

# THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

May 2013

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## Phenomenal day of training for ADC women

*Remember that your character is not measured by the strength of the storm, but rather how you handle yourself as you go through it!*

That's a statement from Phenomenal Woman's Wonder Woman Ardella Bearden.

Bearden has been instrumental in the seminar's success since its inception in 2001. She was at that time the secretary for Training Academy Administrator Fred Campbell who commissioned her to start a class for female employees.

The yearly class, originally called "Assisting the Assistant," was held at Pine Bluff Regional Park on April 12, 2013.

Bearden is quick to point out that the women behind the scenes (committee members) truly make the day phenomenal.

The 100 women attending the seminar were treated to lunch by AACET and given encouragement all day. Here are just a few of the many golden tidbits:

"Nobody owes you anything ladies—if you want it, go get it," said Assistant Warden Michelle



Williams, who gave a brief history of her employment and said she always wanted to be in uniform.



Deputy Warden Joe Page reminded attendees to remember and grow from 'moments' in life. He said that the ADC turned on the music early in life for him, but he still felt like he had always been running from something. After his recent injury, however, he was "awakened."

Shirley Lowe from the Administrative Offices talked about working well with others, handling difficult situations with a positive attitude, and sometimes, stepping back.

"It takes a strong person to step back," she said.

Carla Perry-Johnson, also from the Administrative Offices, said life is about learning to deal with the deck you are dealt.

"Women are like a deck of cards," she said. "You'll always find a queen."



## ADC sees seven bills signed into law

The 89<sup>th</sup> General Assembly recessed on April 23 with all seven of ADC's bills signed into law. It has been a busy few months with a couple of fires to put out but all in all, it was a good session for ADC.

Budget-wise, it could have been much better, but it could have been much worse. If we keep an eye on the bottom line and live within

our means, everything should be fine. The good news is that a 2 percent cost of living adjustment was approved for state employees effective July 1. Hopefully, what was approved will materialize in our pockets.

Here's a quick glance at acts that will impact our agency:

Act 294 deals with lease or rental of farmland. It allows the Board of Corrections the discretion, with the governor's approval, to rent or lease additional lands for planting and culti-

vation of crops by inmates.

Act 295 amends the terminology used to reference inmates in prisons and jails. The code has been changed from "convict" to "inmate."

Act 440 deletes the requirement of HIV testing for inmates prior to release. This change is expected to save ADC \$10,000 a month. Since the law requiring testing went into effect in 2007, ADC has spent about a half a million dollars and only two inmates out of more than 36,000 have tested positive. It was our position that the numbers for positive tests don't support the continued law for mandatory testing upon release.

Act 453 makes commodities purchased by the Agriculture Division and Arkansas Correctional Industries exempt from certain purchasing requirements. Commodities and raw materials purchased and intended for use in goods for resale and those purchased for crop production, such as fertilizers, seeds, seedlings and agricultural chemicals, as well as repair services for hidden or unknown damages to machinery already purchased, are now exempt from state procurement law. This will make for better and more efficient operations for the agency.

Act 462 authorizes the Board of Corrections to implement a co-pay charge for inmate-initiated health care requests.

Act 467 allows ADC to handle Medicaid paperwork for inmates.

Act 505 changed terminology we use in evaluation protocol for assessing sex offenders. The act changes the name of a Level 4 sex offender from a sexually violent predator to sexually dangerous person.

We had a couple of issues that were directed at the Parole Board and Department of Community Correction that may impact ADC.

Act 1029 requires the Parole Board to issue a warrant for the arrest of a parolee who has committed a violent or sexual felony while on parole. The parolee will be detained pending a mandatory parole revocation hearing.

Act 1030 concerns the definition of recidivism and requires DCC to prepare a report on the number of persons under its supervision for the past five years who would be considered recidivists under the definition provided in this act.

So there you have it in a nutshell, enjoy that COLA on July 1. At this writing, it looks optimistic.



**Ray Hobbs**  
ADC Director

### ADC assistance on Adopt-A-Spot spring cleaning appreciated

*The Larry Ferrell Neighborhood Watch Group wants to thank Lieutenant Rodney King, Sergeant John Dickey and the Pine Bluff Unit Free Line Lawn Crew for answering our call for help regarding our Adopt-a-Spot.*

*Our Adopt-a-Spot was in dire need of spring cleaning for Easter.*

*Lieutenant King and his crew made sure our Spot was cut and manicured for our planned events on Easter*

*weekend. We want to thank you for your time and commitment to us and for making a difference in our community.*

**With deep appreciation**  
**Denita R. Wright,**  
**(Pine Bluff Unit Institutional Parole Officer**  
**and president of the Larry Ferrell**  
**Neighborhood Watch Group)**

# Reaccreditation results good for work release centers

## Northwest Arkansas Work Release Center

Congratulations to James Brooks and his staff at the Northwest Arkansas Work Release Center for completing their ACA audit recently with 100% on the mandatory standards and 99.5% on non-mandatory standards.

“The auditors were very impressed and complimentary towards the staff, inmates and unit as a whole,” commented Director Ray Hobbs.

“This shows that hard work does pay off!”

Assistant Director Grant Harris said Brooks and staff are to be commended “for some of the highest compliments I have ever heard at a close out audit.”



Couldn't send Chief ACA Auditor Richard Hudley back to Florida and Auditor Susan Lindsey back to Louisiana without Razorback paraphernalia.



Supervisor James Brooks, left, Auditor Susan Lindsey, Chief ACA Auditor Richard Hudley, Assistant Director Grant Harris, Accreditation Manager Sgt. Carla Roso, Lt. Jason Nichols, ACA Coordinator Sandra Kennedy, and Cpl. Tony Park.



Community Involvement: Harris, left, Police Captain Rob Bersi, Assistant Fire Chief Dave Hale, Fire Marshall Ed Stith, and Brooks.

## Texarkana Regional Correctional Center

The Texarkana Regional Correction Center completed its reaccreditation audit recently and received 100% in both mandatory and non-mandatory standards. The auditors were Jennifer Stohr from Ohio and Chris Sweney from Nebraska.

Stohr was thankful for the hard work that had been done and asked employees to stay on the track they are on. She noted the cleanliness and organization of the facility.

Sweney commented that the floors were the shiniest he had ever seen in a facility.

TRCC Ctr. Supervisor Larry Cauley thanked the auditors at the closing. He said they made the audit go smoothly.



Auditor Chris Sweney is looking at the check in/out roster at Master Control in Work Release area, accompanied by Lt. Robert Morgan and Sandra Kennedy. Warden Cauley and Sgt. Scoggins are in the rear.



Capt. Lyn Bellew, Chief of Security, Warden Cauley, auditors Jennifer Stohr and Chris Sweney, Sgt. Scoggins and Sandra Kennedy enter the work release area during the tour.

“Thank you Warden Cauley and your staff for taking pride in your unit

and successfully completing your audit,” said ADC Director Ray Hobbs.

# Health Matters

## Coping with a traumatic event

Most people have experienced traumatic and stressful events in their lives. These times are marked by a sense of horror, helplessness, serious injury or the threat of serious injury or death. Traumatic events affect survivors, rescue workers and the friends and relatives of victims who have been involved. They may also have an impact on people who have seen the event either firsthand or on television.

### What are common responses to tragedy?

Emotional responses to a traumatic event may vary. People may exhibit feelings of fear, grief and depression. Physical and behavioral responses include nausea, dizziness and changes in appetite and sleep pattern, as well as withdrawal from daily activities. Responses to trauma can last for weeks to months before people start to feel normal again.

Most people report feeling better within three months after a traumatic event. If the problems become worse or last longer than one month after the event, the person may be suffering from post-traumatic stress disorder.

What is post-traumatic stress disorder?

Post-traumatic stress disorder (PTSD) is an intense physical and emotional response to thoughts and reminders of the event that last for many weeks or months after the traumatic event. The symptoms of PTSD fall into three broad types: re-living, avoidance and increased arousal.

- Symptoms of re-living include flashbacks, nightmares and extreme emotional and physical reactions to reminders of the event. Emotional reactions can include feeling guilty, extreme fear of harm and the numbing of emo-

tions. Physical reactions can include uncontrollable shaking, chills, heart palpitations and tension headaches.

- Symptoms of avoidance include staying away from activities, places, thoughts or feelings related to the trauma or feeling estranged from others.
- Symptoms of increased arousal include being overly alert or easily startled, difficulty sleeping, irritability, outbursts of anger and lack of concentration.

Other symptoms linked with PTSD include panic attacks, depression, suicidal thoughts and feelings, drug abuse, feelings of being isolated and not being able to complete daily tasks.

### Ways To Cope With Tragedy

There are many things you can do to cope with traumatic events:

- Understand that your symptoms may be normal, especially right after the trauma.
- Keep to your usual routine.
- Take the time to resolve day-to-day conflicts so they do not add to your stress.
- Do not shy away from situations, people and places that remind you of the trauma.
- Find ways to relax and be kind to yourself.
- Turn to family, friends and clergy person for support. Talk about your experiences and feelings with them.
- Participate in leisure and recreational activities.
- Recognize that you cannot control everything.
- Recognize the need for trained help, and call a local mental health center.

There are also things you can do

to help your child:

- Let your child know that it is okay to feel upset when something bad or scary happens.
- Encourage your child to express feelings and thoughts, without making judgments.
- Return to daily routines.

### When should you contact a doctor about PTSD?

About half of those with PTSD recover within three months without treatment. Sometimes symptoms do not go away or they last for more than three months. This may happen because of the severity of the event, direct exposure to the traumatic event, seriousness of the threat to life, the number of times an event happened, a history of past trauma, and psychological problems before the event.

You may need to consider seeking professional help if your symptoms affect your relationship with your family and friends, or affect your job. If you suspect that you or someone you know has PTSD, talk with a health care provider or call your local mental health clinic.

### Resources

Content on this page was adapted from material found on the website for the Centers for Disease Control and Prevention (CDC). The website is located at [www.cdc.gov](http://www.cdc.gov).

### Additional Information

This information is brought to you by GuidanceResources<sup>®</sup>. This company-sponsored benefit offers confidential help and support 24 hours a day, 7 days per week, at no cost to you. Our GuidanceConsultants<sup>SM</sup> can assist you with your concerns at: **877.247.4621** Online: **[arbenefits.org](http://arbenefits.org)**

## ACI achieves 100 percent on standards during ACA audit

Congratulations are in order for Industry Administrator Robert Carter and the staff of Arkansas Correctional Industries for completing their ACA audit recently with 100% scores on mandatory and non-mandatory standards.



ACA Auditor Marilyn Lynn McCauley, on left, from the Wyoming Department of Correction, and Mary Smith, right, Correctional Consultant from Arizona with ACI Administrator Robert Carter.

## Promotions announced at three ADC units

Four ADC employees will be in new positions effective May 6.

Director Ray Hobbs announced the following promotions on April 23: Deputy Warden Dexter Payne of the East Arkansas Regional Unit will promote to superintendent of the Wrightsville Unit; Deputy Warden Toni Bradley will be joining Payne at the Wrightsville Unit; Major Christopher Budnik will be promoting to Deputy Warden of the McPherson Unit and Capt. John Herrington will be promoting to major of the Mississippi County Work Release Center.

“I would like to take this opportunity to congratulate four of our outstanding employees as they promote and transfer,” said Mr. Hobbs. “I look forward to these positive transitions and please keep up the good work, everyone, and stay safe.”



Deputy Warden Dexter Payne of the EARU will promote to superintendent at Wrightsville.



Deputy Warden Toni Bradley will be joining Warden Payne at the Wrightsville Unit.



Capt. John Herrington is the new Major of MCWRC.



Maj. Christopher Budnik will be deputy warden of the McPherson Unit.

## Employees recognized for 30 years of service to ADC



Three ADC employees were recognized recently at Central Office by the ADC management team: Mike Osburn, left, Obadiah Davis and Wendell Taylor were given their 30-year service certificates.

## Glover graduates from ALETA, becomes certified police officer

Sgt. Kevin Glover of the Central Office K9 Unit recently completed training and became a certified police officer. Glover completed the 12-week course on March 29 at the Arkansas Law Enforcement Training Academy in East Camden.

The course, which started January 6, included instruction in standard police tactics, firearms, legal, technical skills, practical exercises and education in state and federal laws. In each course emphasis is placed upon officers achieving excellence in both academic subjects and firearms training. An officer must maintain a mini-

imum of 70% on each weekly examination, and consistently fire at least 80% during firearms training exercises to successfully complete all phases of the course.

Glover joined the ADC family Jan. 11, 1988, at the Diagnostic Unit as a correctional officer and achieved the rank of lieutenant at the Ouachita River Unit before coming to the K9 Unit.

He is married to Michelle Glover and has two sons, Hunter and Ryan. Ryan is currently attending college and Hunter is a junior at White Hall High School.



## Results of Spring Open Bass Tournament announced

The Police Olympics Open Bass Tournament was held April 16 at Greer's Ferry, Devils Fork Landing.

There were 21 teams. Four teams did not weigh in, but there was a total of 75 fish weighed in.

"Thank you to all the people who fished and took the time out of their busy day to come to this event," said Chris Coody, Internal Affairs.

A combined total of \$1,800 in prize money was awarded to first, second and third places. The Big Bass winner paid \$420 in cash.

The winners were:

Big Bass, T. Thompson, 4.19 pounds; first place - M. Boyd, K. Milner, five fish, 12.15 pounds; second place - E. Evans, D. Boysha, five fish, 11.30 pounds; and third

place - S. Bowman, M. Hoffman, five fish, 10.03 pounds.

"Thank you to all the board members who helped out and especially all the participants in the tournament - all in all a great day," said Coody.

"Thank you to all the units that have made cash donations to the Police Olympics."

# Paws in Prison benefit quilt: Get your chance to win

A drawing for this quilt, made and donated to Paws in Prison by Tammy Robertson, Unit Accreditation Manager at Randall Williams Correctional Facility, will be held on June 3. Tickets for a chance to win are available for a \$1 donation to PIP.

If you would like a chance to win this beautiful quilt, which took Robertson three weeks to make, please contact Shea Wilson, Jim Gumm, Kat McEntire, or Lucy Flemmons.

Tammy Robertson, left, Paws in Prison Coordinator Jim Gumm, and RLW Program Coordinator Rosa Marshall-Rice hold up the quilt which Robertson made and donated.



## Employees gather for National Day of Prayer



Central Office employees gather around the flagpole on May 2, joining people from across the nation, for the purpose of praying together for our country and its leaders on the National Day of Prayer.



### Corrections Day at the Arkansas Travelers

June 1st

Dickey –Stephens Field, North Little Rock

Gates open at 6:00—Game starts at 7:10

Classic Backyard Burgers & Hot Dogs

All you can eat

AACET: Gold Members—\$1.00 Silver Members - \$3.00 Bronze Members - \$5.00

Spouse & Minor Children of Member - Price same as Member

All others and Non AACET -Members - \$15.00

Price includes ticket to the game and food

See Tracey in ADC /HR for tickets [tracey.breshears@arkansas.gov](mailto:tracey.breshears@arkansas.gov) / 870-850-8546

Or mail money and list of attendees to Kevin Murphy at PO Box 1579, Cabot, AR 72023

Tickets must be purchased/received by May 21st.

Play Ball!



# Spring has sprung

Azaleas in the Central Office courtyard.



Cummins Unit roses.



The corn is popping at Ouachita River Correctional Unit.

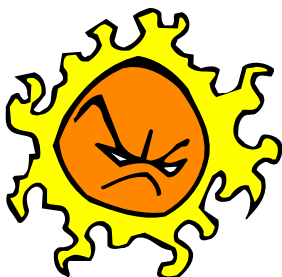


Entrance gate to the Pine Bluff Complex.



## Here comes the sun

Get outside and get active — just make sure you're protected! For outdoor activity, you always need sun protection — it's just another part of your gear!



Skin cancer is the most common form of cancer in the United States. The two most common

types of skin cancer—basal cell and squamous cell carcinomas—are highly curable. However, melanoma, the third most common skin cancer, is more dangerous. About 65%–90% of melanomas are caused by exposure to ultraviolet (UV) light. And cover up those kids!

### Cover up

Obviously, when you put clothes between you and the sun's rays, they can't touch you! It's best to cover up as much as you can, but if it's too hot outside for long sleeves and pants, a beach cover-up or T-shirt and long shorts will do.

#### Fact

If you're like most people, the sun will do almost all of its damage to your skin before your 18th birthday!

Wearing a hat with a wide brim is great, but if you wear a baseball cap, just make sure you slap some sunscreen on your face, neck, and ears. Of course, lightweight, see-through, or mesh clothing provides less protection.

### Rub it on

Sunscreen with SPF 15 or higher, that is. You've gotta have the right stuff!

The number of your SPF — "sun protection factor" — determines how well a sunscreen works at keeping the

sun's burning rays from roasting your skin. (FYI: SPF 45 and higher protects only a bit more than 30 does...) Make sure your sunscreen blocks both UVA and UVB rays (types of light).

Be sure to shake up the bottle and slather it all over your body. Put it on 30 minutes before you go out in the sun...and remember to cover your face, lips, hands, forearms, shoulders, ears, back of your neck, under your chin, and the top of your head, being careful around your eyes. If you're worried about breaking out, try a gel sunscreen. And if your skin reacts badly to one brand, try another. Not all sunscreens have the same ingredients.

**Apply, reapply, and then do it again!** Even if the bottle says it's waterproof, sweat proof, or any other "proof," you should reapply. Put more sunscreen on every couple of hours or right after swimming, working up a sweat, or rubbing your skin with a towel or clothes.

And one more thing ... wearing sunscreen protects you, but it doesn't make it okay to stay in the sun too long.

### Slip on sunglasses

Gotta shield your eyes from the sun, too, right?

Yep. Slip on some shades because the sun's rays can hurt your eyes.

When possible choose wrap-around shades that block 100 percent of UVA and UVB.

### Hang in the Shade

Get out and work your body — there are a million things to do! But hang out in the shade whenever you can.

The sun is the strongest between 10 in the morning and 4 in the afternoon. So, during those times, work or play hard in the shade, chill out under an umbrella, have lunch inside, or try some indoor activities for a change of

pace.

Whether you are in the water, walking on the beach, conquering the slopes, or working outdoors, beware of the extra sun you get from rays bouncing off the surfaces around you. Remember: The sun can affect your skin any time — not just in the summer, in warm places, or on sunny days. Use your head and get the right gear to protect yourself from the rays.

The National Weather Service and the Environmental Protection Agency developed the **UV Index** to forecast the risk of overexposure to UV rays. It lets you know how much caution you should take when working, playing, or exercising outdoors.

#### Tips

Oops! I got too much sun — what do I do now?

- Cool bath
- Unscented moisturizer (lotion, no petroleum jelly)
- Hydrocortisone cream
  - Water
  - No more sun

Pain medication may be needed. When your burn is severe and you have a headache and chills or a fever, too, you may need to seek medical help.

The UV Index predicts exposure levels on a 1–15 scale; higher levels indicate a higher risk of overexposure. Calculated on a next-day basis for dozens of cities across the United States, the UV Index takes into account clouds and other local conditions that affect the amount of UV rays reaching the ground.

*Excerpts from the Centers for Disease Control and Prevention website at [www.cdc.gov](http://www.cdc.gov).*

# AACET scholarships winners announced at luncheon



AACET Gold, Bronze and Silver awardees.



Winners: Ball & Chain Scholarship—Dorothy Waddy standing with Board of Corrections Vice Chair Dr. Mary Parker in far left photo; Marsha Reed Scholarship—Lawonka Marks, middle photo, and Ray Hobbs Scholarship—Jared Byers.

The annual AACET Scholarship Awards Luncheon was held April 30 at Legends Auditorium.

AACET scholarship recipients were: Peyton Cashion, Chiquita Compton, Phillip Etheridge, Linda Dykes, Damoni Franklin, Ronnie Gray, Garrett Griffith, Rita Lewis, Rachel McAfee,

Gary Musselwhite, Edwin Serrano, Cyndi Vent, Tonda Wright, Daniel Bearden, Kimberly Brown, Jared Byers, Shelly Byers, Kyle Coleman, Keisha Collins, Samantha Dunivion, Darryl Golden, Claudia Harris, Akena Holliman, Verna Jackson, Shawnequa Junearick, John Loeschner, Kashif Loeschner, La-

wonka Marks, Chad McGowan, Whitney Aitkens, Atira Roberson, Timothy Robinson, Shelby Sanders, Treabreanna Stigger, Alexis Taylor, Dorothy Waddy, Cody Wilson, Zach Beggs, Tiaka Love, Karli Gilliam, Trenton Hatman, Remington Lively, Karen Payne and Lela Watson.

The Ball & Chain

Scholarship winner was Dorothy Waddy. The Marsha Reed Scholarship was awarded to Lawonka Marks. And the Ray Hobbs Scholarship went to Jared Byers.

Kevin Murphy, executive director of AACET, said his hopes for AACET is to award even more scholarships next year.

*"Always bear in mind that your own resolution to succeed is more important than any other thing."*

**Abraham Lincoln**

# Tracking teams never know what awaits at the end of the trail

I flagged an incident report one morning at the end of March from the Cummins Unit. By the end of the day, a couple of others had forwarded it to me and asked if I had seen it.

The report struck a chord because there in the cut and dry details of the incident were the facts that spoke



**Shea Wilson**  
*Communications Administrator*

volumes about what this agency means to the state in terms of public service. These aren't the stories that make the big headlines, but they are the stories that should because they are very important to the public we serve.

A couple of other reports show the importance and serious nature of these responses to community assistance. They don't all have happy endings, but they all require commitment and preparedness on the part of our officers who never know what they will find at the end of the trail.

Deputy Warden Mark Warner received a call the evening of March 27 from the Warren Police Department. It was almost 8 p.m. A man with Alz-

heimer's was missing from his home and earlier in the afternoon was the last time he had been seen by his family.

A pack team supervised by Lt. M. Herring and Sgt. E. Strother was dispatched to the scene. After multiple drags in several directions, the man was found lying in the woods tangled in vines. He had fallen and said he had hurt his leg and hip and couldn't walk. The Warren Police sent in a four wheeler that took the man to an awaiting ambulance.

Our guys arrived on the scene at 9:11 p.m. and the man was found at 10:02 p.m. In less than an hour, an injured Alzheimer's patient was reunited with his family and was en route to receive needed medical attention because of the efforts of ADC officers and dogs.

Six days later, the Tucker Unit received a call from the Arkansas County Sheriff's Office requesting assistance to catch a fleeing felon. You may have seen this one on the news. An airplane was crashed on a county road and the subject fled on foot into a wooded area when approached by police.

The team from Tucker tracked the suspect all day and eventu-

ally hit the spot where the trail ended. Police believe the suspected got a ride from someone. While this chase did not result in a catch, it did put police in the last known area of the suspect which was valuable information in the investigation.

April closed with a very serious incident involving the North Central Unit. Izard County Sheriff's Office requested assistance in chasing a suspect who they believed had shot a woman. Three officers and a dog tracked the suspect for about a mile when they came upon him, about 45 yards ahead. He was armed with a rifle and refused repeated commands to drop his weapon. He didn't. The suspect turned instead and raised his rifle on the officers, who fired their weapons in self defense. They could have been seriously injured or killed.

As mentioned earlier, our canine officers never know what they are going to find at the end of the trail. It is dangerous work, as the last incident clearly demonstrates. That's why we should keep all of our officers in our thoughts and prayers. They never know what threats will challenge them in the span of a day's work.

## CALENDAR OF EVENTS

**MAY**



### MAY 2013

- 12 — Mother's Day
- 18 — Armed Forces Day
- 27 — Memorial Day



**JUNE**

### JUNE 2013

- 14 — Flag Day
- 16 — Father's Day
- 21 — First Day of Summer

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



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

## ADC K-9 officers lend hand at Special Olympics

Members of the ADC Central Office K-9 Unit offered their support April 13 to the Area IX, Special Olympics Summer Games at the White Hall High School track and football field.

White Hall Police Department's Dusty Summers brought in the torch and ADC's K-9 officers were present all day to assist with the games and to presents medals.



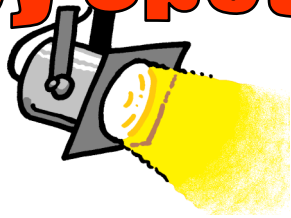
## Food for thought

### UNDER THE WEATHER (not feeling well)

This term came from going below deck on ships due to sea sickness thus you go below or under the weather.

# 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. Contact KAT at [kathlyn.mcentire@arkansas.gov](mailto:kathlyn.mcentire@arkansas.gov) with questions.*

### OFFICIAL MISSION STATEMENT

#### Mission Statement *(per AD 13-06 signed by Director Hobbs, effective April 12, 2013)*

The mission of the Arkansas Department of Correction is to

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

**Organization** - The Board of Corrections consists of seven representatives appointed by the Governor to serve a seven-year term. The Board was impaneled July 1, 1993 and consists of five citizen member; the Chairperson of the Parole Board, and a criminal justice faculty member employed at any four-year university in Arkansas. The Board of Corrections is vested with the authority to promulgate Administrative Regulations.

The ADC Director is the Chief Administrative Officer of ADC and is appointed by the Board of Corrections. The Director is responsible for the philosophy, mission and direction of the Department and ensures that an effective working relationship is maintained with other state agencies and the criminal justice system.

The ADC has six major divisions:

- Operations
- Administrative Services
- Institutions
- Health and Correctional Programs
- Public Services
- Construction/Maintenance

ADC has the authority to formulate Regulations, Directives and Memoranda to provide for the lawful, safe, orderly, and responsible operation of the agency. All employees shall be notified of, provided access to, trained if necessary and held responsible for abiding by these policies, as well as policies contained within this manual.

# TRAINING



# ACADEMY

## Training Academy recognizes Willis H. Sargent Outstanding Student Award

## Training Academy Graduates

Class 2013-C, Apr. 12, 2013



LaKiesha Bailey, Minard Baldwin, Jurdisha Better, Beecher Brodnax, Anthonesia Brown, Chiquita Brown, Raymond Brown, Jr., Johnathon Carmichael, Donker Charley, Sharon Clarke, Christopher Daffin, Tischa Dalsis, Jessica Farris, Richard Faulkner, Jr., Amaris Fells, Everlee Fowler, Robert Gant, Dajuan Gilbert, Justin Green, Joshua Griffith, DeShunda Henry, James Honorable, III, Patricia Howell, Kendra Jackson, Whitney Johnson, James Kemmer, Lakeshia Lee, Jeremy McCarty, Antowine McGuire, Daniel Mitchell, Melvin Murry, Jr., Robrell Newell, Jerry Newton, Christa Owens, Darius Payne, Brittany Pickens, Quavares Pulliam, Angeline Reece, Jaquez Reed, Morgen Reed, Zalen Reed, Anthony Rodgers, Bryson Schulz, Gretchen Smith, Mary Smith, Rafael Smith, Sylvester Starks, Sharon Sullivan, Timothy Sullivan, Erik Tindall, Gary Vice, Christopher Weber, and Billy Wright.

The WHS Outstanding Student Award winner for Class 2013-C 4-12 is Daniel Mitchell. In picture are Major R. E. Plant (Benton Unit), Mitchell and TA Administrator Fred Campbell.



**Socia pinned captain**  
Capt. Gregory Socia, center, was pinned on April 19 by Major Maurice Williams, left, and Capt. James Shipman at the Maximum Security Unit.



**A day at the Academy**  
Training Administrator Fred Campbell directs cadets at the Academy recently.

# Promotions & New Hires

## Promotions

| Date     | Name                 | Position                         | Unit                |
|----------|----------------------|----------------------------------|---------------------|
| 03/31/13 | Percy Arnold         | Captain                          | Grimes              |
| 03/31/13 | Shawn Berry          | Assistant Maintenance Supervisor | Construction-Varner |
| 04/01/13 | Charles Bass         | Software Support Analyst         | Admin Annex East    |
| 04/01/13 | LaKendra Brown       | Sergeant                         | Ouachita River      |
| 04/01/13 | Gary Gamble          | Recreational Activity Supervisor | Ouachita River      |
| 04/01/13 | Franklin Graham      | Sergeant                         | East Arkansas       |
| 04/01/13 | Timothy Holiman      | Agriculture Unit Supervisor II   | Farm-Cummins        |
| 04/01/13 | Nichole Metott       | Administrative Analyst           | Central Office      |
| 04/01/13 | Juanita Mills        | Sergeant                         | East Arkansas       |
| 04/01/13 | Tiffany Munn         | Lieutenant                       | East Arkansas       |
| 04/01/13 | Mark Thomas          | Sergeant                         | Varner Supermax     |
| 04/01/13 | Jeannie Tyler        | Business Operations Specialist   | Mississippi County  |
| 04/01/13 | Marsha Walton        | Program Specialist               | Wrightsville        |
| 04/14/13 | Joseph Bell Sr       | Sergeant                         | Delta               |
| 04/14/13 | Faron Clemmons       | Sergeant                         | Maximum Security    |
| 04/14/13 | John Colbert         | Sergeant                         | North Central       |
| 04/14/13 | Eric Fain            | Lieutenant                       | Ouachita River      |
| 04/14/13 | Frederick Guerra Jr. | Sergeant                         | North Central       |
| 04/14/13 | Donald Heath         | Lieutenant                       | East Arkansas       |
| 04/14/13 | Levi Jamison         | Sergeant                         | Cummins             |
| 04/14/13 | Roger Murray         | Sergeant                         | Varner              |
| 04/14/13 | John Rodgers         | Sergeant                         | Varner              |
| 04/14/13 | LesQuincia Smith     | Sergeant                         | Maximum Security    |
| 04/14/13 | Gregory Socia        | Captain                          | Maximum Security    |
| 04/15/13 | Vernon Alice II      | Sergeant                         | East Arkansas       |
| 04/15/13 | Adam Blair           | Food Preparation Supervisor      | Benton              |
| 04/15/13 | Torey Foote          | Agriculture Unit Supervisor I    | Farm-Tucker         |
| 04/15/13 | Zachery Ives         | Communications System Manager    | Central Office      |
| 04/15/13 | Takelia McDaniel     | Program Specialist               | East Arkansas       |
| 04/15/13 | Deborah Roberts      | Mailroom Services Coordinator    | East Arkansas       |

## New Hires

| Date     | Name             | Position                         | Unit                  |
|----------|------------------|----------------------------------|-----------------------|
| 04/01/13 | Sarah Apel       | Administrative Specialist II     | Training Academy      |
| 04/01/13 | Danny McCoy      | Substance Abuse Program Leader   | Mental Health-WRI     |
| 04/01/13 | Jay Tipton       | Advisor                          | Mental Health-Grimes  |
| 04/01/13 | Ashley Dixon     | Human Resources Assistant        | Cummins               |
| 04/09/13 | Catherine Anders | Administrative Specialist II     | Maximum Security      |
| 04/09/13 | Cecilia Thompson | Inmate Grievance Coordinator     | Wrightsville          |
| 04/15/13 | John Sanders     | Assistant Maintenance Supervisor | Construction-Cummins  |
| 04/15/13 | Sharon Ware      | Licensed Master Social Worker    | Mental Health-Cummins |

# ADC ADVOCATE EMPLOYEES NEWSLETTER

## *ADC Mission Statement*

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

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

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

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

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

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# Parting Shots



Arkansas Department of Correction

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