

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

March 2013

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Phase II of North Central expansion underway

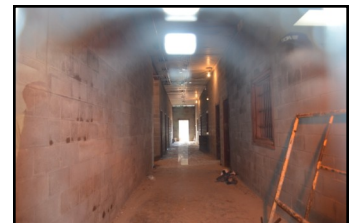
Construction is underway on Phase II of the North Central Unit expansion. The project consists of a 100-bed barracks and an area for four additional classrooms, non-contact visitation and waste water treatment plant improvements.

Assistant Director Leon Starks of the Construction and Maintenance Division said all of the work is expected to be completed in the spring of 2014.



A view (above) of the construction at NCU, and (at right) peering through the window of the new school addition.

Phase I was recently completed at North Central. That project consisted of a 12,800 square foot, 100-bed barracks, which is now occupied. The laundry, kitchen and boiler room were also upgraded during Phase I to accom-



modate the additional inmates, Starks said.

Warden David White said the 100-bed expansion in Phase I came in the form of two 50-man barracks and he is anticipating the completion of Phase II.

"Completion of the total project is slated for a year from now, and hopefully operational funding will be available," he said.



The laundry area (top photo) and another view (bottom photo) of the construction at NCU.

The five enemies of unity can kill teamwork

“Coming together is a beginning. Keeping together is progress. Working together is success.” – Henry Ford

Teamwork is very important, especially in our work environment here in the prison system. Every employee is dependent on his fellow employees working together and doing their part. No single person can accomplish goals alone; it takes everyone on the team to make it happen. In that respect, ADC is a team of more than 4,000, which is broken down into many smaller teams by units and various divisions.

The value of being a team is in the togetherness and unity. We see that concept highlighted biblically (two are better than one) and in a variety of adages and sayings (two heads/eyes are better than one). Teamwork is an easy notion to sell. That’s why there are so many books and training sessions offered on the topic.

So, we’re all on board for working as a team.

One of the training sessions during the SSCA Mid-Winter Conference was on leadership and the five enemies of unity. As the training unfolded, I thought about how the enemies of unity can kill the team.

Meet the enemies: Failure to communicate, lack of shared purpose, gossip, unresolved disagreements and sanctioned incompetence. These aren’t charac-



Ray Hobbs
ADC Director

ters anyone wants to invite to dinner, but somehow they manage to show up at the table.

Failure to communicate breaks down trust and spreads misinformation like a virus. We can combat this by providing our team with information about what is going on – good and bad. This keeps people from

thinking they aren’t included and aren’t being told what they need to know. When the facts are shared, there’s less room for speculation. Be proactive in communicating with your peers and the people you supervise.

Lack of shared purpose is an obvious killer of unity. If you’re traveling to an unknown destination and don’t have a GPS or map, you won’t have a clue where you’re going and most likely won’t get there. It’s important to have a common goal or mission and a shared vision of how it will be accomplished. Define those goals and dreams and talk them over with the team. That’s how everyone arrives together.

Gossip is public enemy number one to building unity and a solid team. Gossip divides and de-

stroys. If you have a problem with someone, go to that person. Don’t seek out people with common divisive issues and feed off one another.

And that’s a good segue into the fourth enemy: unresolved disagreements. We’re all going to disagree from time to time and we may say things -- intentionally or unintentionally -- that are hurtful to others. When these types of things happen, it is important to act quickly and not let disagreements fester and become divisive to the team.

And finally, the last enemy is sanctioned incompetence. This one is probably more specific to supervisors. This deals with that team member who can’t or won’t do their share. You remember those group projects you were assigned in school and how you felt about the goof off who didn’t do his part; that’s how employees feel when supervisors allow that behavior to go unchecked. If you don’t take action when someone is not doing his job, it creates a motivational issue for the rest of the team.

So keep those lines of communication open, folks. Make sure your team members have common goals, don’t gossip, resolve problems and don’t let the slackers get by with it. That’s the way to build a unified team.



Director Hobbs interacts with the presenter of ‘The Five Enemies of Unity’ during the recent SSCA Mid-Winter Conference.

Arkansas tops 14 states in SSCA membership

Assistant Director Grant Harris, state representative to the Southern States Correctional Association, told SSCA's Membership Committee that Arkansas currently has 490 members, making it the largest state representation of the 14-state organization.

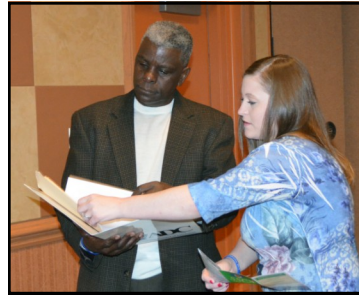
SSCA's Mid-Winter Conference was held Feb. 22 and 23 in Oklahoma City, Okla. ADC Director Ray Hobbs was sworn in as SSCA vice president. In that role, he presides over four committees: Membership, Long-Range Plan-



ning, Time and Place and David H. Williams Scholarship.

Others attending in addition to Hobbs and Harris, were Jada Lawrence, executive assistant to Hobbs; Roy Agee, 309 Coordinator; Tommy James, deputy warden; Stacia Lenderman, HR administrator; Shelly Jones, unit human resources manager and Shea Wilson, communications administrator.

Arkansas will host the SSCA winter and summer conferences in 2015 in Little Rock.



Service awards recognize 30 years of service to ADC

Five ADC employees received plaques recognizing 30 years of service by ADC Director Ray Hobbs and members of the management team. They include, in left photo, Linda Robertson Gibson, Central Of-

ice; Betty Morgan, SOSRA and Freddie Sanders, Cummins Unit. Not pictured is Obadiah Davis, Tucker Unit.



Health Matters

Watery eyes, sneezing, wheezing : Spring is the season for allergies

They're coming soon ... those April showers. If April showers bring May flowers plus sneezes and a runny nose, allergies are probably to blame.

Allergies are a short-term inflammation of the mucous membranes that line the nasal passages. "Hay fever," as the condition is commonly called, is caused by airborne pollens from trees, grasses, flowers, and weeds. Allergy season typically kicks off in the spring and fall when certain trees or grasses pollinate. When pollen season starts and how long it lasts varies throughout the country. In southern states, trees can start pollinating as early as late February and grass can start by the end of April. Another round of allergies may begin in late summer or early fall when ragweed is the culprit.

Allergies caused by pollen and other allergens affect 40 million Americans and cost more than \$1 billion in annual treatment costs. Although it's usually not a dangerous condition, it can be very uncomfortable and, for some people, can severely disrupt daily activities. The standard reactions include sneezing, itchy throat, headache, swollen sinuses, runny nose, and itchy, watery eyes.

In allergies, airborne pollen from various seasonal plants—or, in some cases, spores from mold—enter the body through the eyes, nose, or throat, and trigger an allergic reaction. Normally, the immune system does not respond to mild substances like pollen and mold. But in sensitive individuals, the body's defense mechanism views these allergens as it would an infectious agent and mounts an attack. Once the immune system has detected the "invader," it unleashes a cascade



of chemicals such as histamine and other compounds resulting in localized inflammation that leads to irritation and discomfort.

Allergies produce an array of symptoms, including eye irritation, sneezing, and congestion. Hay fever is not caused by hay, nor does it result in fever.

Common Symptoms of Allergies

- Sneezing
- Runny nose
- Congestion
- Itchy, watery, red eyes
- Itchy throat
- Dry cough
- Impaired sense of taste or smell
- Sleep disturbances

Although allergies can develop later in life, they usually show up before age 20. The average age that allergies begin is 10 years. Sometimes, people first get allergies as young adults or, occasionally, in middle age or later years. Like other problems that involve an abnormal immune system response, allergies tend to run in families. More than half of hay fever sufferers have a close relative with a history of allergies.

To determine what is causing your symptoms, your doctor will start with a medical history. Allergic symptoms that show up during pollen

season are the biggest indication that you are suffering from allergies.

Allergies can be triggered by many things, including exposure to house dust and animal dander. Your doctor will want to know if you have pets, if anyone in the house smokes, or if you are taking any medications in order to decipher the cause of your symptoms. Your doctor also will want to know how old you were when you started getting allergy symptoms and if anyone in your family suffers from allergies.

A physical examination can help your doctor rule out mechanical or physical abnormalities that may be causing your symptoms.

When pollen counts are high, seek refuge in a climate-controlled environment if possible. The pollen count peaks between 5 a.m. and 10 a.m. each day. Try to stay indoors during those hours. If you are commuting to work when pollen is at its worst, keep your car windows rolled up and use the air-conditioning. If you think it is too cool for air conditioning, remember that you can adjust the temperature on your dashboard. The air can be "conditioned" and be warm at the same time. Wearing sunglasses may also help to keep pollen out of your eyes. Listen to the radio or watch television news to find out the day's pollen count. If it is high, delay outdoor activities or at least bring allergy medications with you. Some people get monthly allergy shots. You can ask your doctor if those would help lessen your symptoms.

Excerpts from the Physician's Desk Reference (pdrhealth.com)

Shores promoted to Emergency Preparedness Coordinator

Randy Shores has been promoted to the position of emergency preparedness coordinator for ADC. In his new position, he has the rank of major.

Shores began his career with the Arkansas Department of Correction in 1998 and has served as a correctional officer, field crew supervisor, emergency response team leader, and prior to promoting to this position, he was a lieutenant and served as the department's communications manager.

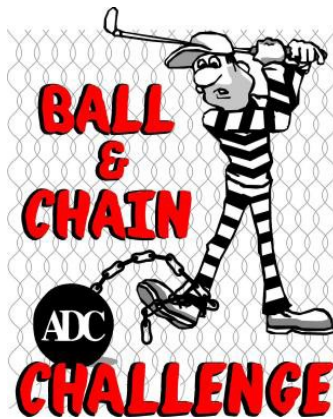
Shores is not only a veteran to corrections but also a veteran of both operations Desert Storm and Iraqi Freedom.



Ball and Chain Challenge 2013 tournament swings into action

The 2013 ADC Ball and Chain Challenge golf tournament is fast approaching. The ninth annual event, sponsored by the Employee Associations of the Arkansas Department of Correction and Arkansas Association of Correctional Employees Trust, will take place at the Harbor Oaks Golf Course in Pine Bluff on May 20.

"We are planning on 60 teams from state agencies, law enforcement and correctional agencies from across the state," stated Director Ray Hobbs, honorary tournament chair. "Funds raised benefit the



Arkansas Association of Correctional Employee Trust (AACET), which is a 501(c)3 non-profit association to assist our own employees in the event of a crisis or catastrophic need."

Teams will take part in

morning and afternoon flights, with trophies and prizes awarded to the top three teams of both flights after each round. Other contests include Closest to the Pin, Men and Women's longest Drive. Trophies and prizes will be awarded for morning and afternoon flights.

Pre-registration is now open for the event, and the entry form is located on www.aacet.net.

The entry fee is \$75 per person, and pre-registration is limited to public agency employees/guests team members until April 12, 2013.

Vendor sponsors may pre-register if tournament sponsorship accompanies registration.

Open invitation from April 12 to May 1 - limited to first 60 registered and paid teams.

Registration includes green fees, cart, practice balls, noon lunch, 5:30 p.m. dinner, and beverages. Space is limited, so be sure that you register early!

For more information contact Tracy Robertson at 850-8995, Donna Stout at 850-8526 or Kevin Murphy, Tournament Coordinator, at 501-412-2198 or kevin.murphy@aacet.net.

Red Ribbon Run Scholarship application on Spotlight

Five \$750 scholarships are available for graduating seniors of 2013.

These scholarship are intended for employee's children who will be graduating from high school in 2013. This also includes any graduating seniors from Jefferson County schools.

The Red Ribbon Run Scholarship Recipient Guidelines and application are located on the web on the ADC Spotlight, under Announcements.

Additional information on scholarships is available through the Association of State Correctional Administrators. Visit the 'Corrections Directions' website:

[http://www.asca.net/system/assets/attachments/5447/343663%20N\[1\].pdf?1360595332](http://www.asca.net/system/assets/attachments/5447/343663%20N[1].pdf?1360595332)

Chili cook-off, sponsored by COEA, lights up the day

The Central Office Employee Association sponsored its annual chili cook-off on Feb. 11, with a total of nine entries competing for the best chili.

After being judged by Director Ray Hobbs, Deputy Director Wendy Kelley and Rhonda Almanza of Corizon,

the association announced the following winners and their prizes: Jimmy Mizell, first place, Cummins, \$50; Roy Agee, second place, Central Office, \$30; Ann Teer, third place, Central Office, \$20 and honorable mention went to Lloyd Pace of the Cummins Unit.

Fighting the winter chill with chili

Hobbs, right, enjoys the job of judging, along with Kelley and Almanza, far right. Winner Mizell (bottom photos) with CO Association officer Mike Deloney, and second and third place winners, respectively, Agee and Teer.



Nearing 100, Tucker Unit receives needed retro-fits

The Tucker unit, located on the 4,420-acre tract of 'Tucker family' property which was purchased in 1916, will be 100 in a few years.

Presently, the nearly-solid wall between the hallway and the mess hall is being retro-fitted to allow visibility. All "windows" that were once located near the top of the cinder block wall have now been moved to a more visible level, rotated, and painted.

In addition, barracks 5,6,7, and 8 have new doorways with better security.

Two new non-contact visitation rooms are being formed from existing halls.



New windows and more secure barracks doorways.



AEEA celebrates Valentines, benefits American Heart Association

The Administration East Employee Association celebrated Valentine's Day with a bake sale and chili pie lunch on Feb. 14, 2013.

The event raised \$400 and a check was presented to Lloyd Webre from the American Heart Association.



In photo above Susan Villareal, right, gives Rene Quindo a baked item from the sale.



Donation

Members of the AEEA present a check to American Heart Association representative Lloyd Webre, fifth from left, shown here with board members Susan Villareal, from left, Rene Quindo, Jewel Reep, vice president Becky Watts, Webre, president Heather Harris, treasurer Rose VonTungeln and secretary Renee Hunthorp. In the photo to the left, Harris and Watts give the chili pot a stir.



Dolly Boyd is surprised with a retirement party on Feb. 27, her last day at Central Office. She retired after 33 years.

Policy Spotlight

Facts about policy and conduct



Got questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts: kathlyn.mcentire@arkansas.gov

CHARACTER FIRST

The Arkansas Department of Correction employees shall participate in Character First classes as a requirement of their position.

A paradigm for personal growth, Character First is a program that encompasses 49 character qualities. Accomplishments of character development create a good attitude, influences others for good, develops a moral compass for behavior and provides a basis for future leadership. Character First is a tool that is to be used to increase professionalism and morale and is a strong component to assist in management issues and employee turnover. Supervisors are able to recognize not only achievement, but also the character qualities the actions stem from. Once a month, a new character quality is shared with staff in the form of a training session, which lays out realistic ways to develop the character quality and apply it to work and family life.

During the course of a month, a new character quality will be announced and a minimum 15-minute training session will be scheduled. A training date will be scheduled for each shift during roll call and at least one date for non-security staff. Employees shall attend one of the monthly sessions and then will be credited with the appropriate training credit.

TRAINING TA ACADEMY

Training Academy Graduates

Training Academy recognizes Willis H. Sargent Outstanding Student Award

Class 2012-T, Feb. 13, 2013



The WHS Outstanding Student Award winner for Class 2012-T 2-13 is Anthony Medrano. In picture are Lt. Autumn Lem, Class Manager 2012-T, Medrano (Grimes Unit), and Deputy Warden Fred Campbell, TA Director.



Jessica Abbot, Courtney Berry, Devacio Billings, Jeremy Blair, Tyler Brown, Trista Covey, Blake Cruz, Cordarius Gatewood, Jerry Gray, II, Gerald Holloway, Derrell Horner, Kenyada Ireland, Elijah Johnson, Robert Jones, Jr., LaMarkus Jordan, Heath King, Dustin Lee, Joseph Martinez, Larry Maxfield, Rita Mayhue, Darren McAdoo, Anthony Medrano, Corey Melton, Stephen Parsons, James Parton, Christopher Pauley, Ray Peals, Jr., Gloria Price, Laventris Reeves, Leslie Roby, Adesina Shoyode, Demetric Smith, Travis Trammel, Markell Trice, and Vincent Walker.

Armory in Pine Bluff is bottom line

The final stop for gun repairs is the armory in Pine Bluff according to Lt. Robert Hutcheson, Weapons Manager, Emergency Services Division.

The 22' by 42' facility, shared with the Pine Bluff facility which uses a 10' by 9' room, was completed in September 2012.

Before this unit existed, some work was done in a small area at the bottom of a tower, and Hutcheson's office — with two safes — was located in the building which houses 'The Cop Shop' across the street from RLW.

"All weapons have to be processed through me when they come in or are transferred," said Hutcheson.

"My new armory is the central receiving station for all weapons and will soon be the central receiving station for all chemical munitions and ERT equipment."

He said that each unit has its own armorer, who is responsible for the inventory, maintenance and minor repair of the weapons there.

"If an armorer has a weapon they cannot fix, they get it to me," Hutcheson related. "If I can't fix it, I see to it that it is fixed or replaced."



Hutcheson shows off one of two 'Tommy' guns still owned by the Department and safely stored in the armory.



Earth, wind and fire: Personality profile

Back in January I wrote about Arkansas Department of Correction women having the opportunity to find their mission. Laurie Beth Jones presented "The Path: Purpose, Mission, Transition and the Future You" on Jan. 16 at the Ouachita River Correctional Unit. The day of training was covered by



Shea Wilson
*Communications
Administrator*

proceeds remaining from the Women Working in Corrections and Juvenile Justice Conference, hosted by ADC and DCC in September.

I'm still skeptical about self-help gurus who build empires on common sense advice, but I'm glad I participated.

I don't know that I found my mission, but I did take away some useful information. I learned some things about myself and gained a better understanding of others.

We all took a Path Elements Profile online before attending the class. The profile was developed by our responses to a series of word selections. When a group of words popped onto the screen, we had to choose the one with which we immediately identified.

From that, we learned which element defined us: earth, wind, fire or water. We also learned that earth and wind and fire and water are opposites and most likely to drive the other nuts. After learning what each personality profile entails and seeing the group divided by the four elements, it all made sense.

Here's the PEP for each element:

Earth tends to do particularly well in accomplishing tasks and getting results. Motivation is based on a desire for an orderly process that leads to accuracy. Likes to stay focused in order to "get it right." Tends to move slowly and good at maintaining projects. An earth's behavioral style reminds us of the traits of earth: steady, predictable, foundational, solid, and secure – "Terra Firma."

Water is sensitive to the needs of people and enjoys building lasting relationships in which it can play an encouraging and supportive role. Motivated by stability and harmony. Tends to move slowly like Earth and is typically good at maintaining. A water's behavioral style reminds us of the traits of water: reflective, transparent, life-giving, easy-going, capable of "going with the flow."

Wind is also motivated by interaction with

people but prefers a fast and changing pace. Initiators who enjoy networking with others in order to get things done and gain attention. Thrive in variety. A wind's behavioral style reminds us of the traits of wind: restless, unpredictable, invisible, quick to move, needs to see things in motion.

Fire is motivated to undertake challenging tasks to get results. Seek power and control to achieve their goals. Tends to move quickly and enjoy initiating projects. Fire's behavioral style reminds us of the traits of fire: hot, passionate, all-consuming, uncompromising, gives itself 100 % to the task at hand.

My strongest element is the earth, followed by fire. When I read the responses PEP identified with situations involving earth ... and fire, I chuckled. It is definitely me.

Having a better understanding of what motivates and drives my co-workers is valuable. Also, it's important to have all four elements involved on projects for maximum results. Can you imagine if you had a group from the same element and with no input from the others? It probably wouldn't achieve its greatest potential.

That's why it really does take all kinds of people.

CALENDAR OF EVENTS

MARCH



MARCH 2013

10 — Daylight Saving Time begins

17 — St. Patrick's Day

20 — Spring begins

31 — Easter

APRIL



APRIL 2013

1 — April Fool's Day

22 — Earth Day

24 — Administrative Professionals Day

Special Events? Unit Functions? Announcements? Conference Dates?



Send information to Kat at

The Advocate
kathlyn.mcentire
@arkansas.gov

Tournament fish find new place to swim at Cummins pond

About 21 fish were added to the ADC and Arkansas Game and Fish Commission bass project at the Cummins Unit pond.

Chad Wicker, of AGFC Fisheries Division in Lonoke delivered bass caught in a tournament March 2 at Lake

Pendleton to the pond shortly after weigh-in. He was escorted by William Allen, Cummins agriculture supervisor.

The largest fish weighed in at about 5 pounds. More fish will be delivered from tournaments in upcoming weeks to help stock the ponds.



Retirees to meet

The next meeting of the ADC Retirees Association is set for 10:30 a.m. March 21 at Harbor Oaks.

Food for thought

TAKEN BY STORM (suddenly and grandly overwhelmed)
This expression seems to have dated back to old military terminology which meant that soldiers took a fortified enemy position by storming it.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
2/1/13	Moses Jackson III	Deputy Warden	Varner
2/4/13	Flora Johnson	Buyer	Admin Annex East
2/4/13	Alvin Yancey	Senior Chaplain	Chaplaincy-Varner
2/17/13	Joseph Bivens	Sergeant	Varner Supermax
2/17/13	Randall Curtis	Sergeant	Varner Supermax
2/17/13	Mark Caldwell	Sergeant	Mississippi County
2/17/13	Eric Pharr	Sergeant	East Arkansas
2/18/13	LaTisha Davis	Training Instructor	Training Academy
2/18/13	Mikel Hickerson	Agri Unit Supervisor II	Farm
2/18/13	Christina Reed	Payroll Technician	Admin Annex East

New Hires

Date	Name	Position	Unit
1/28/13	Rogar Foisy	Commissary Manager	Maximum Security
2/4/13	Norma Gough	Administrative Specialist I	North Central
2/4/13	Debbie Warford	Administrative Specialist I	Mental Health-ORU
2/5/13	John Munn, Jr.	Sergeant	East Arkansas
2/11/13	Jearl Barger	Training Instructor	Training Academy
2/11/13	Ezekiel Dixon	Agri Unit Supervisor II	Farm
2/11/13	Dexter Holmes	Sergeant	K-9
2/11/13	Joseph McTigrit	Maintenance Technician	Construction
2/11/13	Ashley Steward	Licensed Social Worker	Mental Health—ORU
2/19/13	Dana Bates	Administrative Specialist I	Ouachita River
2/19/13	Kimberly Haywood-Withers	Computer Support Technician	Admin Annex East
2/19/13	Vanessa Johnson	Administrative Specialist I	Admin Annex East

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety by carrying out the mandates of the courts;*
- *To provide a safe, humane environment for staff and inmates;*
- *To provide programs to strengthen the work ethic;*
- *To provide opportunities for spiritual, mental and physical growth.*

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.

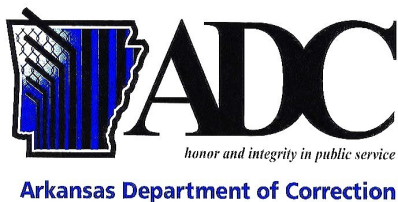
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

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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Visit ADC on the Web @ www.adc.arkansas.gov

Parting Shots



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