

THE ADVOCATE



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March 2012

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Pinnacle Awards honor "best of the best"



ADC Director Ray Hobbs presents Construction's Richard Meeks with the Director's Outstanding Service Award at the Pinnacle Awards Ceremony on Feb 2.

It was a festive night for recognizing the achievements of ADC employees at the second annual Pinnacle Awards. The event was held Feb. 2 at the Governor's Mansion and Gov. Mike Beebe took time to greet those gathered and offered motivational remarks.

The event was sponsored by the Arkansas Association of Correctional Employees Trust.

Assistant Director of Public Services Dina Tyler offered opening remarks and Director Ray Hobbs welcomed the honorees and their guests.

Keynote speaker for the evening was Dr. Mary Parker, vice chair of the Board of Corrections and professor of criminal

justice at UALR. She spoke about the loss of Cpl. Barbara Ester and of the legacy she left behind. Dr. Parker urged the audience to consider their legacies.

The 2011 Pinnacle Award winners are:
Billy Inman, McPherson Unit, Employee of the Year

Derrick Jones, Varner Unit, Correctional Officer of the Year

Wallace McNary, EARU, Correctional Supervisor of the Year

Teresa Funderburg, Procurement, Supervisor/Administrator of the Year

Dexter Payne, EARU, Deputy/Assistant Warden of the Year

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Paws in Prison graduate finds home with ADC director

The first class of Paws in Prison dogs have graduated and Hunter, a black lab trained at the Ouachita River Correctional Unit, has moved into the Hobbs household. It's been a while since we've heard the pitter-patter of little feet – or, in this case, the thudding of four big paws – but, we're getting used to it.



Ray Hobbs
ADC Director

When we announced the PIP program back in December, I committed to adopting a dog from the first class. My only condition was that it be a large dog that could run with me. Hunter definitely fits the bill – boy, does he ever.

I figured I'd have to work with him for a few days to get him up to speed on my jogging routine, but I forgot that despite his size, he's still a puppy. So, I'm running with the equivalent of a teen-ager who is in pretty good shape. I didn't have to wait for Hunter. He's out front running me.

I guess that's one of those health benefits pet ownership brings. Hunter is supporting my active lifestyle. On days when I'd prefer to leave the jogging shoes in the closet, he's there wagging his tail, ready to hit the road.

In fact, my online research into pet ownership shows I can look forward to Hunter improving more than just my fitness level. I'm sharing some of these benefits with you because Paws in Prison will be graduating a new class of dogs every eight weeks and I want all of you to know what you and your family can gain by adopting one of these dogs.

Here's what the experts say:

Regular dog walking improves fitness levels.

Patting a dog lowers your blood pressure, therefore reducing the chance of cardiovascular disease.

Dog owners often recover faster from illnesses and have a higher survival rate after a heart attack.

Dogs can act as an early warning to detect and approaching epileptic seizure.

Children who have dogs have fewer sick days off from school.

Dogs help improve loneliness and also help recover from personal trauma.

Children with dogs tend to have better self-esteem.

Owning a dog can alleviate depression.

Dogs can help calm hyperactive or overly aggressive children.

Playing with dogs can elevate your levels of serotonin and dopamine, which makes you feel good and calm, so they can raise your spirit and sense of well-being.

But having a dog can improve more than health. Sam, one of the dogs trained at Randall Williams Correctional Facility, was adopted by a couple who is using him in a reading program they have for children. Children read books to Sam. They look forward to coming to the program and reading to him. This helps bolster their confidence and improves their skills. Isn't that a great idea? If you have a family pet, try having your child read to it and if you don't, con-



sider the possibilities and benefits.

I can tell you from personal experience that dog ownership is a good thing. At the end of the day -- no matter what kind of day I've had, how down I feel -- when I go home, there's Hunter and he's happy to see me. Nothing beats unconditional love.

Check out the dogs available for adoption by clicking the Paws in Prison link at adc.arkansas.gov. Having one of these dogs could change your life for the better. It did mine.

Training Academy recognizes Class 2012-Q, Class 2012-A graduates

Class 2012-Q Graduated 01/27/2012



Hoover Bailey, Courtney Barkley, Michael Barnes, Timothy Bearden, Gaylon Breeding, Christopher Brumley, Ryan Burris, Zachary Burrough, Phillip Esaw Jr., Tess Gannaway, Kyle Gibson, Barry Hall, Allen Harris Jr., Brandon Hegsted, Kaleb Henderson, Brian Hughes, Edward Hughes, Corey Jasper, Jeannie Lucas, Timothy Maxwell, Cassadie McAfee, Donavon McCart, Morgan Sarah McMahan, Christopher Menotti, Venson Moore, Courtney Nutt, Michelle Oliver, Ethan Parks, Deborah Phillips, Bobby Purifoy, Charles Ray, Matthew Robinson, Kenneth Simmons Jr., Zachary Skinner, Thomas Slaughter, Cory Stanley, Tanya, Stoutenburg, Jerry Sunderland, Justin Talamentez, Jaime Ugartechea, Timothy Warman and Pettus Williams.

Class 2012-A Graduated 02/24/2012



Billy Ashcraft, Calvin Barksdale, Cody Brady, Felicia Brown, Kate Brown, Donald Bullis, Benjamin Caple, Melissa Childers, Cody Cochran, Jamin Crawford, Coby Dailey, Latosha Davis, Shanita Dye, Melissa Eckhart, Raymond Edwards, Trevor Eillis, Jennifer Ervin, Laquita Ferrell, Jose Garcia, Morcie Hawkins, Rhonda Hughes, Erma Jones, Kenneth Jones, Deborah Johnson, Jaleesa Joiner, John Kamza, Johnathan Lanes, Brian Langston, Jermaine Larry, Nastassja Lewis, Casey McNabb, Kaitlin Miller, Gregory Moore, Kiara Murphy, Otis Rogers, Lindsey Rowland, Tyrone Searcy, Steven Sherrell, Donnie Shilrey, Joel Slayton, Justin Tribble, Jeffery Vance, Joe Vidal, Tommie Warwick, Jaquella White, Kenneth Williams, Sallie Woods and Terrence Wright.

Scholarship deadline approaches

Arkansas Association of Correctional Employees Trust (AACET) has announced the fourth annual scholarship program. This year, AACET will award 30 scholarships to its members in the following amounts: 10 scholarships of \$1,000 for gold members; 10 scholarships of \$750 for silver members and 10 scholarships of \$500 for bronze members. The deadline for applications is April 1.

Applicants must be current members working on a related degree or an immediate family member (spouse or child living in the home) in any study or field. Scholarship applicants must be active members of AACET since April 1, 2011, at their current membership level.

Scholarships will be presented at the scholarship luncheon in the Legends Auditorium at Admin East on April 10.

To apply, go to www.aacet.net for a copy of the scholarship application and requirements.



Pinnacle Awards honor “best of the best”

Continued from page 1



Grant Harris and Derrick Jones



Marvin Evans and Teresa Funderburg



Larry May and Wallace McNary



Ray Hobbs and Mike Brockman



Stanley Chukwuanu, Gary Burton, Lula Marshall, Greg Harmon and Loretta Williams of Wrightsville.



Ray Hobbs and Kay Skillen



Ray Hobbs and Dexter Payne

Dale Reed, ORCU, Warden of the Year

Richard Meeks/Construction, Director’s Outstanding Service Award

Kay Skillen, Central Warehouse, Director’s Citation of Excellence

Mike Brockman, Internal Affairs, Director’s Citation of Excellence Award.

Employees from the Wrightsville Unit were inadvertently omitted from the program. They were recognized at the unit level and include: Gary Burton, Correctional Supervisor of the Year; Stanley Chukwuanu, Correctional Officer of the Year; Loretta Williams, Employee of the Year and Lula Marshall, Supervisor of the Year.

Congratulations!



Dale Reed



Dr. Mary Parker

Health Matters

Seasonal allergies: Seven tips to stay healthy, happy this spring



Spring is in the air! Most people can hardly wait for Mother Nature to take us out of the cough and cold season and being cooped-up inside from the cold weather of winter.

However, along with the warmer temperatures come the many allergens and bacteria that plague those of us with seasonal allergies.

As the damp, cold conditions of winter begin to recede, molds can develop and become airborne as soil begins to dry. Add to this mix a combination of tree, grass and flower pollen. This equals to quite a punch to the senses which can lead to itchy, watery eyes, sneezing, runny nose and occasional sinus infection in severe cases. But don't lose all hope. Relief from these allergic reactions can be close at hand. Many doctors recommend that before taking any medications to first **"know thy enemy."**



Molds—the first irritants to emerge as soon as the first thaw in spring. Levels tend to peak during late summer and early fall. These can usually be found in piles of leaves and in mulch used for plant beds and shrubs.

Tree pollen— depending upon the region you live in, certain species will pollinate as early as mid-February and will peak into late June.

Grass— this allergen can bloom as early as mid January and early February. However, it usually doesn't begin to pollinate until late April. Grass pollen levels tend to peak through late June and are made airborne through yard work and lawn mowers.



According to the American Academy of Allergy, Asthma and Immunology, people with seasonal allergies do experience mild relief from symptoms during the winter months. However, there are steps recommended by the AAAAI that can help sufferers prepare for the outdoor allergy season.

1. Visit your doctor. Talk to your doctor about which medications are best for you before allergy symptoms get started. Non-drowsy antihistamines and prescription nasal sprays are two key players in managing nasal allergies. Try to start them at least two weeks before pollen season begins.

2. Keep windows and doors shut at home. Screens will not filter out pollens and molds that find their way into the eyes and nose while indoors. Run the a/c early if it gets stuffy.



3. Keep the car windows up. As you drive, keep the windows and sunroof closed. Adjust your vents to re-circulate inter-compartment air.

4. Time outdoor activities properly. Try to avoid outdoor activities in the early to mid-morning hours when pollen counts are higher.

5. Take your antihistamines. If working outdoors, take your antihistamines at least two hours before going out. Also consider wearing a dust mask and protective eyewear.

6. Know your allergens. If you suffer allergy symptoms during the winter, you may be allergic to dust mite, pets or mold spores. Indoor environmental controls can help you during the outdoor allergy season by reducing your response to indoor triggers. Indoor triggers can become more of a problem when outdoor allergen counts pick up (a process known as *priming*.)

7. Wash out your nose. Keep a supply of nasal saline to rinse out nasal passages when symptoms are more active. Many allergy sufferers have experienced reduced sinus drainage and congestion by rinsing nasal passages once or twice a day.

To learn more about pollen and mold counts in your area, visit the American Academy of Allergy, Asthma and Immunology (AAAAI) Web site and the National Allergy Bureau at www.aaaai.org/nab.

ADC employees presented with thirty-year service awards

Four ADC employees received plaques recognizing 30 years of service by ADC Director Ray Hobbs and members of the management team. They include clockwise from the top, Wanda Reeves, Kenneth Jenkins, Lynn Gragg and Jerry Moore.



Thanks for your service!

Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome.

Booker T. Washington

Larry Cyr is promoted to captain, supervisor of Training Academy



Maj. Gordon Davidson and Director Ray Hobbs join Capt. Larry Cyr and Deputy Director Sheila Sharp at Central Office where Cyr received his captain's bars

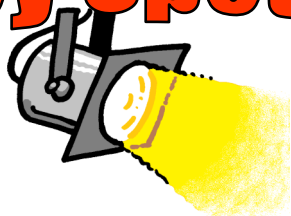
ADC Lt. Larry Cyr was promoted to captain on Feb. 6. Cyr also was named training supervisor of the Willis H. Sargent Training Academy, a position left vacant when Capt. Jimmy Sherman retired in December.

Cyr began his career with ADC June 5, 1992, working in security at the Cummins Unit. While at Cummins, he served as inmate grievance officer and human resources manager.

In 2005, he became the assistant administrator of policy and benefits. Cyr transferred to the Training Academy in 2007 and worked as a training instructor until his recent promotion.

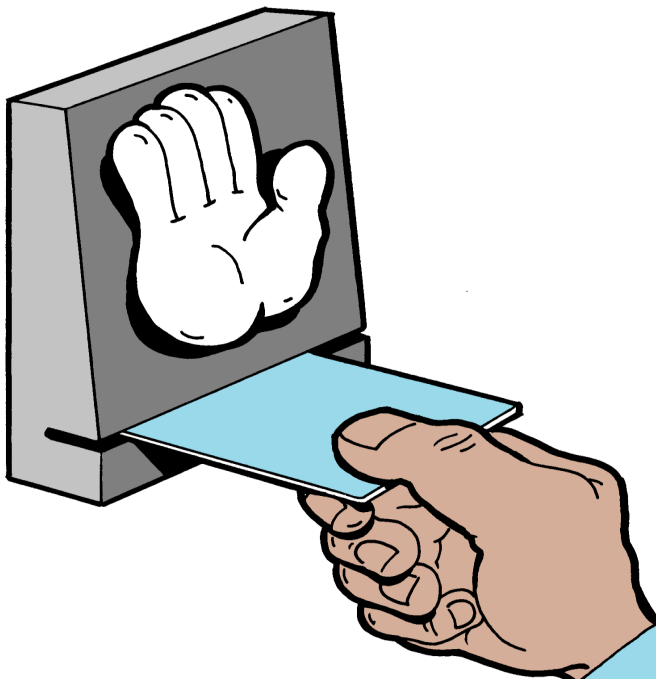
In his spare time, Cyr is active in Jefferson County 4-H Shooting Sports as an archery and rifle instructor. He and his wife, Michelle, a home school instructor, live in Pine Bluff with their three boys, Ryan, Daniel and Ayden.

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 today!



"What does policy say about working overtime?"

Good question! For this one, we checked the online ADC Employee Handbook and here's what we found:

General Guidelines for Overtime – Employees may not work overtime unless authorized in advance to do so by their supervisor. Arriving early and staying late without permission is prohibited. Your supervisor will try to give you reasonable notice when the need for overtime work arises. Please remember, however, that advance notice may not always be possible. Employees receive leave on the books in lieu of cash payment up to the limitations stated earlier. Overtime is only earned when the physical time worked extends beyond the usual scheduled work period. A combination of paid leave and hours worked cannot be used to earn overtime. The time must be physically worked.

Additional information concerning overtime/time off in lieu of overtime payment and guidelines of the Fair Labor Standards Act of 1936 can be found on page 10 of the ADC Employee Handbook or on Spotlight.

ADC receives high marks, accreditation at ACA Phoenix meeting



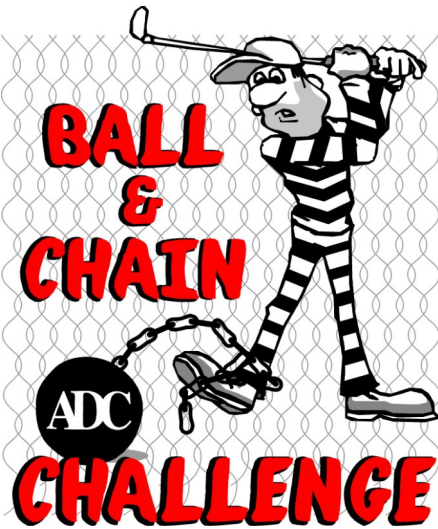
Grant Harris and Sandra Kennedy with accreditation certificate.

The 142nd Congress of Corrections was held in Phoenix, Ariz., Jan 20-25. The American Correctional Association awarded ADC's Central Office and Admin East facilities accreditation for scoring 100% mandatory and 100% non-mandatory on their audits. Assistant Director Grant Harris and Agency Accreditation Manager Sandra Kennedy were present to accept the award.

Other ADC staff who attended were Director Ray Hobbs, Deputy Director Wendy Kelley, ADC Compliance Attorney Mark Colbert and Chaplain Norma Gillom. Craig Peters, regional director for Corizon Health, was also present.

Sandra Kennedy, said accreditation helps validate ADC's commitment to maintaining a standard of excellence in all its facilities and offices. Attendees also took part in workshop training to further their knowledge of correctional and medical issues while working under tight budgets.

Ball and Chain Challenge 2012 tournament swings into action May 21



Attention all you swingers! The 2012 ADC Ball and Chain Challenge golf tournament is fast approaching. The eighth annual event, hosted by the employee associations of the Arkansas Department of Correction and Arkansas Association of Correctional Employees Trust (AACET), will take place at the Harbor Oaks Golf Course in Pine Bluff on May 21.

Pre-registration is now open for the event with proceeds going to the Correctional Peace Officers Foundation, AACET and a UALR scholar-



ship fund.

Registration will be limited to public agency employees and guest team members until April 13. An open invitation, limited to the first 60 registered/paid teams, will run from April 13 through May 1. Vendor sponsors may also pre-register if tournament sponsorship accompanies registration. Registration includes green fees, cart, practice balls, snacks and beverages. Breakfast, lunch and dinner also will be served.

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, Hole-in-One and a four-person scramble (shotgun start) benefitting AACET.

Space is limited, so get your teams registered early! For more information and registration forms, go to www.aacet.net, or contact Tracy Robertson at 850-8995 or Donna Stout at 850-8526. See you there!

Graduation ceremonies send Paws in Prison pooches to good homes



Wet noses and wagging tails set the tone for graduation day for dogs of the Paws in Prison program. Dogs and inmates train together for eight weeks for obedience training before being adopted to good homes.



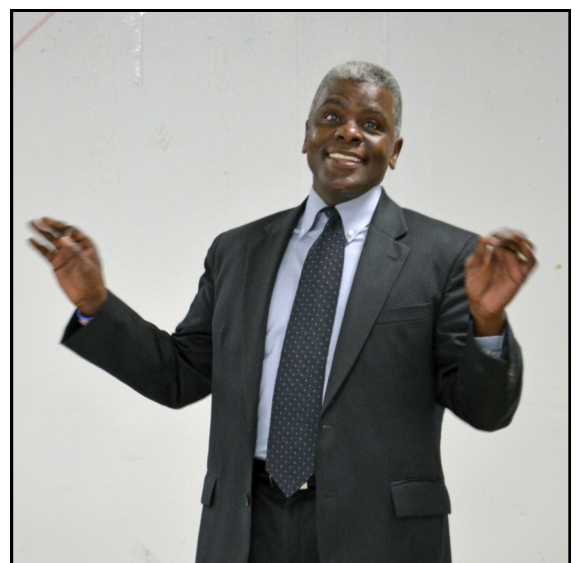
Bobby, left, and Blessing, top, meet their new families at the Paws in Prison graduation ceremony.

The Arkansas Department of Correction hosted graduation ceremonies for its Paws in Prison dogs in February and all passed the American Kennel Club Good Citizen test for basic obedience. ADC Director Ray Hobbs is now the proud owner of Hunter, a black lab trained by inmates at the Ouachita River Correctional Unit.

Seventeen dogs trained at three participating men's units – Maximum Security Unit at Tucker, Ouachita River Correctional Unit in Malvern and the Randall L. Williams Correctional Facility in Pine Bluff -- graduated Feb. 9. A ceremony for four dogs at the A.J. Hawkins Center for Women in Wrightsville was held Feb. 16. The second round of training for PIP dogs has already begun.

Paws in Prison is made possible through ADC's partnership with Central Arkansas Rescue Effort for Animals and other animal shelters and advocate groups in the state. Selected inmates have the opportunity to become trainers of rescued dogs in the program. Inmates work with the dogs teaching them basic obedience skills and properly socializing the animals, making them more adoptable.

For listings of available dogs, contact information or to make a donation, go to www.adc.arkansas.gov/PawsInPrison. Donations are greatly needed.



Director Ray Hobbs shows his enthusiasm at the Hawkins Center graduation. Mr. Hobbs' dog, Hunter, was trained at ORCU.

Mary Owens' recipe for success puts people, food at top of list

When Mary Owens isn't working in the Inmate Banking Department at ADC's Admin East, you will probably find her doing a lot of cooking. She is a "people person" who enjoys bringing her ADC co-workers together to enjoy a meal and get to know one another. Giving to others is what makes Mary happy and it's a recipe that's worked since her ADC career started in August 1988.

Born and raised in Tamo, Owens learned about cooking and kindness from her mother, Juanita. "She lived to the age of 104," said Owens. "She was always busy giving to others. She had a love for it." But Owens's time wasn't always spent in a kitchen. Before coming to work for the ADC, she enjoyed a career in teaching that took her from Tamo to West Memphis and Oklahoma City and back to Tamo,



Mary Owens

where she worked for the Grady School District as district treasurer and bookkeeper.

Since starting with the ADC,

Owens has worked at Central Office as an administrative specialist, document examiner, fiscal support specialist and accounting technician. She moved to the Inmate Banking Division at Admin East in 2003. But it was a Christmas dinner in 1988 that started it all for Owens.

"I saw the difference in people when they sat down to a meal together. They talk and get to know more about each other." She continues to cook for her co-workers at Admin East, Central Office and at the ADC Warehouse. At age 72, one might think that she would consider slowing down a bit.

"I keep telling myself that this might be the last time," she said. "But when I think of the people and friends that I work with, I start getting busy again."

Department Briefs



Sgt. Robert Conner, seated, is recognized for 25 years of service to the Randall L. Williams Correctional Facility

by Capt. K. Courtney, left, Maj. Moses Jackson III, Deputy Warden John Lowe and Warden Mark Cashion. Barbeque chicken dinners were sold Feb. 7 and 9 at Randall Williams to raise money to help with medical expenses for Conner, who recently underwent a major surgery.

More than \$1,100 was raised and the Arkansas Association of Correctional Employees Trust made an additional contribution.

Cpl. Charles Herndon of the Benton Unit, pictured right-center, was recently promoted to sergeant. Herndon



is shown receiving his new bars with Maj. Robert E. Plant, left, and warden Randy Watson.



4th Annual Hero Awards Luncheon

The 4th Annual Hero Awards Luncheon will be held at 11:30 a.m. on March 13 at Harbor Oaks Golf Club. Tickets are now available for those interested in attending the event and showing their support of honorees.

Ticket Prices

Non-member \$10.00	Silver member \$3.00
Bronze member \$5.00	Gold member \$1.00

For ticket purchasing, contact Tracey Breshears at 870-850-8995

Women play major role in success of ADC

March is National Women's History Month and the Arkansas Department of Correction has many reasons to celebrate.

Women play a major role in agency operations.

Of the roughly 4,000 ADC employees, 1,500 or about 38 percent are female and the majority of those



Shea Wilson
Communications
Administrator

(821) are working in security. Women are represented at every level or rank. We have female administrators, wardens and deputy wardens. Of the seven deputy and assistant directors working under ADC Director Ray Hobbs, three of them are women. The vice chairman of the Board of Corrections is a female who has previously served as the board's chairman.

We can be proud this is a diverse agency that has made a place for everyone, regardless of gender and race.

National Women's History Month's roots go back to March 8, 1957, when women from New York City factories staged a protest over working conditions. In 1981, Congress established National Women's History Week

to be commemorated the second week in March. In 1987, Congress expanded the week to a month. Every year since, Congress has passed a resolution for Women's History Month, and the president has issued a proclamation.

Since this is our month, I'd like to take the opportunity to offer some interesting and encouraging statistics.

Women make up more than half of the U.S. population. According to the 2010 U.S. Census, there are 157 million females in the U.S., compared to 151.8 million males. And we tend to live longer. At age 85 and older, there are more than twice as many women as men.

There are 85.4 million mothers in the U.S., according to a 2008 survey.

According to a 2007 survey, women-owned businesses numbered 7.8 million, generating \$1.2 trillion in revenue and employing 7.5 million people.

Our military had 205,500 active duty women, as of Sept 30, 2010, and 38,700 of those were officers.

Women now outnumber men in obtaining educations. There are 30.7 million women 25 and older with a bachelor's degree or higher in 2010, which is more than the corresponding number for men (29.2 million). Women had a larger share

of high school diplomas, as well as associate, bachelor's and master's degrees, but more men had a professional or doctoral degree.

Those statistics fit in nicely with the 2012 theme of Women's History Month: Women's Education – Women's Empowerment.

For the younger generations of women, please don't take those statistics and your opportunities for granted.

We owe the women who came before us who fought for equality and our places in the classrooms. Legislation passed in 1972 and enacted in 1977 -- Title IX of the Education Codes of the Higher Education Act Amendments – prohibited gender discrimination by federally funded institutions. It has become the primary tool for women's fuller participation in all aspects of education from scholarships, to facilities, to classes formerly closed to women.

It's important for future generations to keep blazing the trail laid by their predecessors. I urge you to take time this month to reflect on the extraordinary accomplishments of women and honor their role in shaping the course of our nation's history.



ADC CALENDAR OF EVENTS



MARCH 2012

National Women's
History Month

11 — Daylight Savings
Begins

17 — St. Patrick's Day

20 — First Day of Spring



APRIL 2011

1 — April Fool's Day

1 — Palm Sunday

6 — Good Friday

7 — Passover Begins

8 — Easter

22 — Earth Day

27 — Arbor Day

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



Send information to
The Advocate

Bill.Watson@arkansas.gov

Seeing green: St. Patrick's Day has interesting history



St. Patrick's Day for many is a time of celebratory revelry -- a time for eating, drinking and proudly acknowledging one's Irish heritage (even if one isn't Irish at all). Yet, as we acknowledge Ireland's most iconic figure, it may surprise many to know that St. Patrick was not Irish!

Captured by Irish raiders in Wales, the man we now know as St. Patrick was taken as a slave to Ireland at age 16. He lived there for six years before making his escape and returning to his family. After entering the Church of England, he returned to Ireland an ordained bishop in the north and west of the island. By the seventh century, he had become revered as the patron saint of Ireland.

However, it was the legend of his driving all the serpents from Ireland that brought him lasting fame. Though never canonized by a pope, his name does appear on the church's List of Saints. St. Patrick died on what many accept as March 17 in the year 493. His body rests in Downpatrick. His green robes and use of the native shamrock as a symbol of the holy trinity are synonymous of the man and Ireland.

With the exception of restaurants and pubs, many businesses in the Emerald Isles close March 17 to observe St. Patrick's Day as a religious holiday. So to all Irish and near-Irish- top 'o the day to ye!

Quick and simple corned beef and cabbage recipes to mark holiday

The Irish zest for life can easily be found in what many consider the country's signature meal — corned beef and cabbage. The concept for this meal came from necessity since regional foods like corned beef and cabbage were plentiful and cheap. Out of the dozens of variations, we found these two recipes to be quick, tasty and easy to prepare. This St. Patrick's Day, serve up either of these delicious meals and your Irish eyes will be smiling!



Easy Corned Beef and Cabbage

- 1 head green cabbage, coarsely chopped
- 1 can corned beef, cut into chunks
- 4 slices bacon, cooked & chopped
- 4 tablespoons butter

In large cooking pot, melt butter and add cabbage. Add 1/2 cup water, salt and pepper to taste. Cover pot with lid and cook over medium heat 10-15 minutes. Add bacon and corned beef to cabbage, stir and let simmer until desired doneness. Cabbage contains water in its leaves, so start with a little water then add more during cooking if needed.



Corned Beef and Cabbage Soup

- | | |
|---|-----------------------|
| 1 medium onion, chopped | 3 tablespoons butter |
| 3 stalks celery, chopped | 3 cups beef broth |
| 3 medium carrots, chopped | 2 cans diced tomatoes |
| 4 cups chopped green cabbage | 1/4 teaspoon allspice |
| 1/2 pound potatoes, chopped | 1/2 cup barley |
| 1/4 pound thin-sliced corned beef (can use deli meat) | |

In large pot, melt butter then add onion, celery, carrots and allspice. Simmer on medium heat for 5 minutes. Add barley, potatoes, cabbage, tomatoes and beef broth. Cover and bring to a boil. Uncover, reduce heat to medium low and simmer until vegetables and barley are tender, about 20 minutes. Tear corned beef into thin strips and stir into soup. Salt and pepper to taste. Continue to simmer another 10 minutes, then serve with fresh bread or Irish soda biscuits.

ADC K-9 crews prepare for Southern States Manhunt Field Trials



A marker indicates the approximate location of a trail, but the rest of the search depends upon the keen nose of a highly trained ADC field dog during competition.

Muddy roads and howling dogs will be part of the game for K-9 crews and their competition at the 2012 Southern States Manhunt Field Trials, scheduled for March 5-9 at Camp Joseph T. Robinson in North Little Rock.

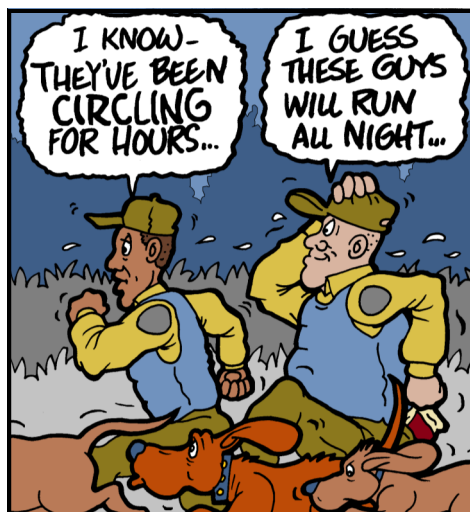
The 13th annual event will feature competition in day and night tracking, drug searches and shooting skills. John Kleiner, ADC emergency services coordinator, said that teams from Arkansas, Florida, Louisiana, and Missouri are expected to participate in this year's meet. Teams will be involved in single-leash, multi-leash and pack searches on the 33,000-acre camp, which serves as headquarters for the Arkansas National Guard. It is one of the largest state-operated training sites in the U.S.

Two areas of the camp will be used for the first time in trial competition. The All-American Drop Zone, a C-130 test drop site, will be used to set up a three mile track and a multi-level building designed for urban-assault training will be used for narcotic search events.



The New Blues

by Bill Watson





ADC In-Service Training

Schedules/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

OPEN ENROLLMENT (Year-round Classes)

Internet-Based eCademy Classes

Classes provided by National Institute of Corrections Visit www.nicic.org. You must get approval from your Unit Trainer before taking any eCademy classes.

Open enrollment, Inter-Agency Classes

These classes are offered to all staff members in Little Rock. They vary in length. Classes are also offered through the Criminal Justice Institute in Little Rock.

Notable Quotables

“The list of Irish saints is past counting; but in it all no other figure is so human, friendly and lovable as St. Patrick, who was an Irishman only by adoption.”

Stephen Gwynn

ADC takes advantage of eCademy classes

Earning training hours online is catching on with offices and units within the ADC, as employees log-on and take advantage of the 225 e-learning courses available through the ADC eCademy.

All courses satisfy requirements for American Correctional Association standards and recertification. Unit trainers have been given the information to register and enter employees who may earn 30 hours of online training per year. In addition to eCademy, courses are also available through the National Institute of Corrections for security and non-security supervisory employees. For more information, see your unit trainer.



Davidson leaves ADC

Maj. Gordon Davidson spent his last day Feb. 24 as the training director of the Willis H. Sargent Training Academy.

Davidson left the academy, where he had worked since 2008, to accompany his wife, Leslie, to St. Louis, Mo. She accepted a new position with the U.S. Air Force.

Davidson spent his final day attending the BCOT 2012 Class-R graduation before saying goodbye. Davidson recently received his U.S. citizenship and hopes to continue his career in training. The Davidsons have a daughter, Heather.

The Spotlight

One-stop source for training schedules

If you're trying to find the latest training schedules for the Training Academy or Human Resources, you can find it on *Spotlight*.

Interested in an online e-learning course, but aren't sure what's available? You can find it on *Spotlight*.

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".

Promotions & New Hires

Promotions

Date	Name	Position	Unit
02/05/12	Candace Cole	Program Specialist	East Arkansas
02/05/12	Larry Cyr	Training Academy Supervisor	Training Academy
02/05/12	Dustin Dagenhart	Sergeant	Tucker
02/05/12	Eric Fain	Sergeant	Ouachita River
02/05/12	Heather Harris	Human Resource Assistant	Admin East
02/05/12	Marki Hawkins	Sergeant	Maximum Security
02/05/12	Charles Herndon	Sergeant	Benton
02/05/12	Kenneth Holmes	Sergeant	Ouachita River
02/05/12	John Jenkins	Advisor/Mental Health	Varner Supermax
02/05/12	Kramer Jones	Lieutenant	McPherson
02/05/12	Lonnie Parank	Sergeant	Tucker
02/05/12	Patrick Sepulvado	Lieutenant	Ouachita River
02/05/12	Stephen Simmons	Lieutenant	Varner
02/05/12	Crystal Taylor	Benefits Technician	Admin East
02/06/12	Mary Allen	Sergeant	Cummins
02/06/12	Autumn Lem	Accreditation Specialist	Maximum Security
02/09/12	James Young	Sergeant	Grimes
02/19/12	Christopher Brown	Sergeant	Varner
02/19/12	Richard Calloway	Sergeant	Ouachita River
02/19/12	Homer Capel	Assistant Maintenance Supervisor	Construction
02/19/12	Donis Parker	Lieutenant	Ouachita River
02/19/12	Larry Reed	Lieutenant	Ouachita River
02/19/12	Virginia Robins	Sergeant	McPherson
02/19/12	Paul Walter	Sergeant	Ouachita River
02/19/12	Joni Whittington	Sergeant	Ouachita River
02/19/12	Michael Wilson	Agriculture Unit Supervisor I	East Arkansas/Farm



New Hires

Date	Name	Position	Unit
01/30/12	Kristen Darrow	Administrative Specialist I	Ouachita River
01/30/12	Tammy Linn	Administrative Specialist I	Ouachita River
01/30/12	Crystal Littleton	Administrative Specialist I	Ouachita River
01/30/12	Angela Williams	Administrative Specialist I	Ouachita River
02/05/12	LaTisha Davis-Bledsoe	Sergeant	Maximum Security
02/06/12	Lauv Bruner	Advisor/Mental Health	East Arkansas
02/06/12	Elizabeth Franklin	Substance Abuse Program Leader	Varner/Mental Health
02/21/12	Tonesha Allen	Human Resource Assistant	Admin East
02/21/12	Charles Bass	Computer Support Technician	Admin east
02/21/12	Terri Mauney	Administrative Specialist I	Construction
02/21/12	Donna McKnight	Administrative Specialist I	East Arkansas

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide for the protection of free society by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

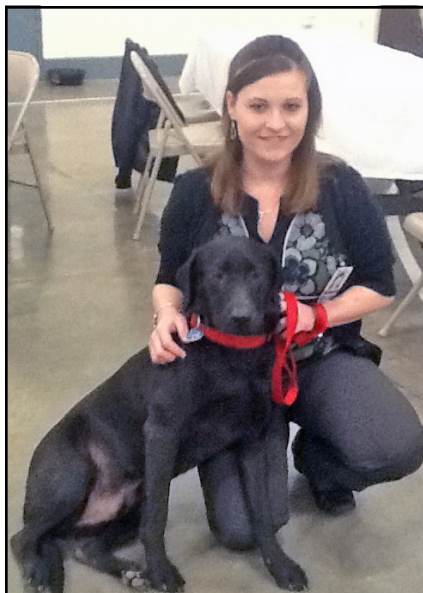
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Parting Shots



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