and furious with hands and pieces of paper flying high indicat-

ing the crowd was placing bids.

Among those bidders was 3½ -year-old Allie Hobby of Benton, who got the top bid on a palomino. She came prepared. At day’s end, the horse was lead from the arena by a pink rope and was wearing a pink halter.

When the dust and bidding had settled, all 82 animals submitted for sale were sold. The auction brought in \$35,195, an average of \$434.50 per horse. Proceeds from the sale will go back into the farm’s revenue fund.

ADC Farm Administrator Mark McCown, said the auction was a great success. “We were hoping to sell most of our stock today, but the response from the public this weekend was incredible. Based upon what we’ve done this weekend, I can see this becoming a yearly event. I’m very pleased.”

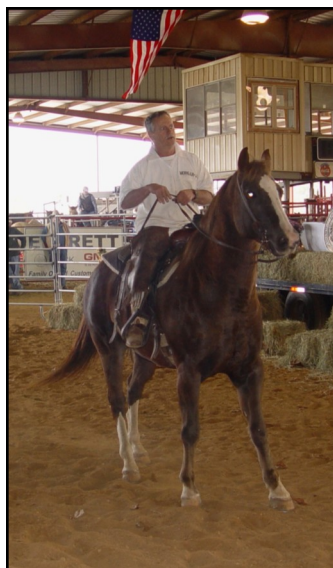
Inmates from the Wrightsville and North Central Units participated as riders and wranglers for the auction. ADC staff from across the state assisted with the event.



Allie Hobby



Auctioneer Ted Theodore sets the tone for the sale.



Board of Corrections Vice Chair Dr. Mary Parker and Farm Administrator Mark McCown talk “horse sense.”



Lucy Flemmons and Sherry Glover work in the concessions stand.





## IRC 40th annual conference puts emphasis on “Embracing Change”



IRC conference participants pose for a quick picture. From left are, Ramona Green, Tonia Dixon, Evelyn Hosman, Lynn Bennett, Teresa Hamilton, Susan Kleiner, Sharon Crosby, Vicki Taylor, Margaret Cunningham, Shirley Lowe, Melba Bradley, Gail Lackey, Andi Moore, Pearlie Johnson and Muriel Mayfield.

The Interdepartmental Relations Committee (IRC) held its 40th Annual Conference for Professional Assistants at the Embassy Suites Hotel in Little Rock on Nov. 3.

About 300 professional assistants from across the state gathered for training sessions that emphasized “Embracing Change” in the workplace. Topics including setting priorities, recognizing bad habits, and early preparedness gave groups further insight to situations both in and out of the office.

Guest speakers included Lamar Davis of the Governor’s Office, Clark Thomas from the Department of Labor, Director of the Arkansas Building Authority Ann Laidlaw and David Maxwell, Director and State Homeland Security Advisor from the Department of Emergency Management. A group of 15 professional assistants from various ADC offices and units attended this year’s conference.



## Fall Police Olympics focus on fishing and shooting competitions



Competitors from the Arkansas Department of Correction and local, county and state police departments met under cold and rainy conditions to participate in the Arkansas Police Olympic Fall Games.

In the bass tournament at Lake Ouachita and a Fall Fun Shoot at the Pulaski County Sheriff’s Range, the following teams and individuals received top honors:

### **Bass Tournament -- October 18**

First place: Bean & Bean, Ouachita River Correctional Unit

Second place: Hale and Quick, Wrightsville Unit

Third place: Couch and McMahan, Ouachita River Correctional Unit

### **Fall Fun Shoot -- October 22**

**Revolver Bowling Pin Shoot** -- First place: Charles Couch, ORCU; second place, Paul Stilling, PCSO, and third place, JP Massiet, PCSO.

**Revolver Plate Shoot** -- First place: JP Massiet, PCSO; second place, Charles Couch, ORCU, and third place, Raj Niake, PCSO.

**Semi-Auto Bowling Pin Shoot** -- First place: Charles Couch, ORCU; second place, R. Quindo, ADC IT, and third place, Paul Stillings, PCSO.

**Semi-Auto Plate Shoot** -- First place: R. Quindo, ADC IT; second place, Charles Couch, ORCU, and Raj Niake, PCSO.

**Sniper Shoot** -- M. Windstein, ORCU.



# Health Matters

Symptoms of a heart attack many people are likely to ignore



When people think of heart attack symptoms, the “classic images” that come to mind are those of chest pains, numbness in the left extremities, etc.

However, there are less noticeable indications that a heart attack may be eminent that often go ignored or unnoticed because they’re so subtle.

Here are a few symptoms to become more familiar with;

**Indigestion or nausea.** One of the most overlooked symptoms, which may vary between mild irritation to severe cramping, nausea, and vomiting. Not all stomach distress is caused by a heart attack, but pay attention to your own digestive habits. Anything out of the ordinary or sudden distress as if exposed to stomach flu should be reported to a physician.



**Jaw, neck, ear, or shoulder pain.** A sharp pain that starts in the shoulder and neck region and feels like it is running up to the neck and ear region may be a tell-tale sign. It may come and go like a pulled muscle from over-exertion, making it easy to overlook and difficult to pinpoint. If the pain tends to move or radiate upward and outward, ask your doctor.

**Sexual dysfunction.** A more common symptom in men with coronary artery disease. As arteries can narrow, blood can be constricted from the penis causing Erectile Dysfunction. A recent study in Europe found that two out of three men treated for cardiovascular disease had also experienced erectile dysfunction before being diagnosed with heart trouble.



**Rapid pulse or heart rate.** Known as *Ventricular Tachycardia*, the feeling is described as having run uphill, even though you have not. You may feel a stronger, more rapid heartbeat lasting seconds or sometimes longer. If longer, some even feel dizziness or weakness as if having a panic attack.

**Exhaustion or fatigue.** Sudden bouts of fatigue and physical exhaustion that lasts for days, especially in individuals who are normally energetic. More than 70 percent of women who participated in a 2011 National Institute of Health poll reported extreme fatigue in the weeks or months prior to their heart attack.



**Breathlessness and dizziness.** If the heart isn’t getting enough blood, then it isn’t getting enough oxygen. The result is a feeling like being unable to draw a deep, satisfying breath. Many contribute this as lung problems and not a heart problem.

**Leg pain or swelling.** When the heart muscle isn’t working correctly, waste products aren’t carried away from the tissues by the blood, causing *edema*, or swelling caused by fluid retention. Edema usually starts at the feet, ankles, and legs because they’re farthest from the heart where circulation is poorer.

**Sleeplessness and insomnia.** Doctors can’t explain this yet, but heart attack sufferers recall a sudden inability to fall asleep or stay asleep during the month or weeks before their attack. If you suffer from insomnia already, this symptom would be hard to detect.

**Flu-like symptoms.** Clammy, sweaty skin along with feeling light-headed and weak will lead some to believe they’re experiencing the flu. These symptoms, along with heaviness in the chest may be perceived as a common chest cold. If there is no high fever or a persistent cough doesn’t resolve itself, then it’s time to visit the doctor. By keeping track of these and other symptoms, you may be able to avoid a heart attack.





AACET Executive Director Kevin Murphy joins Cindy Courington as ADC Deputy Director Marvin Evans draws the winning name for a new digital video camera.

When Great Escapes Travel teamed up with the Arkansas Association of Correctional Employees Trust to arrange a deal on a cruise vacation for AACET members, the response was HUGE! But for one lucky member, the fun has already begun. Members who registered before Nov. 4 for next year's cruise were entered into a drawing for a digital video camera.



When the winning name was drawn, it was Lula Goins of the Varner Unit who walked away with a brand new Sony digital video camera to capture all of the fun when she departs on August 26, 2012, for a 7 day Western Caribbean cruise. Congratulations, Lula, and *Bon Voyage!*

And the winner is Lula Goins of the Varner Unit! Be sure to get plenty of cruise videos!



When lightning struck a tree at the Benton Unit on Oct. 23, it looked like the tree would have to be cut down and hauled away.

But thanks to the efforts of Inmate Richard Vanholt #91827, a large section of the tree was saved and transformed into a work of art.

Inmate Vanholt's experience in tree carving turned the damaged wood into a decorative totem, which will soon be surrounded by a flower garden and lights so it can be seen at night.



Rosa Marshall-Rice of the Diagnostic Unit is recognized for 30 years of service by ADC Director Ray Hobbs and members of the Management Team.



ADC Employee Verna J. Brooks of the Maximum Security Unit receives her 30 Year Service Plaque from Mr. Hobbs and members of the Management Team.

# Christmas Edition



## Recipes

### Chicken Stuff'n

- 2 cans Cooked Chicken
- 1 can Chicken Broth
- 1/4 cup Chopped Celery
- 2 tblspns Butter
- 1 pkg Croissant Rolls
- 1 pkg Stove-Top Stuffing
- 1/4 cup Chopped Onion

Preheat oven to 350 degrees, spray baking sheet with non-stick spray. Prepare stuffing with chicken broth instead of water. Sauté celery and onions in butter until softened. Add to stuffing along with chicken, stir well. Roll a spoon of stuffing into each croissant and place on baking sheet. Bake 10-12 minutes.

Submitted by Lisa Free



## Recipes

### Cranberry Dash Sauce

- 1 can Cranberry Sauce
- 1/2 cup Pineapple Sauce
- 1 dash each Soy Sauce and Worcestershire Sauce

In medium saucepan, bring all ingredients to a boil, remove from heat and let cool. Puree in blender.

Submitted by Lisa Free



## Recipes

### Mr. Bill's Beans

- 1 1lb roll of HOT Pork Sausage
- 1 pkg Pre-cooked Bacon
- 3/4 cup Ketchup
- 1 can Lima Beans
- 2 cans Pork & Beans
- 1 Onion (chopped)
- 1 cup Light Brown Sugar
- 1/4 cup Yellow Mustard
- 1 can Dark Red Kidney Beans
- 1 tblspn Black Pepper

In large pot, cook and crumble sausage until done. Add onion and bacon and continue cooking until onion starts to become translucent. Add beans, ketchup and mustard. Stir evenly, then add pepper and brown sugar. Reduce heat to low and let simmer for 20 mins.

Submitted by Bill Watson



## Recipes

### Mr. Bill's Cheese Dip

- 1 can RoTel Regular Diced Tomatoes
- 1-1lb pkg Velveeta-Cubed
- 1 Onion-Finely Chopped
- Place all ingredients in large saucepan or double-boiler. Heat on medium and stir constantly to blend and prevent burning. When cheese is completely melted and ingredients are blended, serve hot with chips. Also tastes great over eggs or steamed broccoli.
- 1 tblspn Chilli Powder
- 2 tspns Black Pepper

Submitted by Bill Watson



## Recipes

### Cabbage Casserole

- 1 Head Cabbage-Chopped
- 1 1/2 Sticks Butter-Melted
- 1 cup Sharp Cheddar Cheese
- 1 tube Ritz crackers-Crushed
- 1 Small Onion-Chopped
- 1/4 cup Mayonnaise
- 1 can Mushroom Soup

Preheat oven at 350 degrees. Place chopped cabbage in large baking dish. Pour melted butter over cabbage, then salt and pepper to taste. Combine soup, onion, and mayo and pour over cabbage. Layer with cheese and top with crushed crackers. Bake for 45 minutes.

Submitted by Brenda Wilson



## Recipes

### Mexican Bean Dip

- 2 cans El Paso Refried Beans
- 1 can RoTel
- 1/2 stick Butter
- 1 Onion-Finely Chopped
- 1 small can Chopped Green Chilies
- 1 1/2-2 cups Shredded Cheese
- Blend Drain chilies and combine all ingredients except cheese in oven-safe dish. Top with shredded cheese and bake @ 350 degrees for 30-45 minutes or until cheese has melted. Remove from oven and stir to mix cheese with other ingredients. Serve hot or cold with chips.

Submitted by Brenda Wilson



**“ADC Day” at UAPB filled with fun, football, and scholarship money**



About 70 ADC employees and their families participated in some tailgating, donating and football excitement when AACET hosted “ADC Day” at UAPB on Nov.19.

Capt. Mark Stephens and Warden Jimmy Banks of the Varner Unit (pictured left) cooked up hot dogs with all the trimmings. The UAPB Golden Lions took on Texas Southern University and achieved a 42-6 victory for their final game of the 2011 season.

During the half-time ceremonies, ADC Director Ray Hobbs presented a check to UAPB Chancellor Lawrence Davis for \$10,000 from AACET to establish a scholarship endowment for ADC employees. Employees now have three colleges or universities with endowment funds designed specifically for ADC staff.

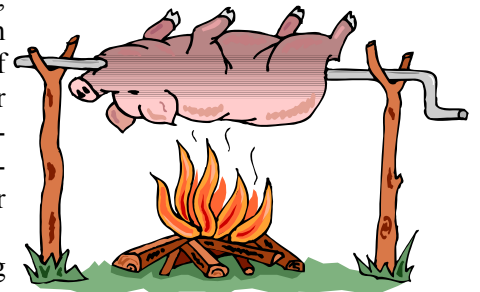
For more information about this and other AACET scholarships, contact your human resources representative or go visit ACCET’s website at [www.aacet.net](http://www.aacet.net).



**Corizon hosts barbecue for Central Office neighbors**



Central Office employees were treated to an early feast on Nov. 22. Corizon, who provides medical services for ADC, hosted the lunch as a show of appreciation for the support received throughout the year from ADC staff.



Whole Hog Café in Little Rock served the delicious pulled pork, beef brisket and smoked chicken with all the trimmings.

A big thanks to George Wilson and Dan Brust of Corizon for the delicious lunch and also to the dedicated members of the Corizon family for their hard work providing medical services to ADC inmates.

**Employees of ADC’s Central Office line up for lunch provided by Corizon and Whole Hog Café.**





# ADC In-Service Training

## 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 staff recognizes adjunct instructors



ADC Training Academy staff and guests enjoy lunch catered by Famous Dave's Barbecue of Little Rock.



Capt. Jimmy Sherman

Ask correctional officer cadets and they will tell you that the ADC Training Academy staff believes in hard work and discipline. However, there are times when it is necessary to relax and enjoy lunch with your co-workers.

Just before the next class of trainees entered the ADC Training Academy in October, the staff set aside time for a barbecue lunch with adjunct instructors who help out at the academy.



Lt. Brenda Dicus and Sgt. Stanley Chukwauanu pin the bars on the Wrightsville Complex's two newest corporals. Cpl. Sasha Paranuk, pictured left, and Cpl. LaDonna Milligan, right, received their promotions on Nov. 28.



Maj. Gordon Davidson, top left; Lt. Larry Cyr instructs a class, right; bottom left, Lt. Bill Beaumont teaches safe driving and above, the academy.

## Spotlight

### One-stop source for training schedules

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".



## Thousands of training hours logged annually at academy

One of the things new employees of the Arkansas Department of Correction learn is that the agency covers a lot of training ground. ADC policy stipulates set training hours for employees based on their positions and that is apparent in the hours logged at the Willis H. Sargent Training Academy.



More than 200,000 training hours were completed in 2010. The academy has two sides – one focused on in-service training and the other basic training for correctional officers. The agency’s 4,000 employees participated in 47,204 hours of in-service training, while cadets aspiring to be correctional officers engaged in 170,680 hours over seven-week intervals.

ADC policy stipulates that new security employees must successfully complete 280 hours of basic correctional officer training. Security personnel also are required to receive 40 hours of training each year in addition to BCOT and 40 hours each year thereafter.

New non-security employees are required to complete the 40-hour correctional security for non-security class. In addition to the initial orientation class, those in administrative or managerial position are required to take 40 hours of training each year (and 40

hours each year thereafter). Clerical and support employees are required to take 16 hours of training in addition to initial orientation and 16 hours each year thereafter. And then there are the annual mandatory refresher courses on subjects such as fire safety and emergency procedures.

Maj. Gordon Davidson, training director, said the average class size for BCOT is 70 cadets and the classes are held 17 times a year. Basic training classes for cadets and in-service classes for other employees are conducted simultaneously, so instructors stay busy.

Capt. Jim Sherman, who is retiring Dec. 31, oversees in the in-service side of the training academy. Lt. Bill Beaumont and Lt. Amanda Jenson are in-service instructors. Capt. Jim Gumm oversees basic training. Instructors for that component include Lt. Larry Cyr, Lt. Roy Dennis, Lt. Melvin Smith and Lt. Martin Lipscomb. The academy staff is rounded out by Tommy Rochelle, Kimberly Johnson, Nichole Metott and Candiss Caldwell.

When instructors aren’t in the classroom, they stay busy researching and writing new courses. BCOT courses are developed based on ADC needs assessments and issues in law enforcement. Davidson said the curriculum is reviewed annually to make sure the academy is on top of current trends. On the in-service side, instructors look at developing courses that will help staff grow in their positions.

“For every one hour of class, it takes on average

three hours of research to develop that class,” Davidson said. “The shortest in-service class we have is four hours.”

Also, online programs such as eCademy and e-Learning are provided through the training academy. This helps staff meet their training requirements, while cutting down on overtime and travel costs from the units to the academy.

The academy, located in the Tucker community since 1999 in proximity to ADC’s Maximum Security and Tucker Units, was established in 1979. The academy was dedicated in 2007 and named in honor of Willis H. Sargent, the man who was instrumental in developing the prison system’s training program.

Sargent moved his family from Wyoming in 1979 to Arkansas to develop the ADC Training Academy and served as its first training administrator.

Prior to Sargent’s arrival, training consisted of showing videotapes to new cadets out of a small trailer at the Diagnostic Unit. He quickly developed lesson plans, hired staff and opened an academy in an old school building near the current Central Office. After getting the academy up and running, Sargent served as warden of the Cummins Unit. He retired in 1996 and died on April 22, 2007. After his death, then-Director Larry Norris asked the Board of Corrections to name the training academy in his honor.

Hundreds of thousands of hours of training later, the academy is still going strong.

## ADC CALENDAR OF EVENTS



### DECEMBER 2011 AIDS Awareness Month

- 20 — Hanukkah
- 24 — Christmas Eve
- 25 — Christmas Day
- 26 — Kwanzaa begins
- 31 — New Year’s Eve



### JANUARY 2012 National Book Month

- 1 — New Year’s Day
- 16 — Dr. Martin Luther King Jr. Day Observed

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



Send information to  
**The Advocate**

Bill.Watson@arkansas.gov

# Friends, family and colleagues gather to “roast” ADC Director Hobbs

It isn't often that colleagues and employees get together to poke fun at the boss -- and get away with it! On Oct. 27, Arkansas Association of Correctional Employees Trust made it possible for some good-spirited fun to be had at the expense of ADC Director Ray Hobbs. “Roasting of the Director” was an evening of good fun, food and raised money for AACET.



AACET Executive Director Kevin Murphy welcomed such distinguished speakers as Assistant Director Dina Tyler, UALR Professor Charles Chastain, local businessman Harold Pointer, Board of Corrections Chairman Benny Magness, former ADC Director Larry Norris and Mr. Hobbs' brother Charles Hobbs, a captain at the Jefferson County Sheriff's Department. The roasters shared stories and told a few jokes at the director's expense.

Mr. Hobbs, however, got the last laugh with rebuttal remarks aimed at his roasters. The program ended with a special announcement from Murphy of “The Ray Hobbs Scholarship,” a perpetual \$2,000 award for college students pursuing degrees in law enforcement or related fields.



“He must be a Vampire...” is Dina Tyler’s theory on ADC Director Ray Hobbs’ “eternal youth.” Friends and colleagues gathered for a night of fun “Roasting the Director” on Oct. 27.



Local businessman Harold Pointer recalls a few “less-than-glamorous” and funny tales about Mr. Hobbs.



Larry Norris, former ADC director recounts the story of Mr. Hobbs and a special mule.

## The New Blues

by Bill Watson





## Special memories of childhood and family fill “A Christmas Story”



A few years ago my son and I watched “A Christmas Story” together for the first time. Most people have seen this movie. Like “The Grinch,” it is one of those seasonal movie staples.

Little Ralphie Parker has a big problem. All he wants for Christmas is a “Genuine Red Ryder BB Gun” with a compass in the stock that tells time. The problem is, every time he mentions his wish an adult tells him, “you’ll shoot your eye out.” While full of comedic moments, the film is a nostalgic look back at childhood and the traditional American Christmas.

As my son laughed at the problems Ralphie had to overcome to, hopefully, get what he wanted for Christmas, I watched a different movie. I saw my dad -- like Ralphie’s “old man” -- coming home after a long day at work, a bit cranky and letting slip the occasional four-letter word when things weren’t quite right. The movie reminded me of a time when kids *believed* that Santa would come and anxiously awaited his arrival.

Watching “A Christmas Story,” I could see my mom in the kitchen, carefully standing guard over the Christmas meal as my brothers and I played outside in the cold December weather. But mostly, I fondly recalled the warmth and the love that kept our family close in both good times and bad. When the movie about reached its heart-warming conclusion, I felt my son cuddle close. He knew Christmas joy didn’t come from Santa, but from those he loves.

This year, sit with your kids and enjoy Christmas. And if you get that BB gun this year, don’t shoot your eye out! — **Bill Watson**

## 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 straight facts! Contact [bill.watson@arkansas.gov](mailto:bill.watson@arkansas.gov) today!*

**“What is the policy for inclement weather like snow or ice?”** State government does not usually close because of hazardous driving conditions. Due to the fact that ADC units are required to be open 24 hours a day, seven days a week, the warden or administrator will develop policies and procedures to cover unit operations during periods of inclement weather.

In the event of early morning severe weather conditions, the governor’s office will determine if these policies will be placed into effect and will announce implementation by 6:30 a.m., if possible. On days declared to be covered by inclement weather policy, all non-essential employees shall report to their work stations by 10 a.m. and given credit for a full day’s attendance. Employees arriving after 10 a.m. will be charged the full amount of time in the tardiness. Those not showing up at all will be charged a full day’s absence. If weather becomes severe during regular office hours, the Warden or Administrator has the discretion to allow employees to leave early for safety reasons and not be charged for leave at that time. However, decisions to keep essential personnel on duty to maintain open units will also be at the discretion of the unit warden or administrator.



## People, places and things



“Tis the season to be jolly!” At least that’s the opinion of Jerry Runyun, ADC’s rehabilitation program administrator. For the past 15 years, Jerry has been dressing as Santa Claus to put smiles on the faces of Benton-area children.

Each year, Jerry and his wife, Sharon, (pictured left with their grandchildren) take the Christmas spirit to day-care centers and local churches as a way of giving back to their community.

“Sharon started coming with me just in the last five years,” Jerry said. “It’s something we feel called to do.” And in spite of the time and effort, the Runyans never charge a fee for what they do. “No child should have to pay to see Santa Claus and Mrs. Claus.” The excitement and joy in the faces of children seem payment enough for this giving couple in the bright red suits!

“**Think Pink!**” While many of their counterparts were still in bed, a dozen feisty ladies from the Cummins Unit were hitting the streets for the fight against breast cancer.

On Oct. 22, the “Cummins Chain Gang” joined more than 44,000 runners and walkers for the **Susan G. Komen Race for the Cure**, promoting their team slogan “Serving a Life Sentence for the Cure.”

Team members are pictured right and include back left, Connie Cook, Angela West, Diane Lenderman, LaDonna Warner, Jonda Drake and Niva Battles; center left, Ruth Spivey and Karen Bottoms; and front left, Billie Tate, Gleenover Knight, Linda Hill and Crystal Wood. Thanks to the Cummins Chain Gang for supporting a great cause!



Two more officers from the ADC Central Office K-9 Division have completed basic police training at the Arkansas Law Enforcement Training Academy in Camden.

Sgt. Brian Cockrell, left, of White Hall, and Sgt. Derek Wilson of Pine Bluff, on Sept. 23 became the third group of ADC officers to complete police. As certified law enforcement officers, Cockrell and Wilson now have arresting authority, which is helpful during routine checkpoints for contraband. ADC often conducts check points prior to visitation to help cut down on the smuggling of contraband into the units. Those found with illegal substances can be arrested on the spot by ADC officers.

Prior to completion of police training, the ADC had to contact other law enforcement officials to arrest suspects. The 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. Brian Cockrell, left, and Sgt. Derick Wilson.



# Promotions & New Hires

<b>Promotions</b>			
<b>Date</b>	<b>Name</b>	<b>Position</b>	<b>Unit</b>
10/23/11	Christine Roman	Sergeant	Ouachita River
10/24/11	Dedrick Mustiful	Food Preparation Supervisor	Maximum Security
10/30/11	Katrina Barrow	Lieutenant	Varner
10/30/11	Gary Bryant	Work Release Supervisor	Mississippi Co.
10/30/11	Cheryl Chapman	Lieutenant	McPherson
10/30/11	Shane Deming	Sergeant	North Central
10/30/11	Jackie Denwalt	Sergeant	Grimes
10/30/11	Monica Fines	Business Operations Specialist	Mississippi Co.
10/30/11	April Kitchens	Administrative Specialist II	Varner
10/30/11	Martha Lacy	Lieutenant	Hawkins
10/30/11	Marion Smith	Sergeant	East Arkansas
10/30/11	Sequita Tillman	Administrative Specialist III	Varner
10/30/11	Meagan White	Sergeant	Wrightsville
10/30/11	Bobby Woodruff	Lieutenant	Grimes
11/04/11	Yolanda Brown	Sergeant	Maximum Security
11/04/11	Jerry Howard	Food Preparation Supervisor	Grimes
11/06/11	Claudia Harris	Captain	East Arkansas
11/07/11	Gary Ralls	Senior Chaplain	Chaplaincy
11/13/11	Kenyon Randle	Sergeant	East Arkansas
11/13/11	Melvin Smith	Training Instructor	Training Academy
11/14/11	Robert Lewis	Sergeant	Mississippi County
11/14/11	Markie Shultz	Records Supervisor	Mississippi County
11/14/11	Climon Williams	Sergeant	Mississippi County

*Happy Holidays*

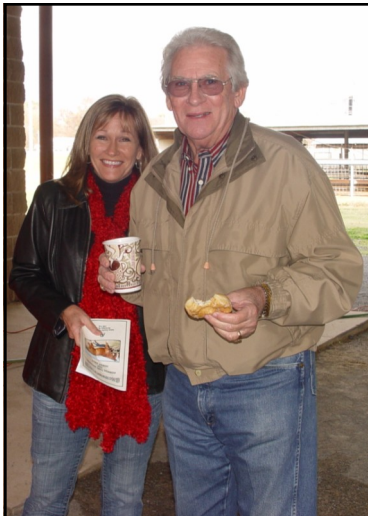
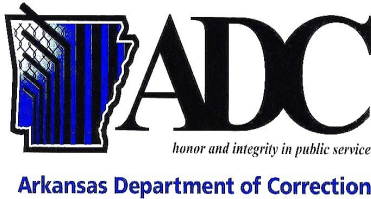


<b>New Hires</b>			
<b>Date</b>	<b>Name</b>	<b>Position</b>	<b>Unit</b>
10/31/11	Ricky Howard	Substance Abuse Program Leader	Wrightsville/ M. Health
10/31/11	Foest Witherspoon	Disease Intervention Specialist	Central Office
11/01/11	Kimberly Brown	Advisor	SOSRA
11/07/11	Lois Ross	Administrative Specialist I	Cummins
11/14/11	Jonathan Burns	Substance Abuse Program Leader	Mental Health
11/14/11	Karl Cherry	Unit Training Supervisor	Max
11/14/11	Ronnie Evans	Computer Support Technician	Admin East
11/14/11	Joshua Jeeter	Computer Support Technician	Admin East
11/14/11	Cassandra Jones	Administrative Specialist I	Construction
11/14/11	April Sides	Program Specialist	Cummins
11/15/11	Katherine Bradley	Fiscal Support Analyst	Admin East
11/15/11	Lauren Reed	Administrative Specialist I	Mental Health
11/16/11	Donnie Shirley	Maintenance Technician	Construction

# ADC Advocate Employee 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.*



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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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Visit ADC on the Web:

[www.adc.arkansas.gov](http://www.adc.arkansas.gov)

# Parting Shots

## Notable Quotables

*"Welcome Christmas, bring your cheer. Cheer to all Whos far and near. Christmas Day is in our grasp — so long as we have hands to clasp. Christmas Day will always be — just as long as we have we. Welcome Christmas, while we stand-heart to heart ... and hand in hand."*

*Dr. Seuss*

