

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

September 2014

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Facebook group wraps PIP in love

A Facebook group has decided to donate their goods to the Paws in Prison (PIP) program.

Diane Souza, an administrator of the page, contacted PIP Coordinator Jim Gumm about the idea. Members of the group sew, knit, and crochet. They have already begun to make blankets for the dogs in the program.

Wrapped In Love (WIL) is a non-profit group which provides fleece, crochet and knitted blankets to dog rescue groups. Blankets are shipped directly to the rescue groups, totally free of charge.

WIL was originally the brainchild of Patrick Desjardins of Texas, and his first charity was the National Mill Dog Rescue (NMDR) in Colorado. However, the group soon filled the need of NMDR and when Souza became an administrator of the page, she began to look for other causes.

As other charities became a part of what WIL was doing, suddenly the group grew to over 700 members from all over the United States as well as other countries such as Australia, England, and Canada.

Souza was originally alerted to the PIP program because of newspaper articles and television spots. She recalled her very first PIP heart-tug when she read a story about "Twinkie," a companion dog who went to an assisted living center.

Souza said that when she approached the founder of WIL about PIP,



Diane Souza, left, gives the first four of 53 WIL blankets to PIP Coordinator Jim Gumm. Souza fashioned her donations on her Brother sewing machine she calls 'Pinkie.'



The first WIL blanket goes to PIP dog Seymour.

he wanted to move PIP to the top of their list as soon as they wrapped up the needs of the shelter they were currently helping.

That's when Souza contacted Gumm. "It's been such a joy to work with Jim, so responsive," Souza said.

When a blanket is complete, the members will attach a note card with well wishes and their heart symbol. WIL is committed to 53 blankets.

Gumm said the blankets will be provided to the PIP dog when he or she enters the unit and will go with them once adopted or fostered.

"Once issued, it will be theirs to keep," said Gumm.

Souza commented, "I can't tell you how excited Wrapped In Love is to be able to partner with this wonderful Arkansas program!"

Wrapped in Love can be found on Facebook:
<https://www.facebook.com/groups/artisanswithamission/>

Idea is to keep moving forward in life

Back to school ... It seems like yesterday that final bell rang and students rushed out the door for summer break. Now it's back to the books.

As parents and mentors, we encourage the high school and traditional college students we know to stay focused and make sure they complete their educations. Study hard ... make good grades ... get that degree. As adults, we need to remember the importance of continuing education – and meeting annual training requirements.

Corrections professionals need to stay up-to-date on the new laws, procedures and technologies to reinforce the knowledge they already have gained. Obtaining a degree or certifi-



Ray Hobbs
Director

cation in a certain specialty is like making a low risk investment. The money and time put into obtaining one of these can almost guarantee high dividends in the form of greater salaries and promotion opportunities.

Where do you want to go in your career? Do you have the skill set and education level completed to get there? Think about where you want to go and what you need to do to get there and start working toward that goal.

Also, take a look around at some of the areas where ADC needs qualified people. Do those interest you? If so, determine what education and experience you need to obtain to qualify and go for it.

The idea is to keep moving forward.

Back to school time reminds me of a story I heard once about a college class that was graduating on a hot and humid day – a day much like those we've experienced recently.

As the graduates walked across the platform and received their diplomas from the president of the college, he smiled, shook their hands, and said loudly, "Congratulations!" Then, in a much lower voice, one that was firm and could be heard only by the graduates, he would say, "Keep moving."

He was only trying to keep the line moving across the stage, but his words were good advice for a lifetime: "Keep moving." After every achievement, graduation, marriage, job promotion, even retirement, the best advice is "keep moving ... don't stop ... don't stagnate."

There is more to life than you have found thus far. This is not the end; it is only the beginning. "Keep moving."

When we approach life with this attitude, we look forward to the future of what God has in store for us.

That story is a simple one, but its message is powerful, so I wanted to share it with you. Keep moving!

Mark Wheeler named assistant director

John "Mark" Wheeler has been named the new Assistant Director—Re-entry. He assumed his new position on Aug. 1.

As Assistant Director, Wheeler will be responsible for the Benton Unit, Northwest Arkansas Work Release Center, Mississippi County Work Release Center, Texarkana, Volunteer Services, Vo-Tech Coordinator, Pre-Release, and Chaplaincy Services.

A pastor for more than 30 years, Wheeler came to the ADC 15-plus years ago as a Unit Chaplain for the Maximum Security Unit. He then became the Unit Chaplain for the Pine Bluff Unit, later a Support Chaplain at the Cummins Unit, and then Senior Chaplain at

Cummins. He stepped down in 2007 to a Unit Chaplain position for the Pine Bluff Unit, and was promoted to Administrator of Chaplaincy Services in October 2009.

Wheeler earned his bachelor's from Ouachita Baptist University in Arkadelphia and his Masters of Religious Education from Liberty Baptist Theological Seminary in Lynchburg, Virginia.

He is a member of the American Correctional Association, the American Correctional Chaplains Association, and the American Protestant Correctional Chaplains Association.

Wheeler is the co-chair of the Act 1190 Committee on Family Support and Reunification.



Wheeler

Dedicated service to ADC is recognized

Director Ray Hobbs and members of the Management Team recognized 30- and 20-year employees on Aug. 26. Director Hobbs presented long-time employees with plaques recognizing their service.

Receiving 30-year plaques were Joyce Brown, inventory control, Administrative Services Division; Kathy Frazier, sergeant, Pine Bluff Unit; LuLa Goins, advisor, Varner Unit; Steven Jackson, corporal, Pine Bluff Unit; Ollie Urquehart, SOSRA; and Ray Weatherford, sergeant, Transportation. Receiving a plaque for 20 years of service was Bernstine Bullard, Re-Entry.



Joyce Brown, Inventory Control, Admin Services



Kathy Frazier, Sergeant, Pine Bluff Unit



Lula Goins, Advisor, Varner Unit



Steven Jackson, Corporal, Pine Bluff Unit



Ollie Urquehart, SOSRA, Admin East



Ray Weatherford, Sergeant, Transportation



Bernstine Bullard, Re-Entry

Prison teachers focus on professional development

Teachers for the Corrections School System, which is the ADC Arkansas Correctional School and the Riverside Vocational-Technical School, went back on contract on Aug. 4 to begin the 2014-2015 school year.

They spent the first two weeks in professional development. All teachers and principals spent a day at the Arkansas River Educational Service Cooperative in Pine Bluff where they were updated on the state mandated teacher evaluation system. The system was piloted last year and will be mandatory this year.

All ACS and RVTS staff spent Aug. 14 on campus at the Pine Bluff Complex for professional development.

"We had an unusual number of staff retire last year, so we begin with several new teachers and one new principal," said Dr. Bill V. Glover, Superintendent of the Arkansas Correctional School. "We are still dealing with the challenge of the 2014 GED test that is based on the Common Core Standards adopted by most states.

"We are in the process of scheduling additional professional development to address the new test. We believe that our staff will develop teaching strategies that will allow our students to be successful on the 2014



Tami Aiken, Deputy Warden, discusses PREA at the day-long development designed to prepare teachers for classes.

GED test."

In 1973 the General Assembly passed Act 279 which established a school district within the Arkansas Department of Correction (ADC). The purpose as stated in the act was to provide "elementary, secondary, and vocational technical education to all persons incarcerated in the Department of Correction facilities who are not high school graduates, irrespective of age..." The ADC Board serves as the school board for the School District.

The CSS was established by the Arkansas Legislature as an entity separate and distinct from the ADC and the DCC, with the Arkansas Board of Corrections serving as the Board of Education for the CSS.

It is the policy of the Board that the CSS provide academic, as well as

career and technology education, to eligible offenders incarcerated within the ADC and the DCC. The authority to administer, organize, manage, and supervise the daily operations of CSS is delegated by Board of Education to CAO Dr. Charles Allen, who may further delegate this authority to staff as appropriate. Reporting to the CAO are Superintendent of Schools Dr. Bill V. Glover and Director of Vocational Schools Joe Kelnhofer.

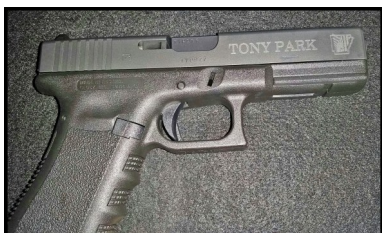
In March of 2006 the CSS was accredited by the National Correctional Education Association. The ACS and the RVTS met or exceeded all 67 standards with a score of 100 percent.

During the more than four decade history of the school district, 22,719 inmates have earned their Arkansas High School Diploma (GED).

New technique allows engraving on guns

In the past it has been impossible to engrave a Glock because of the Tenifer finish that Glock uses. On a hardness scale, a diamond is a "10" and the Tenifer is a "9.999." As a result it was impossible to engrave a weapon for a retired officer.

But now, Southeast Engravers in Pine Bluff has a laser engraver which will get the job done. And it



only takes about half an hour once the program is set.

"It is a surprisingly inexpensive process, only costing \$20," said Weapons Manager Robert Hutcheson. "This may be because the owner of Southeast Engravers is a former Pine Bluff Police Officer as I am."

Northwest Arkansas Work Release Center's Sgt. Tony Park had the honor of being the first to have his weapon engraved.

"If someone wants their weapon engraved just bring me the weapon and the \$20 and I will see it done," Hutcheson said.

EARU recognizes employees



Barbara Ester Scholarship Recipients

Barbara Ester Scholarships were awarded at the Career Service Awards Luncheon on Aug. 8 at the East Arkansas Regional Unit. All recipients are shown with Fannie Dukes Nichols, the daughter of the late Barbara Ester. In above photos from left to right Jasmine Smith, daughter of Debra Mills (Grievance), Sarah Smith, wife of Officer Brian Smith, Brittany Winfrey, daughter of Sgt. D. Winfrey, and Donna Woods (EARU Commissary Manager).



Vermarsha Stewart
EARU Employee of the Year, with Deputy Director Grant Harris.



Sgt. Terry Doyle
EARU Correctional Supervisor of the Year, with Harris.



Cpl. Willie Stone
EARU Correctional Officer of the Year, with Harris.



Deputy Director Grant Harris is the guest speaker for the event.



30 Years of Service
Warden Danny Burl (middle) with Deputy Director Rory Griffin and Harris.



15 Years of Service
Paulette Green, in left photo with Harris, and Stephanie Palmer, in right photo with Harris.

ACA re-accreditation recognized during conference

Four ADC units were recognized at the American Correction Association convention in Salt Lake City, Utah, in August as having received re-accreditation from the ACA. Both mandatory and non-mandatory standards were scored at 100% for Mississippi County Work Release Center, East Arkansas Regional Unit, and North Central Unit. Delta Regional Unit received scores of 100% on mandatory and 99.76% on non-mandatory standards.



Commissioner Pat Curran, left, panel chairperson Dr. Lori Ammons, Board of Correction Chair Benny Magness, Delta Regional Unit Warden Jimmy Banks, Commissioner Steve Andraschko, ADC Director Ray Hobbs, and Commissioner Dr. Dave Thomas.



Commissioner Curran, panel chairperson Ammons, Board Chair Magness, Mississippi County Center Supervisor John Herrington, Commissioner Andraschko, Director Hobbs, and Commissioner Thomas.



Commissioner Curran, panel chairperson Ammons, Board Chair Magness, EARU Warden Danny Burl, Commissioner Andraschko, Director Hobbs, and Commissioner Thomas.



Commissioner Curran, panel chairperson Ammons, Board Chair Magness, NCU Warden David White, Commissioner Andraschko, Director Hobbs, and Commissioner Thomas.

Food for Thought

SQUARE MEAL (a wholesome meal)

British war ships in the 1700s provided only light meals for breakfast and lunch for a sailor - rarely more than bread and a drink. The third meal, however, included meat and was served on a square tray. Eating a significant meal onboard a ship required a tray to carry it all, so the most substantial meal served was the 'square meal.'

Around ADC



Fun at Dickey-Stephens Park

AACET members were treated to hot dogs and hamburgers at the Arkansas Travelers game Aug. 23. A big Travelers win and a fun time was had by all!



Celebrating a Birthday

Deputy Director Marvin Evans celebrates another birthday with a festive lunch at El Parian in White Hall. He had his cake and wore it too.



Overall Winner

ADC received nine gold, 12 silver and three bronze medals in the 2014 Police Olympics. This gave ADC the most points overall, and therefore ADC is the first place winner. Sergeant Mike Blain, Pulaski County Sheriff's Office, presents the ADC award to Central Drug Coordinator Sherry Glover.



ADC Horse Auction set for October

The fourth annual ADC horse auction is set for 1 p.m. on Oct. 4 at the Saline County Fairgrounds in Benton. For more information, call the Agri Division at 870.850.8453.

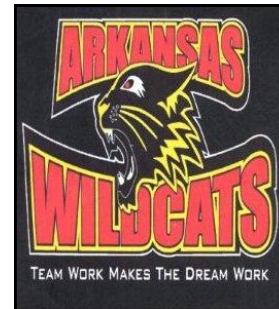
Cummins COII is female semi-pro football player

The Cummins Unit has a first. One of its correctional officers is a semi-pro football player.

COII (utility) LaJoy Norman will be playing semi-pro women's tackle football for the Women's Football Alliance. She will play running back/strong safety for the Arkansas Wildcats.

Norman played for five years for the Las Vegas Shogirlz before moving to Arkansas. She began working for the Arkansas Department of Correction in April of 2012.

The Arkansas Wildcats team was founded in 2010. The Little Rock -



based team plays home games on the campus of Little Rock Central High School.

The owners are Randy Williams and David Smith, and the team colors are black, yellow and white.

That's what Norman wears when she's not in ADC blue.

wfafootball.net

AACET and Greatest Escapes Travel announce 2015 cruise plans



AACET and Greatest Escapes Travel are doing it again!

Another great cruise is available to AACET members, family and friends.

\$25 deposit per person is due at registration. \$250 per person will be due by Dec 1st and the balance by Feb. 1st.

Payment Options available.

Gold members (only) will receive \$50 off the price of the cruise and Silver members (only) will receive \$25 off the price.

INTERIOR	OCEAN VIEW	BALCONY
From \$ 600	From \$ N/A	From \$ 880

Cindy Courington
Greatest Escapes
Travel
ccourington@yahoo.com
870-718-3366



Historic tune recorded at Cummins



Internationally acclaimed English singer/songwriter Billy Bragg, left, and touring partner singer Joe Purdy film their version of "Rock Island Line" outside the gate of the Cummins Unit. The song was originally recorded at Cummins in 1934 by John Lomax and Cummins inmates. Johnny Cash performed the song at Cummins in 1969. Bragg and Purdy are a part of a team who is tracing the route of the Rock Island Railroad as a part of a documentary for a 90th birthday celebration for photographer Robert Frank.

Pins plentiful at NAWARC



Hendon pinned sergeant
Ray Hendon was pinned sergeant at Northwest Arkansas Work Release Center by Lt. Jason Nichols, left, and Center Supervisor James Brooks, right.

Reed pinned sergeant
Donald Reed was promoted to sergeant at Northwest Arkansas Work Release Center. He was pinned by Lt. Jason Nichols, left, and Center Supervisor James Brooks, right.



Simmons pinned sergeant
Stephen Simmons was pinned sergeant by Lt. Jason Nichols, left, and Center Supervisor James Brooks, right, at Northwest Arkansas Work Release Center.

Red Ribbon Run Scheduled, T-Shirt ideas sought

The 25th Annual Red Ribbon Run is set for Oct. 18 to promote being drug-free. Designs for this year's shirts are being sought. Darrell McHenry, pictured right with Ramona Green, shows off his winning design from 2013. Got a prize-winning idea? First place will win \$55, second place \$35 and third place \$25. Deadline for entries is Sept. 30 at 5 p.m. Contest is open to all ADC employees and inmates. Entries should be submitted to Shirley Lowe or Linda Williams at Central Office. For more information, contact Shirley Lowe at 870-267-6215.



"LOVE YOURSELF, BE DRUG FREE"

Health Matters

Ebola Outbreak causes concern in U.S., CDC's response

The Centers for Disease Control and Prevention (CDC) is rapidly increasing its ongoing efforts to curb the expanding West African Ebola outbreak and deploying staff to four African nations currently affected: Guinea, Sierra Leone, Liberia, and Nigeria.

The outbreak began in March 2014 in Guinea and spread to the neighboring countries of Liberia and Sierra Leone. It recently spread to Nigeria through a traveler from Liberia. On Aug. 5, the CDC issued an Alert Level 2 Travel Notice for travelers to Nigeria, notifying travelers to the area to practice careful hygiene and avoid contact with blood and body fluids of people ill with Ebola. A Warning Level 3 Travel Notice remains in effect for Guinea, Liberia, and Sierra Leone advising people to avoid nonessential travel to these countries.

CDC's 24/7 mission is to prevent, detect, and stop disease outbreaks wherever they occur and to protect America's health by improving public health both at home and abroad. CDC has contributed to the World Health Organization's (WHO) efforts to control the Ebola outbreak in West Africa since the start of the outbreak. CDC now is taking a more active role, and has been invited by WHO to provide leadership on the technical front. The CDC has activated its Emergency Operations Center to its highest response level.



"The bottom line with Ebola is we know how to stop it: traditional public health. Find patients, isolate and care for them; find their contacts; educate people; and strictly follow infection control in hospitals. Do those things with meticulous care and Ebola goes away," said CDC Director Tom Frieden, M.D., M.P.H. "To keep America safe, health care workers should isolate and evaluate people who have returned from Guinea, Liberia, and Sierra Leone in the past 21 days *and* have fever or other symptoms suggestive of Ebola. We will save lives in West Africa and protect ourselves at home by stopping Ebola at the source."

CDC is rapidly sending more disease-control experts to the four nations currently reporting cases. As CDC announced last week, 50 additional disease control experts will be in the region within 30 days. Some staff have completed their deployments and are rotating out of country but overall staff numbers are increasing. As of Monday Aug. 4, CDC staff deployments are:

- Guinea: 6 currently deployed,
- Liberia: 12 currently deployed
- Nigeria: 4 currently deployed
- Sierra Leone: 9 currently deployed

This sustained, agency-wide response will continue until the outbreak is under control, an effort expected to take three to six months.

In West Africa, CDC disease detectives are directing efforts to pinpoint cases and their contacts using a new tool developed at CDC. This Epi Info viral hemorrhagic fever (VHF) application speeds up one of the most

difficult parts of disease detection: finding everyone exposed to the virus. Other CDC experts will educate the general public about how to avoid Ebola infection; ensure that healthcare personnel strictly follow protocols that protect them against infection; strengthen laboratory aspects of the response; and improve communications among all stakeholders (the public, patients and their families, healthcare workers, governments and non-government organizations, and the media).

CDC efforts are not confined to West Africa. At home, CDC has updated infection-prevention protocols for hospitals where travelers with suspected Ebola exposures may present for treatment; for aircraft crew and airport personnel; and for laboratories handling specimens from suspected Ebola cases.

U.S. hospitals can safely manage patients with Ebola disease. The key factors are isolation of patients, diligent environmental cleaning and disinfection, and protection of healthcare providers. Providers in U.S. hospitals should wear gloves, fluid resistant/impermeable gown, and eye protection. In certain situations involving copious body fluids, additional equipment may be needed (for example, double gloving, disposable shoe coverings, and leg coverings). CDC has posted detailed infection prevention and control recommendations.

Going forward, President Obama's FY 2015 budget requests \$45 million for CDC to build global health security capacity by helping other nations prevent, detect, and stop disease outbreaks.

Excerpts from the CDC website.

Live a life that makes you proud

"For what it's worth: It's never too late or in my case, too early to be whoever you want to be. There's no time limit, stop whenever you want. You can change or stay the same. There are no rules to this thing. We can make the best or the worst of it. I hope you make the best of it. And I hope you see things that startle you. I hope you feel things you never felt before. I hope you meet people with a different point of view. I hope you live a life you're proud of, and if you find that you're not, I hope you have the strength to start all over again."

– F. Scott Fitzgerald

Have you ever started all over again? I did almost four years ago. I left the comfort zone of a 20-year career in the news business to come to work for ADC. This wasn't in my original career plan; I was proud of the life I was living. BUT, life takes us in different direc-

tions for a reason and I embraced it. My husband's job moved to this area and we were contemplating relocating in the



Shea Wilson
Public
Information Officer

middle and commuting when the opportunity at ADC came up. I've always said change is good so I put that word into action. I'm glad I did. I still miss my old friends, but my life has been blessed by the new friends I've made and new things I have learned.

Opportunities are out there, you just have to recognize and seize them – even if you aren't actively looking ... even if it's not in your exact plans. The F. Scott Fitzgerald quote is from "The Curious Case of Benjamin Button." Those are pow-

erful words. I can't imagine seeing the film or reading the book without being inspired by them.

I'm sharing them with you in case there is someone out there at a crossroads – stopped and not moving forward.

So many people have great ideas, huge dreams and goals they never realize, personally and professionally. They long for change, but are afraid to take action. Sometimes it's easier to make excuses for why something can't be done than to do it. Feelings of self-doubt creep in and can kill the faith you have in yourself. Don't let it. Assess the risk, minimize it and move on.

Living a life you're proud of means different things to different people. Whatever it is that you value and hold in high regard, I hope you have found it and if you haven't, well I hope you have the courage to search until you do.

If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality.

Desmond Tutu

CALENDAR OF EVENTS SEPTEMBER



September 2014
1 — Labor Day
22 — Autumn Begins

OCTOBER



October 2014
4 — Horse Auction
16 — National Boss' Day
18 — Red Ribbon Run
31 — Halloween

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



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

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

Compensation/Reimbursement Practices

Withholding Taxes and Travel Reimbursement — Pages 11 & 12

Withholding Taxes – The following are mandatory tax withholdings:

A. Federal Income Tax – The amount of federal income tax withheld from a pay check is determined from a W-4 form. The W-4 form remains in effect until the employee changes it. Exemptions can be claimed from withholding only if in the preceding year no Federal income tax was owed and a refund for all federal income tax that withheld was received, and in the present year no refund of income tax is expected to be received. The employee is responsible for supplying complete and correct information on the W-4 form and may be fined or be subject to criminal penalties for supplying false or fraudulent information or withholding information that results in less tax being withheld than is properly allowable. In the event that more than 10 withholding allowances or claim exemptions from withholding of federal income taxes are claimed, the W-4 form will be sent to the Internal Revenue Office.

If additional taxes are owed at the end of the year, withholding may need to be increased. This can be accomplished by either claiming fewer allowances or asking that an additional amount be withheld each payday, or a combination thereof. It is emphasized that Human Resources will not act as tax advisor, but will suggest, upon request, changes in the withholding amount in the event that a change is desired on the W-4 form.

B. State Income Tax Withholding – The general criteria enumerated for federal income tax also applies to state income tax withholding. The state form AR-4EC must be filed to determine the amount of withholding. This form will remain in effect until the employee changes it or, in the event exemption from state income tax withholding is claimed and received, until the end of the calendar year to which the exemption is applied. If exemption is claimed, a new AR-4EC must be completed prior to the start of the next calendar year.

There is no provision for exemption from state income tax withholding due to having owed no tax in the previous year and expecting to owe no tax in the present year. The only exemption that may be granted is for those employees who reside in Texarkana, Arkansas, or Texarkana, Texas. However, written application must be made to Human Resources.

C. Social Security Tax – Determined by the current rate established by the federal government, obtainable from Human Resources.

Travel Reimbursement – Employees who engage in approved travel during official Department business will be reimbursed up to limits established by Department of Finance and Administration. Information regarding current reimbursement rates and procedures for filing for travel reimbursement can be obtained through the facility business offices or the Accounting Section of the Administrative Services Division, located at Administrative Annex East in Pine Bluff.

The Department requires the use of state-owned vehicles whenever possible and the “pooling” of employees having a common destination.

Employees must consult with their supervisors prior to planning any business trips. All out-of-state business and all training and conference related travel, except for the purpose of transporting offenders, must be approved in advance by the Director.

Change of Address – When an employee changes home addresses, the employee must contact the Unit Human Resources Manager or Human Resources to obtain a change of address form.

TRAINING TA ACADEMY

Training Academy Graduates: Class 2014-I, Aug. 15, 2014

**Willis H. Sargent
Outstanding Student
Achievement Award**

The Willis H. Sargent award went to William Jones. Pictured are Jerry Campbell, (Warden Southwest Arkansas Community Correction Center, Jones, Training Director Fred Campbell and Captain Randy Callas.



Takeanya Adway, Adrianna Alsup, Whitney Booker, Keith Broadaway, Boyd Campbell, Frederick Carter, Jr., Cody Coffey, PJ Collins, Philicia Crawford, Trayvond Davis, Sonya Dildine, Kinese Dodson, Alamisha Edwards, Sean Everett, James Everett, Jr., Douglas Falcon, Max Farr, Keema Foy, Jamal Frasure, Phillip Gerth, Garrett Gillihan, Moses Green, Noel Griffin, Wilniesha Hawkins, Bobby Holder, Calvin Holiday, Marcus Horton, Kristopher Howell, Roy Jackson, Justin James, Soraya Johnson, William Jones, Gregory Justice, Jonathan Lacy, Timothy Lepard, Jasmine Lever, Jimmy Logan, Jr., Sadav-vyan Malone, Lakeshia Matthews, Tyler McCauley, Shamitria McCree, Monica Meadors, Brea Metcalf, William Miller, William Nevin, III, Ryan Noles, James Petersen, Anthony Phillips, Agalia Richmond, Kyle Schoggin, Antonio Smith, Bailey Smith, Constance Smith, Tanya Timmons, Chances Warren, Kyle Willett, Shawn Winstead, Greg Woodruff, and Skylar Yarbrough.

Training Academy Graduates: Class 2014-J, Aug. 29, 2014

**Willis H. Sargent
Outstanding Student
Achievement Award**

The Willis H. Sargent award went to Candace Washington. Pictured are Training Director Fred Campbell, Washington, Warden Aundrea Massey-Weekly, and Captain Randy Callas.



Alfonso Andrade, Cody Bailey, Kachondra Brown, Trenton Coppedge, Dylan Dutton, Elijah Haley, Dakota Henson, Cadie Hicks, Christopher Kidd, Sigurney Kirby, Kody Leopard, Jaquala Livingston, Michael Mason, Dana McCoy, April Nelson, Cody Raines, Seth Reed, Genesis Richardson, Erika Ross, Shivea Ward, Candace Washington, and Joshua Whitaker.



Promotions & New Hires

NEW HIRES

Date	Name	Position	Unit
7/15/2014	Christina Reed	Administrative Specialist I	Tucker
7/21/2014	Tivvone Davison	I/M Grievance Coordinator	Varner
7/21/2014	Angela Nicholson	Administrative Specialist I	Cummins
7/21/2014	Patricia Secord	Administrative Specialist I	Northwest Arkansas
7/21/2014	Anita Swift	Commissary Manager	Varner Supermax
7/23/2014	Andrew Schubert	Lcsd Crtfid Social Worker	Mental Health-NCU
7/28/2014	Cynthia Hastings	Administrative Specialist I	Grimes
7/28/2014	Ruth Howard	Administrative Specialist	Ouachita
7/28/2014	Kaitlyn McGonigal	Administrative Specialist I	Grimes
8/4/2014	James Flannery	Maintenance Technician	Construction
8/4/2014	Michael Poirier	Computer Support Tech	Information Technology
8/4/2014	Donna Wilbourn	Administrative Specialist I	Construction-Wrightsville
8/4/2014	Marcus Workman	Industrial Supervisor I	Industry-Tucker

continued on next page

ADC gets onboard with the ALS Ice Bucket Challenge

Tony Anthony, Pine Bluff Unit Inmate Council Sponsor, challenges the inmate councils at all ADC units to the 'ALS Ice Bucket Challenge' which is a fundraising online movement to raise awareness for amyotrophic lateral sclerosis. The campaign started out as a challenge to either donate or to dump a bucket of ice water on your head, but has evolved into dumping *and* donating.



Promotions & New Hires

PROMOTIONS

Date	Name	Position	Unit
7/20/2014	Basil Clemons	Sergeant	Delta
7/20/2014	Anthony Jackson	Major	Benton
7/20/2014	Derwin Metcalf	Major	Delta
7/20/2014	Herbert Straughn	Major	Pine Bluff
7/23/2014	Kenny Hamby	Sergeant	North Central
7/27/2014	Susan Townsend	IA Investigator	Central Office
8/3/2014	Dana Bates	Advisor	Mental Health-Ouachita
8/3/2014	Chad Burrow	Lieutenant	Ouachita
8/3/2014	Jeremy Campbell	Sergeant	K-9
8/3/2014	Jo Ann Cooper	Sergeant	Mississippi County
8/3/2014	Fredrick Gilbert	Sergeant	Delta
8/3/2014	Randy Harper	Captain	Hawkins
8/3/2014	John Haynes	Lieutenant	Cummins
8/3/2014	Stanley Hendon	Sergeant	Northwest Arkansas
8/3/2014	Monica Litzsey	Sergeant	Maximum Security
8/3/2014	Corey Lowery	Sergeant	K-9
8/3/2014	Jason Martin	Head Farm Manager	Farm-Wrightsville
8/3/2014	David Mena	Sergeant	Tucker
8/3/2014	Holly Neely	Food Preparation Supv	McPherson
8/3/2014	Jacob Palmer	Sergeant	Grimes
8/3/2014	Lonna Ragan	Maintenance Technician	Construction
8/3/2014	Donald Reed	Sergeant	Northwest Arkansas
8/3/2014	John Rodgers	Sergeant	Varner
8/3/2014	Stephen Simmons	Sergeant	Northwest Arkansas
8/3/2014	Jerry Speaker	Sergeant	Ouachita
8/3/2014	Jonathan Taylor	Sergeant	Delta
8/3/2014	James Vent	Lieutenant	Pine Bluff
8/3/2014	Angela Williams	Administrative Specialist III	Ouachita
8/3/2014	Donna Woods	Commissary Manager	East Arkansas

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



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