

# THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

February 2015

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## Kelley named ADC Director

Effective Jan. 13, **Wendy Kelley** assumed the role of ADC Director. Kelley had served as Chief Deputy Director since Jan. 2014.

The first female in the role of Chief Deputy Director, Kelley now becomes the first female Director. Kelley had served as the Deputy Director for Health and Correctional Programs since February 2006. In her previous work at the Attorney General's Office, the ADC was one of her major litigation clients for 11 years. She was the Deputy Attorney General supervising the Civil Department for the last four years of her 14 years in that office.

Kelley earned her J.D. in 1987 from the William Bowen School of Law in Little Rock, and a B.A. in 1984 from the University of Arkansas.

A member of the ACA since 2006, Kelley has served on the Adult Corrections and Legal committees since 2008. She was appointed co-chair for the Coalition of Correctional Health Authorities in January 2013.



**Kelley**

## Polar Bear Plunge benefits Special Olympics



**The Polar Bear gets his groove on to the sounds of the prison band just before the benefit plunge.**



ADC employees again supported the annual Polar Bear Plunge, tug-o-war, and walk/run, a fundraiser benefitting Special Olympics which was held Jan. 24 at Pine Bluff Regional Park.

According to new volunteer coordinator, **Terry Reid**, ADC had several participants in the 5K Run/Walk.

The 5K Run/Walk and tug-o-war benefit the Area IX Special Olympics, according to Special Olympics Area IX Director Travis Chisom,

The plunge benefits Special Olympics Arkansas, which includes Area IX.

## Thank you for your service



**Wendy Kelley**  
*Director*

Pinnacle Awards - How do you choose?

I just reviewed the nominees for the Pinnacle Awards and I am again so humbled to be a part of this agency. We have truly dedicated individuals who give so much to make this agency a successful part of the State of Arkansas' safety. In addition to those nominated, I want to congratulate those employees who have served in other ways: earning a degree while working full time, serving in our country's armed forces, working tirelessly to apprehend Inmate Buffington, and taking care of their families at home.

All of this service reminds me of all the support we have. We have other local, state and federal agencies that assist us daily to succeed in our mission. We have higher education campuses that assist in preparing us, our children and our grandchildren to take on additional challenges. There are religious communities that replenish our souls, and community places to strengthen our bodies that include not only places to exercise, but places of treatment and healing.

ADC is so much bigger than security, although that is of utmost importance. ADC's staff makes our communities better places to live, and strives to lead our inmates to set higher expectations of themselves. I couldn't be more proud of the men and women who make this agency a success.

With the Pinnacle Awards, we are choosing to recognize a few who have excelled over this last year, but we are certainly successful because of so many more who dedicate themselves to serving each day as they arrive to work. Every day we live, we are creating a legacy that we will leave behind someday. Our legacy needs to be that every second we are on the job, we are giving our best effort to serve as alert professionals who maintain a safe environment for our staff and inmates. We cannot succeed unless we prepare by knowing the policies of this agency, and we remain fair, firm, and consistent. We must take care of ourselves and our families, so that we are able to be focused and professional on the job. Stay safe and thank you for your service.

## CALENDAR OF EVENTS

### FEBRUARY



#### February 2015

14 — Valentine's Day  
16 — Presidents' Day  
19-22 — SSCA Mid-Winter  
27 — Pinnacle Awards

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



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

### MARCH



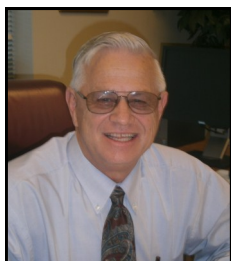
#### March 2015

8 — Daylight Savings Time Begins  
17 — St. Patrick's Day  
20 — First Day of Spring

## Reed named chief deputy, other new roles assumed

In addition to ADC new director **Wendy Kelley**, other new roles were assumed in January.

**Dale Reed** is the new Chief Deputy Director. Reed will be responsible for Emergency Preparedness and the Cummins, Varner, VSM, Ouachita River, Wrightsville, Pine Bluff, RLW, and Ester Units.



**Reed**

Reed began his career with the ADC in 1973 as a Correctional Officer I. Since that time, he has held the positions of Sergeant, Lieutenant, Captain, Major, Assistant Warden and

Warden.

In 1988, Reed was promoted to Warden at the Varner Unit and served in this position until 1993 when he was transferred to the Cummins Unit as Warden. He served in this capacity until June 2003 when he was transferred to the newly built Ouachita River Unit as Warden.

In 2012, Reed received the 2011 Malvern Chamber of Commerce Manager of the Year Award. In 2012, he was awarded the 2011 Pinnacle Award for Warden of the Year.

Reed is a member of the Southern States Correctional Association, Arkansas Criminal Justice Association, Arkansas State Employees Association, Correctional Peace Officers As-

sociation, and the Arkansas Association of Correctional Employees Trust.

Reed is married to Dr. Mary Parker-Reed. He has two children, Melissa and Michael. He also has four grandchildren, Hannah Jackson, Hayley Jackson, Caison Reed, and Cayden Napier. Reed enjoys hunting, fishing, and riding around on Lake Ouachita in his party barge with his wife and his grandchildren.

Reed holds a Bachelor of Arts Degree from the University of Arkansas at Pine Bluff.

**Jim DePriest** is the newly appointed Chief Legal Counsel for the ADC. From 1992 until January 2015,

**Continued on page 4**

## Gearing up for SSCA mid-winter meeting in Little Rock

Several ADC employees met for a tour of the Little Rock Marriott to prepare for the upcoming Southern States Correctional Association mid-winter training conference which is set for Feb. 19-21.



Retired Director Ray Hobbs is serving as the SSCA president, and this year's events will be hosted by Arkansas.





## Chief deputy, new roles . . . continued from page 3

DePriest was employed by the Arkansas Attorney General, first (1992 through 2007) as an Assistant, and later Senior Assistant, Attorney General in the Consumer Protection Division. That Division represents the interests of all Arkansas consumers and has responsibility of enforcing a variety of Arkansas and federal laws designed for consumer protection, primarily the Arkansas Deceptive Trade Practices Act.

And then from 2007 until 2015, DePriest was the Deputy Attorney General for the Public Protection Department of the Office of the Attorney General. The Public Protection Department includes the Consumer Protection Division, the Consumer Utility Rate Advocacy Division, the Environmental Division, the Anti-Trust Division, and the Tobacco Division.

DePriest is a graduate of the University of Connecticut (B.A. History, 1977) and the University of Arkansas at Little Rock School of Law (J.D., 1980). He has practiced law in Arkansas since 1980. From 1980 until 1983, he served as Attorney for Inmates at the Arkansas Department of Correction and from 1983 until 1992 he served as a staff and managing attorney for Central Arkansas Legal Services.

He lives in Little Rock with his wife, Tish. They have two grown sons, Alex and Patrick.

**James "Hoot" Gibson** has been selected to serve as Warden of the Delta Regional Unit where he has been leading the Unit as Deputy Warden.

Gibson began his career with the ADC at the Cummins Unit as a Correctional Officer I in March 1977. He was promoted to Sergeant in Field Security. In the fall of 1979, he was promoted to Lieutenant in Field Security while at Cummins. From 1982 through 1985, Gibson supervised the Regional Maintenance crews at the Cummins Unit. He was transferred to the Dog Kennel as supervisor, also at the Cummins Unit.



**DePriest**

He was promoted to Major of the Varner Unit in October of 1989.

In September of 1995, he was promoted to the Internal Affairs Division as an investigator and coordinator of the Security Threat Group at the Central Office. Gibson maintained that position until March 2003, when he was promoted to Internal Affairs/Investigations Division Administrator. He remained in that position until October of 2010 when promoted to Deputy Warden of the Varner/Varner Super Max Unit. In November of 2011, Gibson was transferred to Delta Regional Unit.

Gibson holds a Bachelor's Degree in Criminal Justice from the University of Arkansas at Pine Bluff. He has taught Security Threat Group classes for the Basic Correctional Officer Training as well as Advanced Correctional Officer Training courses at the Training Academy. He also travels around the state teaching "In-Service Training" to the Departmental Units, as well as outside law enforcement agencies.

Gibson joined the National Gang Task Force in 1994, and was named the State Coordinator for the State of Arkansas in 1998. He was appointed a member of the Executive Board of the National Major Gang Task Force in 2003, a position he continues to hold.

Gibson has been married to wife Linda, ADC Fire and Sanitation Coordinator, for 30 years. They have three sons, Daniel, Kris, and Jeff, one daughter, Cummins Grievance Officer April Gibson, and ten grandchildren.

Congratulations to **Shelli Maroney Hamilton** as she promoted to Classification Administrator. Shelli began her career with ADC in October of 1996 as an Administrative Assistant. She has worked at the Diagnostic Unit, Central Office, Construction/Maintenance Division and the Pine Bluff Unit. She was the ADC/ACC Records Supervisor of Pine Bluff Unit and has been since February 2012.

In addition three Wardens have as-

sumed new roles. Warden **Danny Burl** will lead at the Maximum Security Unit. Warden **Billy Straughn** will lead at the Cummins Unit. Warden **Gaylon Lay** will lead at the East Arkansas Regional Unit. Major Derwin Metcalf, currently at Delta Unit, will be moving to the Benton Unit. Major Metcalf began his career with ADC in March of 1988 as a Correctional Officer at the Pine Bluff Unit. Metcalf has worked his way through the ranks at the Pine Bluff Unit and Delta Regional Unit.

In addition, several majors have transferred to different Units.

**Major Derwin Metcalf**, currently at Delta Unit, will be moving to the Benton Unit. Major Metcalf began his career with ADC in March of 1988 as a Correctional Officer at the Pine Bluff Unit. Metcalf has worked his way through the ranks at the Pine Bluff Unit and Delta Regional Unit.

**Major Roderick Johnson**, currently at North Central Unit, will be moving to Delta Regional Unit. Johnson began his career with ADC in November of 2002 as a Correctional Officer at the Wrightsville Unit. Johnson has worked his way through the ranks at the Wrightsville Unit, Randall L. Williams Unit, Varner Super Max, Delta Regional Unit and North Central Unit.

**Major Anthony Jackson**, currently at Benton Unit, will be moving to the Cummins Unit. Major Jackson began his career with ADC in December of 2003 at the Cummins Unit as a Correctional Officer. Jackson has worked his way through the ranks at Cummins Unit, Maximum Security Unit and Benton Work Release Unit.

**Major Maurice Culclager**, currently at Cummins Unit, will be moving to McPherson Unit. Major Culclager began his career with ADC in January of 1987 as a Correctional Officer. Culclager has worked his way through the ranks at McPherson Unit, Cummins Unit, Maximum Security Unit, Varner and Varner Super Max.

Director Kelley has asked for our support of these employees as they make their transitions.



**Gibson**

## ARKANSAS DEPARTMENT OF CORRECTION

**RED RIBBON RUN  
SCHOLARSHIP RECIPIENT  
GUIDELINES**

Scholarship applications will be provided to the following schools:

Pine Buff High School

Dollarway High School

Watson Chapel High School

White Hall High School

- Scholarships will be given to a **graduating high school senior** from Jefferson County. (Also includes all High Schools seniors who are children of employees of the Department of Correction and Correct Care Solutions)

The recipient **must** attend an accredited college or university in the State of Arkansas.

The recipient must be a citizen of the USA.

The number of hours a scholarship recipient **must carry** will be 12 hours or more per semester.

The Red Ribbon Run Committee or an appointed designee will look at the financial need of each applicant. (Proof of financial need should be given on the application).

The number of scholarships given this year will be five (5) at \$750 each. (Only when monies are available and voted on by the Committee shall the number and dollar amount change.)

Scholarship monies will be used for (a) tuition (b) books, (c) fees or (d) equipment.

**The scholarship check will be made payable to the college or accredited school.**

The applicant **must have a 2.00-point grade average** to be eligible for a scholarship from the Department of Correction – Red Ribbon Run committee.

**Scholarship applications must be completed in full before the committee will accept.  
Applications must be returned to Shirley Lowe by **April 3, 2015**.**



**Applications can be found on the  
Spotlight and on the ADC website un-  
der the RESOURCES tab.**



# Health Matters

## How to make your New Year's resolutions stick

Does the thought of making New Year's resolutions make you groan?

It may be time to put that cynicism away.

While it's true that many people give up on their resolutions within the first few weeks of the year, a significant number are successful.

In fact, between 40 and 46 percent of people manage to keep their New Year's resolutions at six months, according to research by John C. Norcross, Ph.D., a professor of psychology at the University of Scranton in Pennsylvania.

"You are 10 times more likely to change by making a New Year's resolution compared to non-resolvers with the identical goals and comparable motivation to change," said Norcross, who has been studying self-



change and New Year's resolutions for more than 25 years.

Once made by as many as 60 percent of U.S. adults, the tradition of making New Year's resolutions has lost its pull over the years, attracting around 45 percent today.

"New Year's used to be a time of reflection, but now it's seen as a time for celebration," Norcross said, adding that the tradition is "a valuable opportunity to increase the quality of life."

Ongoing, scientific polling data

on popular resolutions isn't available, but health issues perennially top the lists, cropping up under diet or exercise, Norcross said. Financial issues, such as saving more money or getting a new job are also popular.

Quitting smoking is one resolution that has fallen in popularity, following the decline in smoking, Norcross said.

So what works when it comes to keeping those resolutions?

Although we have missed Norcross' suggestion to create a plan before the year begins, his research also shows that creating a specific plan with realistic and attainable goals is crucial, along with psyching yourself up with enough confidence to withstand any slipups. Publically announcing your goals is also important, he said.

Avoiding goals that are overly ambitious is important for success, said Riska Platt, R.D., a nutrition consultant and American Heart Association volunteer in New York.

"Don't try to reinvent the wheel all at once," Platt said. "Too many people bite off more than they can chew, in the literal sense."

If getting more exercise is your goal, experts say it is critical to find something that fits within your current lifestyle, is easily accessible and is something you like to do.

"The best kind of physical activity is the one that you will do on a regular basis," said AHA volunteer Russell Pate, Ph.D., an exercise physiologist and professor with the University of South Carolina's Arnold School of Public Health.

Another suggestion is to perspire and persevere. Track your progress



and reward your successes, but don't be surprised — or defeated — if you slip up.

"Don't let one missed exercise class end the exercise program," Norcross said. "One research study showed that 71 percent of successful resolvers said their first slip had actually *strengthened* their efforts."

When it comes to improving your diet, giving up certain foods cold turkey may not be the best approach, Platt said.

"Sometimes a first step can be just eating one bite less, or making the plate or glass size smaller so that the calories become more manageable," she said. "Stop looking for a magic bullet. Figure out how you're going to work with your favorite things and control your intake of them so it's not just a habit or all the time."

And finally—persist! Prepare for the long haul by cultivating social support, and don't expect immediate results. Meaningful change takes three months to become routine.

"Think of resolutions as marathons, not 100-yard dashes," Norcross said. "Prepare for the long haul of a changed lifestyle."

*Excerpts from the  
American Heart Association website*

## Inspiration and motivation in corrections



**Cathy Frye**  
Public  
Information  
Officer

In the fall of 1999, I was a new reporter at the Arkansas Democrat-Gazette when my editor asked me to take on a new beat.

"Would you mind covering the prison system?" he asked.

"I'd love to," I told him. And I meant it.

The world of corrections fascinated me. It was a challenging beat, to be sure, but I found so many stories to tell — stories about the many facets of the prison system and the human lives that intersect within its walls.

I wrote about the Prodigal Daughters, the PAL program and the inmates who put together the braille textbooks for the state's School for the Blind.

I covered the first Manhunt Field Trials held in Arkansas.



I was there when the first Paws and Prison dogs were brought in.

Many of you have known me for years. Those who don't? Well, I look forward to meeting you.

I'll be making the rounds in the coming months, only this time, I'll be doing so as the Arkansas Department of Correction's new public information officer.

And when I meet you, I hope that you'll share with me any stories that might enlighten or inspire the public.

I know those stories exist, because I wrote them.

Dottie, the 19-year-old dog that shadowed Warden David White? Check.

The little girl who received a prison horse for Christmas? Check.

The female inmates who are growing and tending roses? Check.

My favorite was the one about an inmate who, while participating in Pathway to Freedom, learned that one of the mentors had adopted his daughter.

The public will always want to know about escapes. People will always be curious about how we do

things, or why. Sometimes, they will question our practices.

The world of corrections is difficult for society to understand.

So it's up to us to educate. We answer tough questions. We learn how to gracefully handle criticism.

And we share stories that help the public see that this is a world of many nuances.

Yes, people come to us because they did bad things. Yes, this is a tough environment in which to work. But amazing things happen within the walls. I know, because I've seen them.

And just as we offer explanations for the things that the public questions, we should also offer stories that inspire and motivate.

As we begin to focus more on reentry and rehabilitation, we need such stories to enlist the help of the public.

We need society's interest. We need its volunteers.

So, please. When you see or hear of something that might make a story, call me.

Because that is the duty with which I am charged: Telling our story.



## Food for Thought

### TOO MANY IRONS IN THE FIRE (to be involved in too many things)

Blacksmiths place cold metal rods into their forge fire and wait for them to heat up to a pliable temperature. If they try to work the metal at too low a temperature, it requires hammering it twice as hard. Conversely, if the metal is allowed to get too hot, it will melt or possibly disintegrate. Having too many irons in the fire produces the problem of not being able to keep track of the stage of heating for each rod. Only so many pieces can be worked before wasting resources. Like life, there is just so much that can be done at a time in order to reach goals.



## Firm, Focused, and Fit

By Arlen K. Parham

In the midst of the various challenges that we face whether on the job or life in general, it is important to be firm, focused, and fit in order to make the most out of life.

It is important to stand firm on what you believe in. An old saying goes ... *if you don't stand for something, you will fall for anything*. Especially in our field of corrections, how firm you stand can determine your success or failure.

You can obtain success when you stand as firm as a tree — grounded and rooted — not as leaves tossed back and forth by the wind. When you stand firm each and every day other people will know how to deal with you. And even if they don't like you, they still have to respect you.

It is important to stay focused. There are so many distractions that one encounters on a daily basis that can cause you to lose focus and not reach goals or objectives that you have set for yourself. It has been suggested that you make

a journal of what you want to accomplish throughout your day. And then, like an arrow headed to the bull's eye, try not to stray from it.

It is important to stay fit. There is evidence that staying physically fit reduces stress which can prevent you from being at your best. Staying fit can help you maintain or regain that youthful drive and can aid you in the area of thinking and reasoning.

So take some time out of every day — stretching, running, weight lifting or other forms of physical exercise.

Standing firm, staying focused and saying fit will help you accomplish many of the things that you have set out to do this year.

*Sgt. Parham is an Arkansas National Guardsman and pastor. He is over Emergency Preparedness at the Mississippi County Work Release Center. He encourages firmness, focus, and fitness in line with 'Character First.'*

# Around ADC

## Christmas Door Contest

A Christmas door decorating contest was held at both the Grimes and McPherson Units. And the winners were ... at Grimes: Classification, left picture, and at McPherson: Lisa Lindsey.



*Adversity is like a strong wind. It tears away from us all but the things that cannot be torn, so that we see ourselves as we really are.*

- Arthur Golden



# Policy Spotlight



Facts about policy and conduct

*Do you have questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts. Contact KAT at [kathlyn.atkinson@arkansas.gov](mailto:kathlyn.atkinson@arkansas.gov) with questions.*

## EMPLOYEE HANDBOOK

### Leave Programs (in part . . . more to come in following editions)

**Military Leave and Re-Employment of Veterans** – Full-time state employees who are members of the Arkansas National Guard or any of the U.S. Armed Forces Reserves will be granted leave at the rate of 15 working days per calendar year, plus necessary travel time for annual training purposes. Up to 15 military leave days may be carried over to the succeeding year for a maximum of 30 military leave days for that calendar year. Military leave for annual training or other official duties will be granted without loss of pay and shall be in addition to regular vacation time. The employee must attach a copy of military orders to each request for military leave.

**Active Duty for Military Service**– A full-time employee who is drafted or called to active duty in the Armed Forces of the United States, or who volunteers for military service, shall be placed on extended military leave without pay; all unused sick leave at the time of military leave will be reinstated when the employee returns. However, all unused annual leave may be paid to the employee before starting the period of leave without pay, except in cases when the employee is returning to active pay for training. Any Compensatory Time should be used before beginning the leave without pay for military service.

**Active Duty for Specialized Training** – In cases where an employee volunteers or is ordered to active duty for special training, the employee will be placed on leave without pay for the period of training unless the employee elects to use accrued annual leave. This leave is given in addition to annual military training. The employee retains eligibility rights, including accumulated annual leave (unless the above option has been exercised), and any sick leave not used at the time the employee begins the training. The employee does not accumulate annual or sick leave during the leave without pay period, and the annual leave accrual rate will be calculated as though there had been no period of absence.

When the employee is released from active duty, the employee shall be reinstated to the position vacated, or an equivalent position for which they are qualified, in the same agency or its successor.

The reinstatement right shall be valid only if the employee seeks re-employment by application within 90 days of release from active duty, except in the case of an employee ordered to an initial period of active duty in a branch of the military reserve for training of not less than three consecutive months. These returning reservists are entitled to reinstatement rights for a period of 31 days after release from active duty, subject to the same terms and conditions as returning veterans. In both cases, this eligibility for re-employment rights may be extended by provisions stated in the Veteran's Re-Employment Rights Statute.

The reinstated employee will not lose any seniority rights with respect to leave accrual rates, salary increases, reduction in force policies, or other benefits and privileges of employment.



Former employees returning to state service after military service, but who extended their enlistment or re-enlisted for additional military service beyond the initial period for more than a period of four years (or five, when re-enlistment was at the request of the military), will lose all reinstatement rights and will be considered a rehired.

Full-time state employees who are called to active duty in emergency situations, as declared by the Governor or President, shall be granted leave with pay. The period of leave with pay will not exceed 30 working days. Periods beyond the 30-day limit may be charged to annual leave at the employee's option and, if necessary, to leave without pay. Military leave for emergency situations is granted in addition to annual military leave for training purposes and normal vacation time.

# TRAINING ACADEMY

Training Academy Graduates: Class 2014-Q, Jan. 16, 2015



Erin Broughton, Brownlee Brandon, Chad Brunt, Freeman Burrow, Rex Burrow, Matthew Felsburg, Everette Goins, Theresa Helms, Tarbin Henderson, Garry Jenkins, Kiyan Jones, Clifton Kemp, Natalie Kimble, Destiny McGrew, Shoronda McKinney, Gaberiella Owens, Jason Patchen, Laylyn Rhodes, Nikita Richardson, Rashonda Smith, Tevin Smith, Mark White, and Micha Wrinkle.

The Willis H. Sargent student for Class 2014-Q is Tarbin Henderson, EARU, in photo third from left, with Captain Randy Callas, Deputy Warden Judy Taylor, and Training Director Fred Campbell.



Kurtis Holcomb, middle, is pinned the new Lieutenant at the Pine Bluff Unit by Major Randy Straughn, left, and Lt. Ricky Brooks.

# Promotions & New Hires

## PROMOTIONS

12/07/2014	Markesia Adams	Food Preparation Supervisor	Cummins
12/07/2014	Daniel Golden	Program Specialist	Benton
12/07/2014	Angelah Kennedy	Sergeant	Maximum Security
12/07/2014	Martha Lacy	Training Instructor	Training Academy
12/07/2014	LaQuinta Lockhart	Food Preparation Supervisor	Wrightsville
12/07/2014	Bob Love	Lieutenant	Randall Williams
12/07/2014	Gregory Newsom	Sergeant	Maximum Security
12/07/2014	Jason Nichols	Work Release Center Supv	NWAWRC
12/07/2014	Roxanne Stewart	Sergeant	Central Transportation
12/07/2014	Audrey Wilkins	Lieutenant	Tucker
12/14/2014	Tracey Lawrence	Agency HR Manager	Human Resources
12/15/2014	Daryl Rodgers	Agriculture Unit Supervisor II	Farm
12/21/2014	Eric Carpenter	Sergeant	Ouachita
12/21/2014	Calvin Ford	Sergeant	Grimes
12/21/2014	Samuel Hargrave	Agriculture Unit Supervisor II	Farm
12/21/2014	Bruce James	Sergeant	Varner
12/21/2014	Johnny Jenkins	Agriculture Unit Supervisor II	Farm
12/21/2014	Christopher Pennington	Sergeant	Delta
12/21/2014	Amanda Powell	Sergeant	Maximum Security
12/21/2014	Hazel Robinson	Sergeant	Varner Supermax
01/04/2015	Cantrell Bass	Sergeant	Cummins
01/04/2015	Edward Coopwood	Sergeant	East Arkansas
01/04/2015	Darnell Davis	Agriculture Unit Supervisor II	Farm
01/04/2015	Linda Dixon	Deputy Warden	Hawkins
01/04/2015	George Duncan	Sergeant	Varner
01/04/2015	Ebony Harris	Training Instructor	Training Academy
01/04/2015	Kurtis Holcomb	Lieutenant	Pine Bluff
01/04/2015	Edward Johnson	Food Preparation Supervisor	NWAWRC
01/04/2015	Jeannie Lucus	Lieutenant	Hawkins
01/04/2015	Glenn Reed	Food Preparation Supervisor	Tucker
01/15/2015	Alicia Johnson	Sergeant	Construction
01/18/2015	Edith Ball	Food Preparation Supervisor	McPherson
01/18/2015	Frankie Brooks	Sergeant	Varner
01/18/2015	Clarence Capps	Sergeant	Varner
01/18/2015	Quinton Cloird	Sergeant	Varner Supermax
01/18/2015	Zachary Cosner	Computer Support Analyst	Information Systems
01/18/2015	Sonya Dildine	Food Preparation Supervisor	Mississippi County
01/18/2015	James Gibson	Warden	Delta
01/18/2015	Donna Heflin	Fiscal Support Analyst	Accounting
01/18/2015	Cheryl Jones	Lieutenant	Varner
01/18/2015	David Hutchinson	Sergeant	Tucker
01/18/2015	Lajoya Norman	Sergeant	Cummins
01/18/2015	Latosha Young	Food Production Manager	Benton

## NEW HIRES

12/01/2014	Veronica Anderson	Administrative Spec II	East Arkansas
12/15/2014	Keith Chamberlain	Chaplain	Chaplaincy
12/22/2014	Regina Johnson	Administrative Spec I	East Arkansas
12/22/2014	Terry Reid	Volunteer Pgm Coord	Central Office
12/29/2014	Bill Huckaby	Agri Unit Supv II	Farm
01/05/2015	Luberther Bailey	Advisor	Mental Health
01/05/2015	Elizabeth Bucolo	Psychologist	Mental Health
01/05/2015	Mary Butler	Food Prep Supv	East Arkansas
01/05/2015	Rhonda Campbell	Food Prep Supv	McPherson
01/05/2015	Cathy Frye	Public Info Officer	Central Office
01/05/2015	Richard Hofmann	Maintenance Technician	Construction
01/05/2015	Rosalyn Wilson	Lic Master Social Worker	Mental Health
01/12/2015	Lacandiacé Moses	Assct Profssnl Counselor	SOCNA
01/14/2015	James Depriest	General Counsel	Central Office
01/18/2015	Vernon Robertson	Major	Grimes
01/20/2015	David Cox	Agri Unit Supervisor I	Farm
01/20/2015	Heather Garcia	Lic Profssnl Counselor	Mntl Health-McPherson
01/20/2015	Jeffrey Henig	Chaplain	Varner
01/20/2015	Matthew Jennings	Computer Spprt Tech	Information Systems



# 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.

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

**Visit ADC on the Web @ [www.adc.arkansas.gov](http://www.adc.arkansas.gov)**

# Parting Shots



**Arkansas Department of Correction**

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