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30,000 BOOKS

ADC libraries receive donation from Hot Springs bookstore**An inmate unpacks one of 400 boxes of used books stored in the old Diagnostic Unit.**

The Arkansas Department of Correction Library Division has received a donation of 30,000 slightly used books and bookshelves for its unit libraries.

Judy Schoonover, owner of The Book Place in Hot Springs, recently closed the doors of her store and needed to eliminate her inventory of books and storage shelves. So she placed an ad on Craigslist, offering them as a donation.

ADC senior librarian, Dennice Alexander learned of the ad, and with the help of a dozen inmates, emptied the store in

less than eight hours. "I asked my boss (Assistant Director Dina Tyler) and she said "yes!" said Alexander.

Alexander, who has been the ADC librarian for the past 10 years typically, receives approximately 3,000 donated books each year. "I've never seen anything like this," said Alexander. The ADC currently has 15 unit libraries across the state. Twice a year, Alexander closes the libraries to remove old and damaged books to make way for new reading material.

Continued on page 4

Time to celebrate National Correctional Officers Week

The first week of May is special to the Arkansas Department of Correction. This is the time set aside to honor the work of correctional officers and personnel nationwide – but as you all know, here at ADC we honor the work you do each and every day. That’s something I can’t stress enough.



Ray Hobbs
ADC Director

Correctional officers have a difficult and dangerous job. It’s part of our mission to provide a safe, humane environment for staff and inmates. This means ensuring the safety and well-being of more than 15,000 inmates and several thousand staff members 365 days a year. It’s not easy, but so many of you – through your dedication and perseverance – make it look easy.

Back in May 1984, then President Ronald Reagan proclaimed the first ever National Correctional Officers Week. In 1996, the U.S. Senate officially changed the name to National Correctional Officers and Employees Week.

This is an excerpt from President Reagan’s original proclamation:

“Historically, correctional officers have been viewed as ‘guards,’

occupying isolated and misunderstood positions in prisons and jails. In recent years, the duties of these officers have become increasingly complex and demanding. They are called upon to fill, simultaneously, custodial, supervisory and counseling roles. The professionalism, dedication and courage exhibited by these officers throughout the performance of these demanding and often conflicting roles deserve our utmost respect. The important work of correctional officers often does not receive the recognition from the public it deserves. It is appropriate that we honor the many contributions and accomplishments of these men and women who are a vital component of the field of corrections.”

This is as true today as it was almost three decades ago.

One of our facilities sent a request for encouraging comments to be displayed on a special message board that will be posted at the unit. I’d like to share with you some of those comments. They were inspiring to me and I think they will be to you too.

Deputy Director Wendy Kelley: “Thank each of you for carrying out the mission of the Arkansas Department of Correction by serving as professionals and keeping our communities safe, and our facilities safe for staff, inmates, and visitors!”

Deputy Director Sheila Sharp: “I know the hard work and commitment of correctional officers goes unrecognized far too often. I appreciate the

risks you take and your dedication to this agency and state. I have and will continue to do everything I can to support you in carrying out your roles.”

Assistant Director Grant Harris: “Security has always and will always be the backbone of ADC. Thank you for the job that you do, the sacrifices you have made, and the higher standard you have set for yourself and those we are charged with the custody of ... sincerely.”

Assistant Director Dina Tyler: “Every day, you do courageous work that often goes unrecognized by the public you serve. But that doesn’t mean they don’t appreciate it, because I believe they do. I have seen their smiles when they drive by a regional maintenance crew cleaning up a park or tearing down a crumbling house. I have witnessed how the folks at the courthouse relax as soon they see that the inmate going up to the second floor is being escorted by correctional officers. And I have watched relief rush over them when ADC officers show up at a crime scene with their tracking dogs. This happens because they know who you are and how good you are at what you do. They feel safer because you are there. They might not say it, but they do. So on behalf of a grateful state, thank you a hundred times. You are true professionals, and all of Arkansas gets to rest easier because you’re out there ... doing the difficult work.”

AACET
EVENTS

Corrections Day at the Arkansas Travelers on June 2

Gates open at 6 p.m., game starts at 7:10 p.m. Prices for AACET members include a ticket to the game and all-you-can-eat Classic Backyard Burgers and hot dogs with all the trimmings! Tickets for spouses and minor children of members are the same price!

Gold Members-\$1, Silver Members-\$3, Bronze Members-\$5, Non-Members \$14 Tickets must be purchased by May 18th!

To purchase advance tickets, contact Tracey Breshears at 870-850-8546 or at tracey.breshears@arkansas.gov. You can also contact Kevin Murphy at 501-412-2198 or at kevin.murphy@arkansas.gov. **Batter-up, everyone!**

Arkansas Police Olympics announce 2012 summer games

Let the games begin! The Arkansas Police Olympics has announced its schedule for the 2012 summer games starting June 5.

Bowling Tournament– June 5 at the Maumelle Bowling Center at 6PM. Four person teams will compete in a three game tournament. Teams with the highest scores win. Averages will be determined the night of competition with one average score for both men and women. Four person teams only at \$10 per person.

Softball Tournament– June 6 at the Sherwood Softball Complex. Team captains must register their teams prior to the event date. Participants must

show their law enforcement or corrections ID in order to participate. Cost is \$10 per person, and all players must wear a numbered jersey.

Basketball Tournament– June 7 at the Bill Harmon Recreation Center in Sherwood. Team captains are required to register their teams prior to the event date. Players must have a law enforcement or corrections ID to play in the tournament and wear a numbered jersey. Cost is \$10 per person.

Golf Tournament– June 8 at the Pine Valley Golf Course in Sherwood. Four-person teams will compete in two flights, 8AM and 1PM, with lunch provided at 11:30. At least three of the

four members must have a law enforcement or correction ID to compete. Cost per person is \$40 and includes lunch.

Shooting Event– June 9 at the Pularski County Sheriff's shooting range located at Highway 365 and Dulin Road in Little Rock. Participants will compete in handgun and long gun events and must provide law enforcement or correction ID. Cost for each event is \$10 per person.

Eligibility– Participants must be full, part time or retired law enforcement officers, correction officers, auxiliary law enforcement officers, military police, emergency and fire personnel.

Corrections Board holds meeting at new Ad-Seg/SPU facility



Members of the Board of Corrections met April 3 at the new Administrative Segregation/Special Programs Unit facility at the McPherson Unit in Newport.

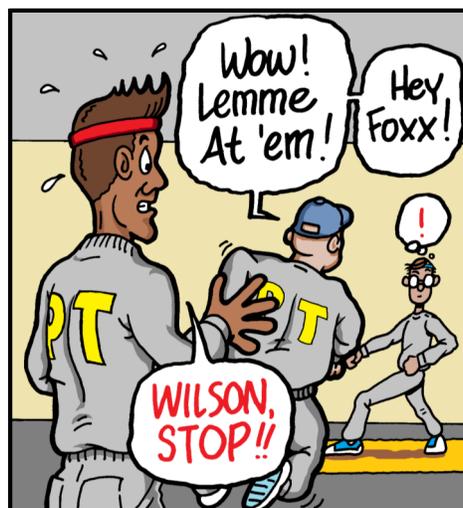
Assistant Director Leon Starks said the SPU ward will open up 40 new beds and the Ad-Seg will have an additional 60 beds when completed. Construction began in March of 2011, but was inter-



rupted due to heavy rains and flooding. ADC inmates are currently applying the finish work on the facility.

The New Blues

by Bill Watson



Bill Watson '12

30,000 used books enter ADC library system

Continued from page 1

As books become worn out and removed, some ADC libraries run short on titles and selection. Replacement books are usually found at yard sales second-hand stores and donations. “With a donation like this, it’s going to take about six months to process and distribute books to the libraries that need them most” said Alexander.

With approximately 200,000 books across the system, ADC libraries operate on the same basis as a public library where inmates check out books and return them when finished. However, inmate reading tastes don’t always follow stereotypes.

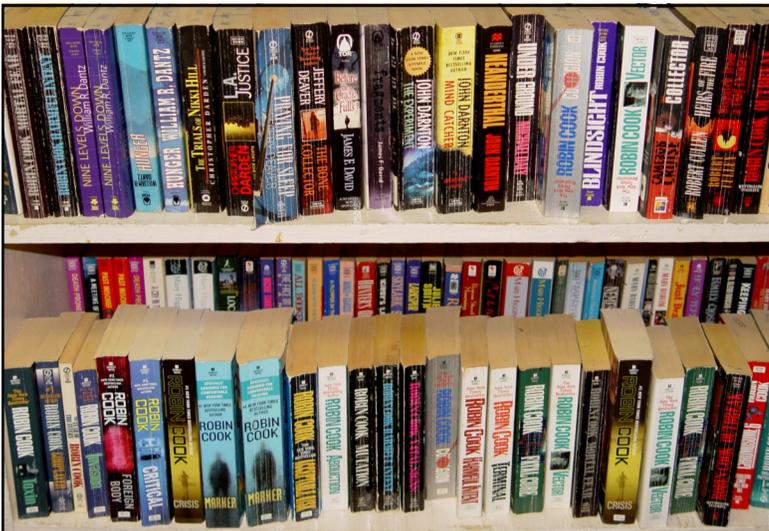
“We have units where the guys like to read romance novels and the women enjoy westerns and science fiction,” said Alexander. “Vampire novels are popular everywhere.” Other titles popular with inmates are mysteries, biographies and non-fiction.

The Wrightsville unit was the first to receive a portion of the newly donated books since their arrival in April. Yet, according to Alexander, the unit that uses the most reading material is Varner.

Books not accepted by the ADC because of subject or content are donated to charities such as Goodwill, Salvation Army and CASA (a local women’s shelter), so nothing is wasted.



Dennice Alexander, ADC senior librarian, prepares to inventory approximately 400 boxes of used books for 15 ADC unit libraries.



Evelyn Hosman, left, and Dennice Alexander sort books by title and subject at the old Diagnostic Unit.

Health Matters

Coffee-new studies indicate pros outweigh cons in that “Cup-o-Joe”



Coffee. The most recognized drink in the world next to tea. The origins of the first brewed version of the beverage trace back to 15th century Ethiopia, and became a worldwide export through the Dutch East India Company in 1711.

Consider that in the United States, approximately 150 million Americans drink coffee every day. Together, this equals to about 400 million cups a day, making the United States the largest coffee consumer in the world.

Historically, coffee has been a part of religion, medicine, and politics for centuries. Yet, for all of its fame, coffee has taken a bad rap over the past three decades as health officials have associated its effects with everything from cancer to heart disease.

However, emerging research from the Harvard School of Medicine and the Mayo Clinic have given coffee lovers good reason to put down the rumors and raise those mugs.

According to Dr. Donald Hensrud of the Mayo Clinic, “Coffee isn’t ready to be classified as a healthy food. But its benefits outweigh the



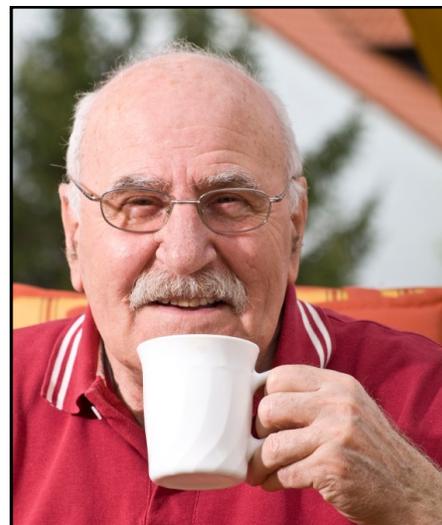
risks. How the body metabolizes coffee often determines the good or bad effects in the individual.”

While it is true that some may suffer symptoms of nervousness, headaches, insomnia and high blood pressure, others experience more positive effects. A recent study in Israel tested the effects of caffeine on patients with coronary artery disease versus healthy subjects. While both groups showed elevated blood pressure levels, the effects were short-lived. However, the subjects with pre-existing coronary disease showed elevated endothelial function—a condition that improves arterial dilation and blood flow.

Although the results of this study do not suggest that coffee will cure arterial disease, other findings may prove just as refreshing as that first cup in



morning. Test results show coffee can reduce depression in women by as much as 20%, lowers the risk of prostate cancer in men by up to 60%, and help lower the risk for Parkinson’s disease by 25%. Other benefits include higher memory retention and proof-reading skills, a 7% reduced risk of developing Type 2 Diabetes, and lower risks for basil cell carcinoma (a form of skin cancer) in both men and women. Besides caffeine, coffee also contains high levels of antioxidants and contains only seven calories! Yet,



the addition of calorie-laden combinations of cream (46 calories) and sugar (23 calories) can raise the bar considerably. Also, high-intake levels of less filtered coffees such as lattes have been associated with mild, but elevated levels of cholesterol. The key to coffee’s great taste and benefits is moderation.

If cream and sugar is what you crave, go for low-fat versions of your favorite condiments. Also, be mindful of coffee-related habits such as inactivity and smoking. Try limiting intake to prevent restlessness, nervous behavior and lower indigestion. With all of the positive benefits, the “best part of waking up” is not only sweeter, but always “good to the last drop!”



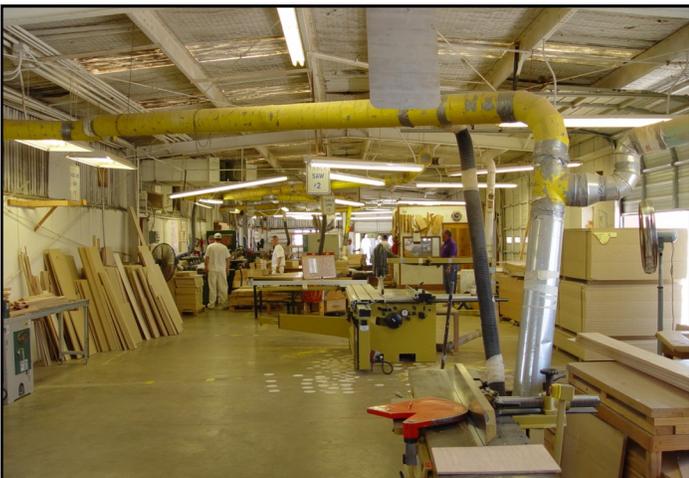
Diversity key to success for Arkansas Correctional Industry



The Arkansas Correctional Industry warehouse located on 145th street near Wrightsville.



ACI's graphic arts facility located at the Wrightsville unit features four color process and laser print equipment to handle the publishing needs of the ADC and other state agencies. The cabinet shop (below) produces wood products from trophies to desks and cabinets for schools and offices across the state, while providing vocational training that ADC inmates can use when they re-enter society.



Jerry Campbell wants to change the perception of correctional industry. Because of movies and television, the public's idea of prison industry is limited to pressing license plates and sewing inmate uniforms. As administrator of Arkansas Correctional Industries, Campbell realizes that product diversity is the key to success.

"In 1973, inmate and employee uniforms were a big part of our industry," Campbell said. "Inmates learned a skill while providing a low-cost solution to the needs of a budget-strapped prison system." However, because of dated equipment and limited resources, the quality of those uniforms didn't always measure up. "We needed to change the way we produced things, along with what we produced, if we were going to keep busy and make a profit."

Arkansas Correctional Industries is a self-supporting division of the Arkansas Department of Correction. Its business expenditures are covered by profits generated by the sale of goods and products, not the state's general revenue. "All of our sales go back into buying equipment and resources to enlarge our current operation and to train these inmates," Campbell said.

Campbell, who has been with ACI since 1983, has managed ACI on a tight budget. "We look for bargains wherever we can to add to our productivity. If a business goes under in the private sector, we see it as an opportunity to pick up additional equipment. Usually, at a fraction of the cost."

Because of those opportunities, ACI has become the number one vendor for protective wall padding for school gymnasiums in Arkansas. Other customers include the State Hospital, the Arkansas Attorney General's office, the University of Arkansas and the Arkansas National Guard. However, priority for services and products still goes to ADC. "We save the department money by refurbishing office equipment and furnishings at a much lower cost than buying brand new," Campbell said. "That adds up to a lot when you operate under a tight budget."

When times and processes change, Campbell tries to balance new technology with practical training. Dark rooms once used to process film have been replaced with computer stations and digital processing equipment. Even the cabinet shop has been updated with computer technology.

"Our computer-assisted routers can make detailed cuts faster and more accurately than before," Campbell said. "We're able to shoot photos of projects with our phones, send them to computers and plot them for the workshop to produce. It's an amazing time for ACI."

State employees and agencies are encouraged to check out the ACI's online catalog for a complete selection of products and services at www.acicatalog.com.

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 bill.watson@arkansas.gov with questions.*



ADC Policy Coordinator Bobby Smith, center, conducts a review of proposed changes at a Policy Committee meeting.



Committee members discuss and make improvements to departmental policies during meeting at Central Office.

“It seems like there are department policies for just about everything. Who decides and writes these policies?”

ADC Policy Coordinator Bobby Smith provided information on the policy-writing process for the department.

“Essentially, each employee, supervisor and administrator who works for the department is involved with our policies,” Smith said. “The ADC’s Policy Committee is a group of individuals who represent practically every branch of the ADC. We have wardens, assistant directors and administrators who represent areas such as legal, medical and compliance. We meet each month to discuss policy issues that will eventually affect all ADC employees.”

On average, approximately seven policies are brought before the committee each month to be reviewed. The highest number of policy reviews in one year (87), occurred in 2008. Policies may be addressed because of outdated language, new state or federal mandates, or changes in the law. Some changes, in emergency circumstances, can be made and signed by the director in as little as two hours. Other changes that go through regular committee review may take between seven and 30 days before going to the director.

“Introducing a new policy, however, takes quite a bit more time to write and be approved,” Smith said. To propose a new policy, the initial idea is first written in accordance with appropriate rules and regulations. It is then checked against similar policies that may be used in other correctional agencies along with state and federal law. After being reviewed by the Policy Committee, ADC management team and the Board of Corrections, the policy will go to the director for his signature.

An example of a new policy brought before the committee would be AD12-08 Paws in Prison, presented by Assistant Director Dina Tyler. The policy’s language defines the Paws program, its goals, and how it conducts business within the department. Although this is one example of how the committee works, the agency would like to see more employees become active in departmental policies.

“All employees are encouraged to become more proactive in the policy process. We need suggestions and input from the people who are affected most by what we do. If anyone out there has identified a conflict with an existing policy or has an idea for improving what we do, contact your supervisor. These policies concern all of us and each voice is important.”

ADC crews lend helping



march
of dimes®
march for babies™

Who – Tucker ERTs

What – 2012 March for Babies

When – April 7, 2012

Where – Regional Park, Pine Bluff

Members of the Tucker Unit ERT crew, along with family members, brave the cool morning air as they prepare to walk for the March of Dimes. From left to right, Officer Adam Ryan, Suzanne Lumpkins, Lt. Phillip Glover, Sgt. J. Little, Kari Sanderson, Cpl. Daniel Laminack, COI Kandice McKenzie, Lt. Jarrod Self, Bailey Self, Maj. T Childers, COI Shontell Harris, James Childers, Stacy Childers, Antoinette Hall and sons, Eric Meadows, Katelyn Maples, Sgt. John Maples, Melissa Taylor, Stormi Taylor and Sgt. Brandon Taylor.

Members of the Tucker Unit Emergency Response Team and their families joined the March of Dimes on April 7 at Pine Bluff's Regional Park to help raise money for the 2012 March for Babies.

"We're accustomed to getting up early around here," said Lt. Jarrod Self. "But these guys are here on their time-off to help out the March of Dimes. It's a great cause." The group from Tucker raised about \$800 for the cause, Self said.



hands for local charities



Who – Central Office K-9 Crew
What – 2012 Area IX Special Olympics
When – April 14, 2012
Where – White Hall High School



Members of the Central Office K-9 crew from left to right, Sgt. Daniel Heflin, Sgt. Billy Hayes, Sgt. Derek Wilson, Sgt. Alan Hutcheson, Sgt. Bryan Cockrell (kneeling), Sgt. Jonathan Lawrence, Lt. Troy Moore, Sgt. James Mize and Sgt. Dennis Reap.



Students from W.T. Cheney Elementary School in Pine Bluff cheer on torch runners from the ADC and White Hall Police Departments.



Members of the ADC Central Office K-9 Unit offered their support April 14 to the Area IX Special Olympics at the White Hall High School track and football field. The K-9 officers, along with representatives from Arkansas, Jefferson, Grant and Lincoln counties and the White Hall Police Department, were present during the event's opening ceremonies.



Lucy Flemmons, ADC Volunteer Services Coordinator takes a turn at the mike.

Volunteer Services Coordinator Lucy Flemmons said the day was long for the ADC volunteers. "Our guys (the K-9 Crew) were called out at 2 a.m. to assist the State Police with a search," Flemmons said. "The search was finally called off at 4 a.m. Everyone went home, cleaned up and were here at 7:30 to work with the kids. I know it meant a lot to everyone to have them here."

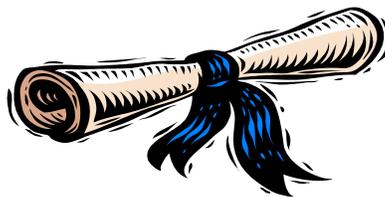
AACET Scholarship Awards encourage students to reach higher



Arkansas Correctional School Supervisor Dubs Byers, left, and AACET Director Kevin Murphy discuss the importance of education.



ADC Director Ray Hobbs calls students, both young and old, to push hard and stay the course as they pursue their dreams of higher education. "I'm proud of the ADC and it's commitment to education. We have a staff of intelligent people who help our department to work better and smarter because of education."



Correctional employees and students gathered to recognize the importance of a college education at the AACET Scholarship Awards on April 10.

Approximately 30 students, either correctional employees or children of employees, received academic scholarships from the Arkansas Association of Correctional Employees Trust. The speaker for the event was Dr. Dubs Byers, superintendent of Arkansas Correctional Schools.

AACET Executive Director Kevin Murphy and ADC Director Ray Hobbs handed out checks to students preparing for college and ADC employees continuing their education. "It's an investment in the future," Murphy said.

In addition to the \$500 Bronze, \$750 Silver and \$1,000 Gold awards, one student received the \$2,000 Ray Hobbs Scholarship Award given yearly to an ADC employee enrolled in college. This year's recipient was Dexter Payne, Deputy Warden of the East Arkansas Regional Unit.

Other scholarship winners include: **Bronze** -- Isaac Blankenship, Shannon Caldwell, Sloan Lively, Jessica Loggains, Haley Park and Ryan Siegel. **Silver** -- Stanley Chukwuana, Ryan Glover, Raja Humphrey, Charnesia Jackson, Jada Lawrence, Preston Aitkens, Dexter Payne, Bill Watson, Hayley Webb, and Brittany Williams. **Gold** -- Lindsey Boles, Gabrielle James, Danny Burl Jr., Denisha Burl, Juquecia Chancey, Trenton Cleg-horn, Earnest Jones, Russell Harvey, Chloe Jerry, Zackary Lawrence, Jordan Thurman, Tyler Musselwhite, Gary Musselwhite and James Robertson Jr.

In an AACET drawing, Raja Humphrey of the East Arkansas Regional Unit received a vacation package from Cindy Courington, courtesy of Greatest Escapes Travel.

ADC units perform well during accreditation audits

Several ADC facilities had accreditation audits recently — and highest congratulations are in order because of the outstanding scores..

Warden John Maples and the staff of the Grimes and McPherson Units, passed their ACA audit with a 100% score on mandatory and 99.8% score on non-mandatory criteria.

Warden William Straughn and the staff of the ADC's Maximum Security Unit are celebrating with their

ACA audit scores of 100% on mandatory and 99.3% on non-mandatory standards.

The staff of the Willis H. Sargent Training Academy, under the leadership of Administrator Fred Campbell, hit the mark with 100% scores on both mandatory and non-mandatory standards.

Two Arkansas Department of Correction schools recently passed the test when Correctional Education As-

sociation scores brought them to the head of the class.

G.B. Davis, principal of the Pine Bluff Unit and his educational staff received 100% on mandatory and 98% on non-mandatory accreditation criteria.

Congratulations are also in order for Carl Stephen and his staff at the Wrightsville Unit for receiving 100% on mandatory and non-mandatory standards of their CEA audit.

Officers deserve kudos for service

It's been almost 30 years since President Ronald Reagan proclaimed the first National Correctional Officers Week. The year was 1984. I was a sophomore in high school and wasn't aware the week was celebrated -- ditto for the years that followed.



Shea Wilson
Communications Administrator

It wasn't until May 2011, a few months after my employment with the Arkansas Department of Correction began that I observed my first National Correctional Officers Week and realized its significance.

Correctional officers are different than their law enforcement counterparts. The blue uniforms, occupational hazards and long hours are similar in many ways, but correctional officers perform their duties behind the walls and bars of institutions, tucked away from the public eye.

Officers are the front-line for making sure prisons run as institutions. There are schedules, procedures and things that have to be done in the same way hour after hour, day after day, year after year. It can be routine and monotonous, but it's all necessary to maintain or-

der and security inside prisons. Miss one step and the outcome could be a disaster. There's a lot of weight to that responsibility -- even in the routine, boring things.

ADC officers have a difficult and dangerous job. They are charged with providing a safe, humane environment for staff and inmates. That means ensuring the safety and well-being of around 15,000 inmates every day.

And they, of course, are in our care and custody for a reason. Many are serving their sentences as well-behaved inmates; they want to do better and work hard on rehabilitation. But some have no regard for themselves or anyone else. They can't value the life of a correctional officer because they don't respect or value their own.

Disrespect is prevalent in the prison system. Correctional officers endure verbal harassment and constant threats of physical assault. I'll never forget the first time I visited Varner SuperMax. The officers were wearing face shields and other protective gear. They need it because some inmates engage in "dashing" -- throwing urine, feces, blood and other bodily fluids at officers.

Yet, correctional officers manage to conduct themselves as professionals.

Random bad news,

prison dramas and "reality" television programs sometimes dictate public perception -- and those portrayals aren't always accurate. One warden told me that officers often feel like public support and confidence is not with them. And unfortunately, that's sometimes the case.

Here's what I would like for the public to know:

When suspects are at large in communities and local law enforcement can't find them, ADC officers and tracking dogs assist.

When children or the elderly are lost, ADC officers and tracking dogs help find them.

When inmates are working on regional maintenance crews in communities tearing down condemned structures, cleaning up city streets and ballparks, security is provided by correctional officers.

When criminals are arrested, convicted, sentenced to prison and forgotten by the rest of society, it is correctional officers who provide for their care and custody.

The men and women who put on ADC blue every day exemplify honor and integrity in public service. They put their lives in harm's way every day. They deserve the respect such sacrifice merits. Keep them in your thoughts and prayers.

ADC CALENDAR OF EVENTS



MAY 2012

- 5 — Cinco de Mayo
- 13 — Mother's Day
- 19 — Armed Forces Day
- 28 — Memorial Day



JUNE 2012

- National Rose Month
- 14 — Flag Day
- 17 — Father's Day
- 20 — Summer Solstice

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



Send information to
The Advocate

Bill.Watson@arkansas.gov

Families hop into the fun at Cummins/Varner Easter Egg Hunt



The Easter Bunny might be good at hiding eggs, but the eager kids at this year's Easter Egg Hunt were just as determined to find them and enjoy the prizes concealed inside.

On March 31, a certain “waskally wabbit” was spotted hiding eggs in the vicinity of the new Varner Training Center. Easter egg hunters soon converged upon the area for a day of fun and prizes at the annual Cummins/Varner Easter Egg Hunt.



Warden Gaylon Lay of the Cummins Unit said 135 people (85 children and 50 adults) pre-registered for the event. However, 150 people showed up on the day of the event -- doubling the attendance from last year.

Approximately 1,250 eggs were hidden, some with “Bunny Bucks” which were redeemed at age designated shopping areas for additional prizes. Attendees were also treated to punch and multi-colored cupcakes and a special appearance by the Easter Bunny.



Egg hunters redeem “Bunny Bucks” found in special eggs for additional prizes from the Cummins/Varner staff.



Hunter Ellenburg, left, and Holden McGee share a photo opportunity with the Easter Bunny.

Department Briefs

ADC's Benton Unit held its first annual Employee Corporation chili cook off on March 16.

The winners with the best bowl of red this year were Sgt. Charles Herndon taking 1st Place, Sgt. John Broadway in 2nd Place, and Cpl. Robert Newcomb voted as Crowd Favorite. Now, pass the Roloids ...



Benton Unit's Sgt. Charles Herndon



Bingo finds a home ...

Cpl. Jimmy Broyles, left, talks with professional dog trainer Marsha Tonkinson and Bingo's inmate trainers. He adopted Bingo from the North Central Unit's Paws in Prison program. Graduation ceremonies were held April 25 for the first class of dogs at the unit. The program began there on Feb. 29.

Campbell selected Training Academy administrator

Fred Campbell has been selected as the new administrator for the Willis H. Sargent Training Academy. Campbell previously held the position from 1989 to 2003.

Campbell brings to the academy 34 years of law enforcement and correctional experience, 23 of which are with the Arkansas Department of Correction.

Campbell has served as deputy warden for the ADC's Pine Bluff and



Fred Campbell

Ouachita River Units and as Warden II at the North Central Unit near Calico Rock.

A familiar ADC speaker and author, Campbell said his first love has always been in training and he is excited to be back at the academy.



Fred Campbell receives a Distinguished Service Award for six and a half years at the Ouachita River Unit. From left are Maj. Darren Threlkeld, A.W. Jeremy Andrews, Maj. Tony McHan, D.W. Fred Campbell and Warden Dale Reed.

Inmate council donates toys



Sharon McGlothlin, SATP supervisor for the Wrightsville Unit, left, presents toys donated by the Wrightsville Inmate Council to Gina Radke, board member of the Dorcas House for Battered Women and Children. Inmates raised money from the sale of refreshments during family visitation for the purchase of toys to go to children at Dorcas House, a haven for victims of domestic abuse.

2012 Unit Garden Awards



From the Pine Bluff Unit with the 2012 Unit Garden Award are from left: DW Robert Clark, Warden Mark Cashion, Sgt. Greg Shillings, Cpl. Kyle Watson and Lt. Rodney King.

Congratulations to the winners of the 2012 Unit Garden Awards. This year's top three gardens were: **1st place**, Pine Bluff Unit; **2nd place**, Cummins/Varner and **3rd place**, East Arkansas Regional Unit. ADC Farm Administrator Mark McCown said the awards, which began in 2009, reflect ADC's commitment to cutting food budgets by producing fresh fruit and vegetables for its inmates. Gardens were judged by production per acre or square foot, overall income and garden appearance.



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

Training Academy Graduates

Class 2012-D Graduated 4/06/2012

Arial Adams, Lakisha Ashley, David Brantley, Jimmy Bynum, David Capers, Christopher Cook, Gerlander Davis, Keona Dolford, Steven Elridge, Kara Hendrix, Tyrese Hewing Jr., Cassie Holloway, Kevin Jones, Mary Jones (Allen), Cassandra King, Frankie Lee, Jonathan Lightfoot, Dalton McSpadden, Mark Morrissey Jr., Justin Sanders, Raven Savage, Matthew Sehen, Ashley Smith, Latausha Spikes, Rex Tankersley, Chioma Thompson and Dennis Thompson.

Class 2012-E Graduated 4/20/2012

Brenda Addison, Jimmy Baragas, Dakota Baswell, Thomas Bivens, Jonathan Burnett, Shane Dempsey, Luciana Dixon, Tylesia Dobbs, TJ Douglas, Jessie Gilchrist, April Girley, Deborah Gorham, Dorothy Griffin, Theaurty Griffin, Tia Harden, Robert Harrison, Brad Hasley, Timothy Holiman, Mario Huante, Michael Lowery, Cedric McSwain, Matthew Moore, James Nabors Jr., Melvin Osborn, Corey Pierce, Gunner Pritchard, Keith Reed, Hayward Shaw Jr., Jamie Sowell, Charetta Tyler, Dillon Voss, Christopher Weatherford, and Bradley Williams.

Cadet receives first Willis H. Sargent Outstanding Student Award



James Nabors, Jr., center, of ORCU has received the first Willis H. Sargent Outstanding Student Award. Nabors won the award based upon his positive attitude, support of staff and fellow cadets and academics. Shown with Nabors are Asst. Warden Jeremy Andrews of ORCU, left, and Training Academy Administrator Fred Campbell.

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".

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.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
03/25/12	Kelvin Brown	Sergeant	Varner Supermax
03/25/12	Darren Daniels	Sergeant	Varner Supermax
03/25/12	Barbara Williams	Policy Development Coordinator	Central Office
04/02/12	Jason Atherly	Maintenance Director	Wrightsville
04/02/12	Joseph Haynes	Sergeant	Wrightsville
04/02/12	Dusty Mankin	Sergeant	Cummins
04/02/12	David Pruitt	Sergeant	Ouachita River
04/02/12	Bradley Tranthan	Sergeant	Varner
04/02/12	Darrell Winston	Lieutenant	East Arkansas
04/09/12	Evangella Tatum	Commisary Manager	McPherson
04/15/12	Reola Bealer	Sergeant	Varner
04/15/12	Anthony Bradley	Lieutenant	Varner
04/15/12	James Chaney	Sergeant	Supermax
04/15/12	Brandi Conner	Administrative Specialist III	Construction
04/15/12	James Dycus, Jr.	Lieutenant	Ouachita River
04/15/12	Kenneth Fain	Sergeant	Ouachita River
04/15/12	Sedrick Foote	Sergeant	Supermax
04/15/12	Tiantha Johnson	Sergeant	East Arkansas
04/15/12	Pauletter Jones	Lieutenant	Transportation
04/15/12	Christie Simpson	Sergeant	Varner

New Hires

Date	Name	Position	Unit
03/19/12	Gelicia Swopes	Captain	Ouachita River
03/25/12	Bernice Parker	Food Preparation Supervisor	Mississippi County
04/02/12	Sandrel Johnson	Property Officer	Tucker
04/09/12	Nikki Calloway	Advisor	Ouachita River
04/09/12	Jim Owen	Maintenance Technician	Cummins/Construction
04/15/12	Bobby Hicks	Construction Specialist	Construction
04/15/12	Melinda Ramsey	Psychologist	Ouachita River
04/15/12	James Westbrook	Maintenance Technician	Construction

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.

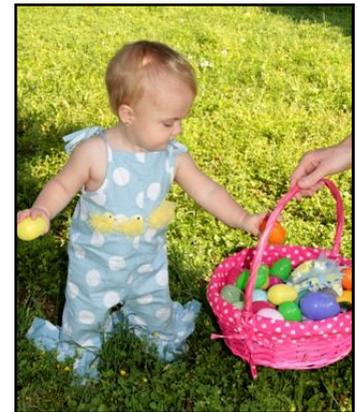
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

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

Parting Shots



honor and integrity in public service

Arkansas Department of Correction

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