

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

May 2014

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New Training Academy opens in England



Fred Campbell welcomes Wardens to the seminar room of the newly remodeled Training Academy which opened April 14.

It was a dream that Training Academy Administrator Fred Campbell has had since 1989. He envisioned a facility that included administration space, plenty of classroom space, a living quarter, a conference room, and a gymnasium.

He said he told (then ADC director) Art Lockhart about his 30-year plan, to which Lockhart responded, "Everybody needs a dream."

In April that dream came true. After the England Middle School was deemed to the ADC last fall, the property was converted into a new training academy.



A new sign welcomes visitors to the Academy.



Another of the cosmetic additions that Campbell said remains to be done, inmates setting the Seal in the entrance.

"It wasn't just me," said Campbell, "but a whole lot of people got onboard with this dream.

"We are excited about the facility. We are in full operation. All we lack is cosmetics."

The academy has eight classrooms, a full gymnasium for physical fitness and defensive tactics training, a 31-unit computer classroom, an auditorium with kitchen, and four housing units - each

Continued on page 4

Education is key, but there are more ways to add value

It's graduation month. High school seniors will be moving on to college and college graduates will be moving into the workforce. And, of course, some students are already on the job – and in college. I applaud all of you out there who are working while working to attain higher education. We have a lot of those dedicated people in ADC.

I use this space periodically to talk about being a value added employee – and completing a college degree or getting an advanced degree is one way of adding value, but there are many more. I think it is important that we all stay focused on this concept and do what we can to take ourselves and this agency to the next level.

One of the things you can do is know ADC. Be familiar with our pur-



Ray Hobbs
Director

pose and mission statement. Knowing our organization demonstrates your effort to understand the business of corrections and use this information to routinely make decisions that positively affect the public, co-workers and inmates. ADC's mission statement is on the back page of *The Advocate* every month. I encourage you to read over it and think about what you are doing to play a role in accomplishing that mission.

Another thing you can do is know yourself. And by that, I mean know your strengths. Each of us has some things we do very well – and not so well. You must be able to know what you are intrinsically good at – what your talents and strengths are – and then seek an area within the agency where you can play to your strengths. You may not be in a position right now where you can excel in your area of strength, but you should always be looking and ready to seize the opportunity when it arises.

Take initiative. Step up and take responsibility to help solve some of

our problems and look for opportunities to help ADC succeed and improve. There always will be some folks who hide and try to do as little as possible or who think the next person will do it. Don't be one of those people. Add value to ADC by being the person who steps up with ideas and solutions.

Focus on the end result. If you know the impact of your ideas, you can drive them home. For example, if you have an idea about how we can save money, go that extra step and provide the process of how it will be achieved and the dollar amount of the anticipated savings. That type of data will demonstrate follow through. Everyone has ideas. It's what comes after the idea that counts. Think your ideas through and know the numbers. We need ideas that make sense.

Showing up on time, stepping up to exceed standards and standing out from your peers will show that you mean business when it comes to being a value added employee. Keep up the good work!

First week in May designated for Correctional Officers

The first week in May marks a very important observance for employees of the Arkansas Department of Correction and correctional employees nationwide.

May 4-10 is National Correctional Officers' Week.

In 1984, President Ronald Reagan signed Proclamation 5187, creating "National Correctional Officers' Week." Each year, the first full week in May recognizes the contributions of correctional officers and personnel who work in jails, prisons, and community corrections facilities across the country.

A range of activities are planned for the week in Arkansas facilities to recognize the service of correctional officers.

Watch for highlights of ADC events in the June Advocate.



Garden Award

The Newport Unit won the Garden Award which was presented to Warden Aundrea Massey-Weekly on April 16. Shown here with the award are Director Ray Hobbs, left and Massey-Weekly.

Three units fare well on American Correctional Association audits

Congratulations are in order for Warden Jimmy Banks and the staff of the Delta Regional Unit in Dermott for completing their American Correctional Association audit recently with 100% on mandatory and 99.76% on non-mandatory standards.



In photo at left, the ACA audit team Phillip Brown (from left), Cheryl Turner and Lester Young during closing. In top photo, Deputy Warden James Gibson; Connie Efird—Unit Accreditation; ACA audit team—Brown, Turner, and Young; Sandra Kennedy—Agency Accreditation; and Warden James T. Banks, III.



Congratulations go out to Warden Danny Burl and the staff of the East Arkansas Regional Unit in Brickeys for completing their American Correctional Association audit recently with 100% on both mandatory and non-mandatory standards.



In photo at left, the American Correctional Association audit team Reginald Hines, John Oneilion and Phillip Brown pose with Warden Danny Burl, far right, after closing. In top photo, Hines speaks during closing.

Congratulations to Warden John Herrington and his staff at the Mississippi County Work Release Center for completing their American Correctional Association audit with 100% mandatory standards and 100% non-mandatory standards.



ACA Coordinator Sandra Kennedy with Deputy Director Grant Harris in photo far right, and the ACA audit team with Warden John Herrington at closing.

Training Academy . . . continued from page 1

with six bunk beds.

Campbell plans to host more classes and would like to include seminars. He has plans for adding a double-wide trailer for in-service attendees.

“After all the years to see the vision - I am happy to see the dream come true,” said Campbell. “But this isn't my facility. This is ADC's academy, this is your academy. We are here to be of service to you.”

TA Administrator Fred Campbell, photo top right, sits in his new office. The TA's amenities include eight classrooms including a computer classroom, a gymnasium, housing, a conference room and library.



Two receive 30-year service awards from ADC Management Team



Robert Clark, Deputy Warden Pine Bluff Unit



Russell Thompson, Sergeant, Transportation

ADC K9 Unit helps Special Olympics Area IX at WHHS



ADC Central Office K-9 Unit members provided assistance to the Area IX Special Olympics Field and Track Day at the White Hall High School Football Field on April 12. Officers bring in the torch at opening ceremonies, and Volunteer Services Coordinator Lucy Flemmons and officers present a \$2,000 check from money they received the previous day at the Boots and Badges event at the Pine Bluff Walmart.

Fourteenth ‘Phenomenal Woman’ is held at ORCU

When was the last time you really looked at what was immediately around you?

When was the last time you heard what somebody was saying to you?

When was the last time you really smiled?

When was the last time you cried?

When was the last time you cried for joy?

When was the last time you laughed—out loud?

When was the last time you gave—anything?

These were some of the questions posed by Board of Corrections Vice Chair Dr. Mary Parker to the women who attended the Phenomenal Woman Seminar at Ouachita River Correctional Unit on Apr. 18.

Parker was the opening speaker for the fourteenth annual day-long event.

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

The class was originally called Assisting the Assistant. The 100 women who signed up for the seminar were treated to breakfast and lunch by ORCU and AACET and given encouragement all day.

Parker told the attendees, “We’re here to celebrate the role of women in corrections . . . we’re tougher than we know, and we’re stronger than we’re supposed to be.”

“I’ve had amazing opportunities in my life,” said Parker, admitting that she has failed “on occasion” and made mistakes.

Saying she was no different than the women in the audience, “The dynamics may be different, but the fundamentals are the

same.”

Parker offered encouragement and reminded the attendees of their *daily* significance of making a difference with even the small things, including helping a coworker, reassuring an inmate’s family, or helping a victim.

A self-proclaimed “nerd” Parker said she likes research, so she expounded on her research of great leadership, and she reminded the women that each of them has the potential to be a great leader.

Her list of the qualities of a great leader included being a life-long learner, a good listener, a ‘welcomer’ of input, a respecter of the past, an acceptor of the present, but a planner of the future.

In addition, she said, a great leader knows when to act and when to wait, accepts responsibility for their actions and the actions of their team, demands excellence but understands mistakes, creates opportunities for others, knows how to motivate different types of people, stands behind and stands up for people, acknowledges that stuff rolls uphill, and is genuine.

“Great leaders are the people we want to be before we finish our careers,” Parker said. “But it’s not easy. It takes a toll on those who do it well.”

Parker said a great leader has to be a great person 24 hours a day in every area of life.

“You are the future of ADC,” Parker reminded the audience. “What will people remember about you when you are gone?”

Bearden said this is the first Phenomenal Woman Seminar held at a Unit.

“ORCU showed out,” said Bearden. “Words are not enough.”

Committee members are Verna Arnold, Tanya Collins, Genia Davis, Norma Gillom, Daisha Holcomb, Barbara Holliman, Carla Perry-Johnson, and Janie Shults.

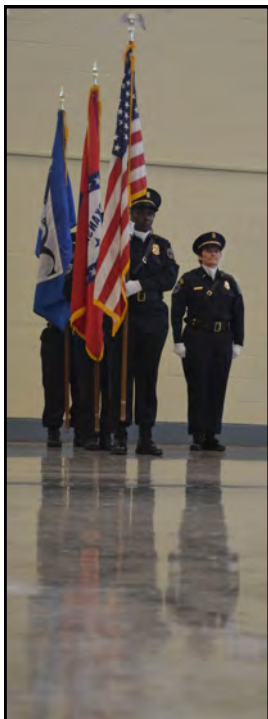
“I cannot do it without them,” said Bearden.



Ardella Bearden presents the opening monologue, “I have lived” written by her son Daniel.



Dr. Mary Parker offers words of encouragement.



ADC Honor Guard posting the colors.



Breakfast starts the day off right.

ERT training prepares for elite positions

Training to become a member of the elite Emergency Response Team, 30 employees endured 40 hours of harsh physical demands to obtain their ERT pin.

The course was held the week of April 21 at the Tucker Unit and provided training in such areas as team building, crime scene preservation, weapons retention, emer-

gency medical skills, electronic restraints, self defense, riot formations and baton tactics.

Administering the class were Emergency Preparedness Administrator Randy Shores, Weapons Manager Robert Hutcheson, Newport EP Coordinator Lt. Tim Loggains, and Tucker ERT Team Leader Sgt. John Maples.



AACET scholarships winners announced at luncheon



Recipients of the AACET Scholarship Awards gathered for lunch at Harbor Oaks on April 28. Sixty-four awards were given for continuing education.

The annual AACET Scholarship Awards Luncheon was held April 28 at Harbor Oaks where the keynote speaker was Deputy Director Marvin Evans.

Kevin Murphy, execu-



Deputy Director Marvin Evans delivers keynote address.

tive director of AACET, recognized sponsor Greg Courington with the Patsy B. Hollandsworth Family Foundation.

Darryl Golden was awarded the Ray Hobbs Scholarship.

AACET scholarship recipients are: Reginald Bailey, James Childers, Ashley Cockrell, Tanilah Jones, Rebekka Coody, Chad Davis, Antwon Emsweller, Shanta Futch, Michele Geater, Angela Gilbert, Jacob Holland, Barbara Holliman, Harrison Houser, Cody Howard, Brenda Hudson, Lorrenda Jordan, Devin Kidwell, Chase Lettenmaier, Rita Lewis, Jessica Branch, Dai-

sha Sanders, Edwin Serrano, Cole Simmons, Jacob Smith, Amy Taylor, Bruce Warren, Autumn Webb, Tonda Wright, Lewis Young, Matalynn Apel, Marisa Ayers, Jessica Beatty, Jimmy Beggs, Donna Best, Eli Blankenship, Jacqueline Breshears, Jared Byers, Aubrie Combs, Blake Cruz, Keshi Cruz, Darryl Golden, Aric Golden, Amanda Gray, Clayton Schwartz, Heather Hewett, Brandi Caffey, Curtis Lewis, Lewis Lyons III, Jacqueline Martin, Stanley Robinson, James Shipman, Tristen Traylor, Morgan White, Nakeisha Willingham, Felicia Carter, Inesha Clark, Tameka Co-



Director Ray Hobbs presents the Ray Hobbs Scholarship to Darryl Golden.

dy, Sequoia Dean, Dowell Tracy, Lacey Lee, Karen Payne, Shakira Davis, Courtney Smith, and Michael Ward.

Food for thought

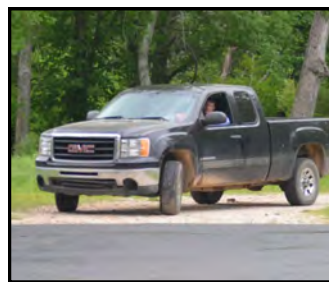
HE WAS STUMPED (unable to answer a question)

Barns and houses were built with logs in frontier days. Bragging rights often ensued regarding the skill to pull up big stumps when clearing ground, but it wasn't unusual for the show-off to be conquered by a stubborn stump and therefore be 'stumped.'

Emergency Preparation drill conducted at ORCU

The annual emergency escape drill conducted at the Ouachita River Correctional Unit on April 29 was successful according to Emergency Preparedness Administrator Randy Shores.

According to ORCU Warden Dale Reed, the drill went well and all comments were positive. It be-



gan at 9:05 a.m. and concluded at 10:51 a.m.

The two "escapees" were last seen in the horse barn and were captured three and one-half miles away.

"The perimeter was established quickly," said Shores. "Outside help was great."

Shores said that new technology has made this process better.

Agencies that participated in the drill included the Arkansas State Police – Troop K, Arkansas State Police – CID Company C, Hot Spring County Sheriff's Department, City of Malvern Police Department, Hot Spring County 9-1-1 and the Arkansas Game and Fish.



Reed said he was pleased with the amount of participation in the drill from outside law enforcement agencies and for their ongoing support of ADC.

With Command Center in action, perimeter established, photos below, and dogs and men on the trail, the successful drill lasted less than 90 minutes.

Police Olympics schedule set

The following is a base schedule for Police Olympics 2014. Please go to www.arkansaspoliceolympics.org to view any and all information. If you are interested in any of the events please register on-line. You don't have to pay until the day of the game at final registration.

The schedule is as follows:

- Bass Tournament, Greer's Ferry, **April 22**, first safe light to 2:30 p.m.
- Bowling Tournament, Millennium Bowling Center Maumelle, **June 3**, 6 p.m.
- Softball Tournament, Sherwood Softball Complex,

June 4, final registration at venue, 7:30 a.m., 8:30 a.m. play starts.

- Basketball Tournament, Bill Harmon Recreation Center, Sherwood, **June 5**, final registration at venue, 8:30 a.m., as soon as charts are ready.
- Golf Tournament, Pine Valley Golf Course in North Little Rock, **June 6**, registration at venue, 7:30 a.m., with 8:30 a.m. tee time.
- Shooting event at D.A.R.C.T.S.R., DARC Y for short, North Little Rock. **June 7**. Time and event structure to be announced.

Health Matters

During a tornado

Signs of an Approaching Storm

Some tornadoes strike rapidly, without time for a tornado warning, and sometimes without a thunderstorm in the vicinity. When you are watching for rapidly emerging tornadoes, it is important to know that you cannot depend on seeing a funnel: clouds or rain may block your view. The following weather signs may mean that a tornado is approaching:

- A dark or green-colored sky
- A large, dark, low-lying cloud
- Large hail
- Loud roar that sounds like a freight train

If you notice any of these weather conditions, take cover immediately, and keep tuned to local radio and TV stations or to a NOAA weather radio.

Sighting a Funnel Cloud

If you see a funnel cloud nearby, take shelter immediately. However, if you spot a tornado that is far away, help alert others to the hazard by reporting it to the newsroom of a local radio or TV station before taking shelter. Use common sense and exercise caution: if you believe that you might be in danger, seek shelter immediately.

Taking Shelter

Your family could be anywhere when a tornado strikes. Discuss with your family where the best tornado shelters are and how family members can protect themselves from flying and falling debris.

The key to surviving a tornado and reducing the risk of injury lies in planning, preparing, and practicing. Flying debris causes most deaths and injuries during a tornado. Although there is no *completely* safe place during a tornado, some locations are much safer than others.

At Home

Pick a place in the home where family members can gather if a tornado is headed your way. **AVOID WINDOWS.** An exploding window can injure or kill.

The safest place in the home is the interior part of a basement. If there is no base-

ment, go to an inside room, without windows, on the lowest floor. This could be a center hallway, bathroom, or closet.

For added protection, get under something sturdy. If possible, cover your body with a blanket, sleeping bag, or mattress, and protect your head with anything available—even your hands. Avoid taking shelter where there are heavy objects, such as pianos or refrigerators, on the area of floor that is directly above you. They could fall through the floor if the tornado strikes your house.

In a Mobile Home

DO NOT STAY IN A MOBILE HOME DURING A TORNADO. Mobile homes can turn over during strong winds. Even mobile homes with a tie-down system cannot withstand the force of tornado winds. Plan ahead. If you live in a mobile home, go to a nearby building, preferably one with a basement. If there is no shelter nearby, lie flat in the nearest ditch, ravine, or culvert and shield your head with your hands.

On the Road

The least desirable place to be during a tornado is in a motor vehicle. Cars, buses, and trucks are easily tossed by tornado winds. **DO NOT TRY TO OUTFRAN A TORNADO IN YOUR CAR.** If you see a tornado, stop your vehicle. Do not get under your vehicle.

Outdoors

If you are caught outside during a tornado and there is no adequate shelter immediately available: avoid areas with many trees, and protect your head.

Long-Span Buildings

A long-span building, such as a shopping mall, theater, or gymnasium, is especially dangerous because the roof structure is usually supported solely by the outside walls. Most such buildings hit by tornados cannot withstand the enormous pressure. They simply collapse.

If you are in a long-span building during a tornado, stay away from windows. Get to the lowest level of the building--the basement if possible--and away from the

windows.

If there is no time to get to a tornado shelter or to a lower level, try to get under a door frame or get up against something that will support or deflect falling debris. For instance, in a department store, get up against heavy shelving or counters. In a theater, get under the seats. Remember to protect your head.

Office Buildings, Schools, Hospitals, Churches, and Other Public Buildings

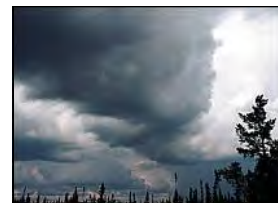
Extra care is required in these situations. The exterior walls of such buildings often have large windows. Do the following if you are in any of these buildings:

- Move away from windows and glass doorways.
- Go to the innermost part of the building on the lowest possible floor.
- Do not use elevators because the power may fail, leaving you trapped.
- Protect your head and make yourself as small a target as possible by crouching down.

Shelter for People with Special Needs

Advance planning is especially important if you require assistance to reach shelter from an approaching storm.

- If you are in a wheelchair, get away from windows and go to an interior room of the house. If possible, seek shelter under a sturdy table or desk. Do cover your head with anything available, even your hands.
- If you are unable to move from a bed or a chair and assistance is not available, protect yourself from falling objects by covering up with blankets and pillows.
- If you are outside and a tornado is approaching, get into a ditch or gully. If possible, lie flat and cover your head with your arms.



ADC cuts energy consumption by 20 percent

The Arkansas Department of Correction has met the energy savings objectives established in Act 1494 of the 87th General Assembly. The act promotes conservation of energy



Shea Wilson
Public Information Officer

and natural resources in buildings owned by public agencies and institutions of higher education. The 2009 law found that “public buildings can be built and renovated using sustainable, energy-efficient methods that save money, reduce negative environmental impacts and improve employee and student performance, and make employees and students more productive.”

State agencies are required to develop a program to manage energy, water and other utility uses that will reduce total energy consumption per gross square foot for all existing buildings by 20 percent by 2014 and 30 percent by 2017 based on energy consumption for the 2007-2008 fiscal year.

With Act 1494, ADC began checking on funding and ways to conserve and reduce energy costs. This agency makes every effort to be good stewards

of taxpayer funds. The green focus has helped us maximize resources, both monetary and environmental.

ADC began conservation efforts by retro-fitting and upgrading lighting and upgrading heating, ventilation and air conditioning systems. Other efforts include new water and gas lines to repair leaks for energy loss; steam boiler upgrades; timers on inmate showers, limiting shower time to 7 minutes for males and 10 minutes for females; activation lights that turn off automatically after a period of time with no movement; added water saving equipment to toilets; rescheduled laundry away from peak demand times; and upgraded laundry and kitchen equipment to Energy Star appliances.

Also, roofs on the pods at the Cummins and Tucker Units were raised as a part of conservation. All the windows on the units were changed to insulated, high security windows. All exterior doors were changed and the exterior walls were insulated.

Assistant Director Leon Starks of the ADC construction and maintenance division and his staff oversaw the projects, which were done using inmate labor. They have all done an outstanding job.

So far ADC has collected \$350,000 in incen-

tives from energy companies and more is expected in the future from recently completed projects.

The energy companies have been great partners because it serves their interests, too, for us to be more energy efficient.

The upgrades to lighting and air conditioning systems will reduce the cost to the state for running the ADC by \$746,000 a year. Conservation experts say the projects will save 2,239,000 kilowatt hours a year in energy.

CLEAResult in Little Rock, a partner with Entergy in conservation efforts, consulted ADC on the HVAC and lighting projects.

Based on information provided by CLEAResult, HVAC project will reduce the amount of carbon dioxide going into the atmosphere by 1,450 tons each year. That is the equivalent of removing 317 cars from state highways or adding 2,480 acres of forest land to Arkansas.

The lighting project reduced energy consumption by 8,444,470 kilowatt hours a year. That’s an estimated savings of \$590,000 a year. The carbon dioxide reduction of the project was more than 5,470 tons per year. That is the equivalent of removing 1,197 cars from the highways and adding 9,360 acres of forest land.

CALENDAR OF EVENTS



MAY 2014

6-12—National Nurse Week

4-10—Correctional Officers Week

11 — Mother’s Day

17 — Armed Forces Day

19 — Ball and Chain Challenge Golf Tournament

26 — Memorial Day



JUNE

JUNE 2014

14 — Flag Day

15 — Father’s Day

21 — Summer Begins

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



Send information to Kat at

The Advocate
kathlyn.mcentire
@arkansas.gov

Around ADC



Entertaining inmates

'Some Guy Named Robb' entertains inmates at the Randall Williams Unit on April 3. The band also performed at Tucker Unit.



Service to ASEA

Raymond Heaggans, President of Arkansas State Employees Association, presents Ramona Green with a clock for 20 years on the ASEA Board for District 4. Green will be replaced by Stefanie Hawkins, HR Specialist.

Jackson graduates from ALETA

Tashayla M. Jackson graduated from ALETA on March 28. Tashayla was promoted to sergeant with the Central Office K-9 Unit in September 2013. In addition to a five-month period in 2008 during college, she has been with the ADC since 2011. She holds a bachelor's degree in criminal justice.



Retiring from a hobby

Weapons Manager Robert Hutcheson, right, retired April 5 from the Trans Mississippi Volunteer Infantry, a tri-state living history organization, as the Battalion Sergeant Major. The ceremony was held in Pleasant Hill, Louisiana.

Offender's Choice: Packaging coffee part of daily grind



Coffee anyone?

Just another day at the factory — the Grimes Unit's coffee manufacturing facility where coffee is ground, packaged, and sold. 'Offender's Choice' is sold by Arkansas Correctional Industries in whole bean or ground options. The coffee is available for purchase and a display may be seen in the lobby of the Administration East Building on Harding Avenue.

Policy Spotlight

Facts about policy and conduct



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

EMPLOYEE HANDBOOK Career and Personal Enhancements—Page 7

Training – All employees, other than temporary, are provided training designed to acquaint them with the policies and procedures of the Department and the facility or unit of employment and prepare them for assuming the specific duties and responsibilities of their job. All employees are also provided opportunities for receiving ongoing in-service training designed to enhance professional growth and career opportunities within the department. Every employee is encouraged to take advantage of the many training and educational opportunities that become available throughout the year. All Non-Security employees are required to take mandatory Security for Non-Security training. For more information on training opportunities, employees should contact their Unit Training Officer.

Performance Evaluation – Performance evaluations are designed to improve communications between supervisors and subordinates with respect to job performance expectations, present performance levels, and methods of improving performance. Performance evaluations are to be completed at least annually. The work performance of employees may be periodically reviewed by the supervisor during the evaluation period. Evaluations become a permanent part of the employee's personnel file after the supervisor has discussed the contents with the employee, the employee has signed the evaluation form and been given the opportunity to make written comments and/or discuss any statement made on the evaluation.

TRAINING ACADEMY

Training Academy Graduates: Class 2014-C, March 28, 2014



Kendrick Anthony, Wesley Bell, Robert Blevins, James Brothers, Javerius Brown, Stephen Carroll, Franklin Clary, Marquis Creggett, Stacy Douglas, Lucas Gansz, Latieia Gill, Teddy Glover, Jr., Richard Hankins, Karjuan Hayes, Quantereka Johnson, Victor Johnson, Latoya Jones, William Langle, Jr., Freddy Lewis, II, Shanadrian Madden, Carlos Matthews, Courtney Milton, Terry Newman, Tawyna Owens, Jagdipkumar Patel, Daujanae Powell, Shawn-Luc Roberts, Makall Sellars, Justin Sykes, and Devin Thorne.

Willis H. Sargent Outstanding Student Achievement Award

The winner of the Willis H. Sargent Outstanding Student Award for Class 2014-C is Devin Thorne. Pictured (in photo at left) are Capt. Randy Callas, Thorne, and TA Administrator Fred Campbell. The winner of the WHS Outstanding Student Award for Class 2014-D is Jim Apel. Pictured (in photo at right) are Callas, Deputy Warden Joe Page, Apel, and Campbell.



Class 2014-D, April 18, 2014

Jim Apel, James Brant, Seth Campbell, Zachary Coghurn, LaShunda Cornelius, Scott Gotham, Trenton Hatman, Tyler Hodges, Gregory Johnson, Stacie Johnson, Austin Long, Charles Mayhew, Esther Mendez, Charles Moore, Phillip Morgan, Ethan Porter, Kelsey Thompson, Bobbie Troup, Donna Walton, Ben Wood, Patrick Wright, and She'Terrika Young.



Promotions & New Hires

Promotions

Date	Name	Position	Unit
03/30/14	Jeremy Teague	Agriculture Unit Supv II	Farm-Wrightsville
04/13/14	David Gilbert	Sergeant	Texarkana
04/13/14	Sammy Jarrett II	Lieutenant	Delta
04/13/14	Bobby McDowell	Sergeant	Texarkana
04/13/14	Jimmy Phillips	Captain	Varner
04/13/14	Sharon Williams	Captain	Varner



New Hires

Date	Name	Position	Unit
03/24/14	Alice Miller	Administrative Specialist III	Industry
04/07/14	Ellen Taylor	Records Supervisor	Pine Bluff Unit

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

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

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

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

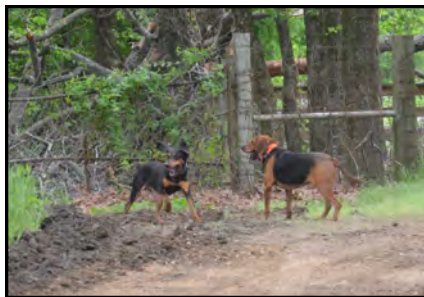
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

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

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

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

Parting Shots



Arkansas Department of Correction

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