

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

October 2015

Inside this issue :

Greetings from Kelley	2
Retirement	2
Calendar of Events	3
Training	3
Retirees	3
Pinnings	4
A move	5
ACA awards	5
Health Matters	6
PIO	7
ORCU bids farewell, PIP	8
Around ADC	8
Policy Spotlight	9
Training Academy	10
Promotions & New Hires	11
Parting shots	12

Two big ADC events set Oct. 17

On Oct. 17, several ADC employees will be busy with two great events. The 26th annual Red Ribbon Walk/Run and the very first “Ruff” Rock N Roll fundraiser are both scheduled on that day.

The Ribbon Walk/Run, sponsored by the ADC, is set for 8 a.m. at Jefferson Wellness Center at Jefferson Regional Medical Center in Pine Bluff. Proceeds from the 5K run will allow for scholarships to be awarded to graduating high school seniors, either from the county or the child of an ADC employee.

Last year there were 185 submissions for the walk/run. The event begins with a continental breakfast and music from the Cummins Band. After the race, ADC employees hand out door prizes donated by local businesses.

Awards are given to the top three male and female finishers in 12 age divisions of the walk/run.

“I hope we have a large crowd for this family fun event! It is a great way to get in your exercise, or to support those who walk, jog, or run the event,” said Director Wendy Kelley. “The Cummins Band will provide music, there will be free refreshments and door prizes! We have participants from all ages, and it

really is a great event to benefit the community and support being drug-free!”

Pre-registration is \$15 (\$20 morning of race). The deadline for pre-registration is Friday, October 9, 5 p.m., and it guarantees an official Red Ribbon t-shirt.

For applications, visit JRMC Wellness Center in Pine Bluff, JRMC Health Complex in White Hall, contact Shirley Lowe at 870-267-6303 or Daisha Holcomb at 870-267-6279, or visit the ADC website adc.arkansas.gov (‘News’ tab).

In addition, the very first “Ruff” Rock N Roll fundraiser to benefit and celebrate Paws in Prison’s fourth birthday will be held from 3:30 p.m. until 6:30 p.m. that day at the Scott Plantation in Scott. Tickets are \$50 each.

The fundraiser will also have entertainment by the Cummins Band. Whole Hog barbeque, beer and wine will be served (for ages 21 plus).

The winner of the Red Ribbon Run T-shirt design contest is Sonia Wallace from Admin East.

For more information see the advertisement on page 8. For tickets go to adc.arkansas.gov/pawsinprison/pages/availabledogs.aspx.



A change is coming for The Advocate!

After this edition, ‘The Advocate: A publication for employees of the Arkansas Department of Correction’ will transition into an online news source which will provide up-to-date news. For your pictures, events, and news, please tune in daily under the upcoming ADVOCATE tab on our website: adc.arkansas.gov.

Recidivism rate: consider *all* the facts

If you've read through our recently released recidivism report, you'll have noticed that our overall recidivism rate increased from 43.2 percent of those inmates released during CY2010 to 48.2 percent of inmates released during CY2011. Another way of saying that is almost half of those being released from the Department are returning to serve more time.



Wendy Kelley
Director

This increase was anticipated. Next year, it will be even higher.

The reason for this sharp climb in numbers is the dramatic shift in parole practices that occurred in 2013. Those policy changes prompted an unprecedented surge in parole revocations.

We also heard from our consultant, Wendy Ware of JFA Associates, this summer. Ware noted that we are the only state revoking parole upon a felony arrest. In her report, she states:

"Last year, the overarching cause for all increased revocations was related to a significant event that occurred in 2013 concerning crimes committed by a person on parole supervision. The supervision system's response to this event was to immediately implement several policy changes associated with parole revocations.

"The most impacting policy change was to return all parolees arrested for a felony crime to the ADC. The impact of these changes to revocation rates has continued through 2014. If the revocation rates seen in the first quarter of 2015 continue at their current pace, total parole revocations to ADC could reach over 5,700 returns in 2015."

The Parole Board recently revised its policies in an effort to stem the

tide of revocations that we've seen in the past two years. The goal is to rely on sanctions other than an automatic return to prison.

As you know, the number of revocations has had a severe impact on the backlog in county jails. We are making progress in getting those numbers down. However, part of our strategic plan, approved by the Board of Corrections last summer, is to improve our relationship with law enforcement agencies with the hope that by putting our heads together, we can continue to develop new practices that will hold jail and prison populations in check while still ensuring the public's safety.

Yes, the recidivism rate increased. And we know that it will get worse before it gets better. But please remember that what you are seeing now is a reflection of policies that have since been amended.

Thank you for all that you do.



Bobby Smith, Policies Coordinator, retired Oct. 1 after 13 years with the agency. Smith is sitting with his wife Shirley at the retirement celebration held in his honor at Central Office.



Food for Thought

OFF THE CUFF (without preparation)

This probably came from the habit of speakers making last minute notes on the cuff of their starched shirts of points they needed to make during the speech.

CALENDAR OF EVENTS

OCTOBER



October 2015

- 12—Columbus Day
- 17—Red Ribbon Walk/Run
- 17—Ruff Rock N Roll fundraiser
- 23—Distinguished Gentlemen Conference
- 31—Halloween

Special Events?
Unit Functions?
Announcements?
Conference Dates?



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

NOVEMBER



November 2015

- 4—Internal Relations Committee Conference
- 11—Veterans Day
- 26—Thanksgiving Day

The Female Enforcers class, created and lead by Pam Starr, presented by Calibre Press was offered at the VA Law Enforcement Training Center in North Little Rock. This Lifeline Training is the cornerstone of Calibre Press' instruction by ensuring their attendees learn, in a highly motivational environment, effective skills that can be easily utilized, implemented immediately, and are effective in the real world. This one-day course is designed to address the realities and complexities of working in the unique environment of corrections. Rooted in their foundational belief that quality training should offer realistic, practical, and immediately applicable tools for officer safety, the goal of this class is to keep officers safe and give them the tools to enjoy a successful career. Their focus is to raise the bar and set the standard for law enforcement training by offering a variety of courses presented by dynamic and highly experienced instructors. In photo are Marty Lacy, Misty Coleman, Kathleen Lowery, Amanda Bacus, Pam Starr (Instructor), Joi Harris, and Latisha Davis.



Retirees to meet

The next meeting of the Arkansas Department of Correction Retirement Association (ADCRA) will be held at Admin. East on Dec. 10 at 10:30 a.m. The Christmas luncheon will follow.

September ADC Retirees

Jimmy A. Smith	09/01/2015	Compliance
Letha Files	09/19/2015	Human Resources
Clifton Overs	09/26/2015	Pine Bluff Unit
Sharon Griggs	09/27/2015	Cummins
James Wright	09/26/2015	Ouachita Unit

Pinnings



James Dycus, third from left, has promoted from ORCU to Major at EARU. He is joined by ORCU DW Gary Musselwhite, Warden Nurzihal Faust, and Major Tony McHan.



Lt. Juan Burns is pinned by Major Danny Crook, left, and Deputy Warden Steve Outlaw.



Sgt. Tonya Savage is pinned by Major Carl Stout, left, and Deputy Warden Steve Outlaw.



Regional Maintenance Lt. Aaron Tarter, second from left, is pinned by Warden Mark Cashion, from left, LaSaundra Malone, and Captain Kevin Courtney.



Lt. William Speer is pinned by Captain Steven Ricketts, left, and Major LaSaundra Malone.



Captain Linda Louis is pinned by Deputy Warden David Mills, left, and Warden Jeremy Andrews.



Cpl. Jason Schneider is pinned by Cpl. Keith Reed, left, and Lt. Stephen Simmons.



Cpl. Dennis Heath is pinned by Cpl. Keith Reed, left, and Lt. Stephen Simmons.



Sgt. Randolph Vanderveer is pinned by Major Tony McHan, left, and Deputy Warden Gary Musselwhite.

From the desk of Wendy Kelley

Please join me in congratulating our newest Major, James Dycus! He has been with the Department since 2007 at the Ouachita Unit after starting at Varner. He has served as DRO, Classification, Key Control, Armory, EPC, and worked intake and hospital security. He will join Warden Lay, Deputy Wardens Page and Warner, and Major Deen, along with the dedicated East Arkansas Regional Unit staff!!

ACA certificate awards presented at the ACA Summer Conference in Indianapolis, IN on Aug. 15



Commissioners Donald Ross and Michael Dooley, from left, Lori Ammons – Chairperson, Michael Bradley – Commissioner, Training Academy Administrator Fred Campbell, William “Dubs” Byers – Board of Corrections, Sandra Kennedy – Agency ACA Manager, and Deputy Director Rory Griffin.



Ross, Dooley, Ammons, Bradley, Ouachita River Correctional Unit Warden Nurzahal Faust, Byers, Kennedy, and Griffin.



Ross, Dooley, Ammons, Bradley, Newport Complex Warden Jimmy Banks, Byers, Kennedy, and Griffin.



Ross, Dooley, Ammons, Bradley, Maximum Security Unit Warden Danny Burl, Byers, Kennedy, and Griffin.



Ross, Dooley, Ammons, Bradley, Cummins Unit Warden William Straughn, Byers, Kennedy, and Griffin.

Health Matters

It's national breast cancer awareness month

Breast cancer is the second most common kind of cancer in women. About one in eight women born today in the United States will get breast cancer at some point.

The good news is that many women can survive breast cancer if it's found and treated early. A mammogram can help find breast cancer early when it's easier to treat.

National Breast Cancer Awareness Month is a chance to raise awareness

about the importance of early detection of breast cancer. Make a difference! Spread the word about mammograms and encourage communities, organizations, families, and individuals to get involved.

How can National Breast Cancer Awareness Month make a difference?

We can use this opportunity to spread the word about steps women can take to detect breast cancer early.

Here are just a few ideas:

- Ask doctors and nurses to speak to women about the importance of getting screened for breast cancer.

- Encourage women ages 40 to 49 to talk with their doctors about when to start getting mammograms.

Organize an event to talk with women ages 50 to 74 in your community about getting mammograms every two years.

from www.healthfinder.gov

Warning Signs of Breast Cancer

(from the Susan G. Komen website)

Due to the use of regular mammography screening, most breast cancers in the U.S. are found at an early stage, before signs appear. However, not all breast cancers are found through mammography. The warning signs of breast cancer are not the same for all women. The most common signs are a change in the look or feel of the breast, a change in the look or feel of the nipple and nipple discharge. If you have any of the warning signs described below, see a health care provider.

Warning signs:

- Lump, hard knot of thickening inside the breast or underarm area
- Swelling, warmth, redness or darkening of the breast
- Change in the size or shape of the breast
- Dimpling or puckering of the skin
- Itchy, scaly sore or rash on the nipple
- Pulling in of nipple or other parts of the breast
- Nipple discharge that starts suddenly
- New pain in one spot that does not go away.

If you do not have a provider, one of the best ways to find a good one is to get a referral from a trusted family member or friend. If that is not an option, call your health department, a clinic or a nearby hospital.

In most cases, these changes are not cancer. For example, breast pain is more common with benign breast conditions than with breast cancer. However, the only way to know for sure is to see a provider. If you have breast cancer, it is best to find it at an early stage, when the chances of survival are highest.

Many women may find that their breasts feel lumpy. Breast tissue naturally has a bumpy texture. Some women have more lumpiness in their breasts than others. In most cases, this lumpiness is no cause to worry.

If the lumpiness can be felt throughout the breast and feels like your other breast, then it is probably normal breast tissue.

Lumps that feel harder or different from the rest of the breast (or the other breast) or that feel like a change are a concern and should be checked. This type of lump may be a sign of breast cancer or a benign breast condition (such as a cyst or fibroadenoma).

See a health care provider if you:

- Find a new lump (or any change)

that feels different from the rest of your breast

- Find a new lump (or any change) that feels different from your other breast
- Feel something that is different from what you felt before

It is best to see a provider if you are unsure about a new lump (or any change). Although a lump (or any change) may be nothing to worry about, you will have the peace of mind that it was checked.

If you have had a benign lump in the past, don't assume a new lump will be the same. The new lump may not be breast cancer, but it is best to make sure.

Liquid leaking from your nipple (nipple discharge) can be troubling, but it is rarely a sign of breast cancer. Discharge can be your body's natural reaction when the nipple is squeezed.

Signs of a more serious condition (such as breast cancer) include discharge that:

- Occurs without squeezing the nipple
- Occurs in only one breast
- Is bloody or clear (not milky)

Nipple discharge can also be caused by an infection or other condition that needs treatment. If you have any nipple discharge, see a health care provider.

Good news to come



Cathy Frye
Public Information Officer

As you'll have noticed on the front page of *The Advocate*, we're about to make some changes in how -- and when -- we provide agency news to ADC staff.

Starting this month, we are transitioning into an online news site that will update daily. That means you'll hear about events, promotions and agency goings-on as they happen, rather than weeks after the fact. This also will allow us to offer not only more photos, but video!

News stories will be more timely, and we'll also be able to offer more human-interest stories in this format.

The Advocate Online will still feature pinnings, retirements, calendars, health tips, new-hires, graduations and columns. The difference is that the information will be current, with a heavy focus on what's coming up.

It's our job to keep you updated on agency happenings, and we're really excited about the new opportunities that an online Advocate will offer both us and you.

Please continue to send news tips and photos to Kathlyn Atkinson.

In other news, your public information staff are about to resume the posting of videos to the ADC YouTube channel. We hope these will be used as a means to educate the media and public on what we do.

Currently in the works is a series of videos featuring our farm program. If you have suggestions for other video projects, please let us know. We'd love to show off your hard work and its results!

Part of the agency's strategic plan focuses heavily on improving the public's perception of us. If your employees are doing something innovative, let me know. If you're seeing great results from a new program, please - call.

I would love to arrange some media visits that focus on the positive. We're a little-understood agency, yes. But thanks to new technology and social media, we now have the ability to enlighten folks and actually show them what we can do.



Deputy Warden Steve Outlaw (left) is congratulated by Warden Danny Burl on 40 years with the ADC.



Joe Kelnhofer, director of the Riverside Vocational Technical School, unveils a new sign at a dedication ceremony for the Thomas "Tom" J. Knight Vocational Complex at the Varner Unit. Former ADC Director Art Lockhart and Board of Corrections member Dubs Byers both spoke at the event. A tour and reception followed.

The ancestor to every action is a thought."

Wayne Dyer

ORCU bids fond farewell

After having worked for the past 12 years as the Food Production Manager at the Ouachita River Correctional Unit, Capt. Jim Wright retired Sept. 11.

Prior to joining the Arkansas Department of Correction, Capt. Wright was employed by several nationally known food chains and at one time owned his own restaurant.

When asked what his retirement plans were, he said fishing was one of his top priorities, but his wife was quick to point out she had a “honey do” list that was ready and waiting.

ORCU staff wished Capt. Wright the best and wanted him to know how much he will be missed.



Capt. Wright’s wife and daughter join him during the retirement celebration.

PLEASE JOIN US FOR THE
FIRST ANNUAL

“Ruff” Rock N’ Roll
FUNDRAISER

TO BENEFIT AND CELEBRATE

Paws in Prison’s
4TH BIRTHDAY

SATURDAY **17** | 3:30 P.M.
October | to
6:30 P.M.

Scott Plantation Settlement
15525 ALEXANDER ROAD | SCOTT, AR

Entertainment by the Cummins Prison Band
WHOLE HOG BBQ | BEER & WINE | ADULTS ONLY [21+]
TICKETS - \$50 EACH | TO PURCHASE, VISIT:
ADC.ARKANSAS.GOV/PAWSINPRISON/PAGES/AVAILABLEDOGS.ASPX

Around ADC



Accounting Control, Admin. East, paid tribute to 9/11 this year. Brenda Thompson, from left, Sonia Wallace, Jennifer Poteet, Becky Watts, Omie Futch, and Judy May dressed in patriotic clothing to commemorate the day of four coordinated terrorist attacks on the United States on the morning of Tuesday, September 11, 2001.

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.atkinson@arkansas.gov with questions.

AD 13-110 Sexual Misconduct with Inmates

APPLICABILITY: All Employees, contract employees, volunteers, and inmates of the Department of Correction

I. POLICY: It is the policy of the ADC to prohibit employees from engaging in intimate relationships with inmates. Acts of sexual misconduct with inmates or retaliation against inmates who refuse to submit to sexual advances are prohibited. Further, retaliation against individuals because of their involvement in the reporting or investigation of a sexual misconduct complaint is prohibited. The ADC will fully investigate and discipline persons who violate this directive.

II. PURPOSE: To establish the ADC policy regarding sexual misconduct with inmates; to discourage and prevent sexual misconduct with inmates; and to establish uniform procedures for reporting, investigating, and adjudicating incidents of sexual misconduct in the ADC. Hereafter, reference to investigation and adjudication procedures for complaints of sexual misconduct shall also include complaints of retaliation and breach of confidentiality.

IV. PROCEDURE:

A. Inmate Notifications 1. This directive shall be placed in Unit law libraries. 2. Inmates may use the Inmate Grievance procedure to report sexual misconduct allegations. 3. Inmates may call the PREA Hotline. 4. Inmates may notify any employee or staff member.

B. Staff Notifications This directive shall be included in the Basic Correctional Officer Training curriculum.

C. Responsibilities

1. Employees

a. Each employee shall strictly adhere to this directive by ensuring that his/her conduct does not constitute or promote sexual misconduct. **b.** Each employee who receives any information, from any source, concerning sexual misconduct or who observes incidents of sexual misconduct is required to immediately report the information or incident directly to his/her supervisor. If the supervisor is the person engaged in the sexual misconduct, then it is to be reported to the next highest ranking official. The Warden or his/her designee shall be notified of all sexual misconduct complaints or allegations. **c.** All allegations or complaints of sexual misconduct shall be promptly investigated. **2. Wardens and Administrators:** In addition to responsibilities applicable to all employees, wardens and administrators shall be responsible for ensuring the following:

a. Illegal sexual acts and sexual contact between employees and inmates shall immediately be reported to Internal Affairs, even if the employee resigns. **b.** When illegal sexual acts or sexual contact are alleged, the crime scene shall be immediately secured, if possible. **c.** The alleged victim shall immediately be given the necessary emergency medical treatment, without (to the extent possible) compromising the integrity of available physical evidence. If deemed necessary by medical personnel, the inmate may be transported to an outside medical facility. **d.** The Warden/Administrator must take immediate action in accordance with this directive to ensure the safety of the inmate. **e.** Under appropriate circumstances the Warden/Administrator may request transfer of a respondent, may internally reassign him/her, or place him/her on administrative leave pending the outcome of an investigation. **f.** Failure to take appropriate action, as defined in this directive, when sexual misconduct is alleged or has been determined to have occurred may result in disciplinary action.

D. Sexual Misconduct Complaint Reporting Procedures for Staff

1. Any employee who receives any information, from any source, concerning sexual misconduct or who observes incidents of sexual misconduct is required to immediately report the information or incident to his/her supervisor. If the supervisor is the person who is engaging in the sexual misconduct, the report will be made to the next highest official. **2.** The employee shall submit a written report, providing any information received or observed that concerns sexual misconduct, to his/her supervisor before the end of his/her workday. **3.** The Warden/Administrator will notify the Director/Deputy/Assistant Director and Internal Affairs. Internal Affairs will notify the Arkansas State Police if there is sufficient evidence that a crime has occurred. **4.** The sexual misconduct complaint, including the identity of the informant, the respondent and the victim, and all information and documents pertinent to the complaint shall be handled in a confidential manner and shall only be revealed on a need to know basis. **5.** Persons interviewed shall be advised that they are required to maintain confidentiality and not disclose to anyone information regarding the complaint, the investigation and the outcome. They shall be advised that failure to maintain confidentiality can result in disciplinary action.

E. Procedures Following Investigation At the conclusion of the Department's investigation of a sexual misconduct complaint or allegation, appropriate disciplinary action will be taken against an employee found guilty. Appropriate disciplinary action may be taken against any inmate determined to have deliberately falsified allegations.

F. Training

1. "Prevention of Sexual Misconduct" training shall be conducted for employees as follows:

a. Mandatory pre-service training will be conducted during the initial BCOT and Correctional Security for Non-Security Personnel. Certified trainers on "prevention of sexual misconduct with inmates" shall conduct the training, which shall include education concerning Arkansas law and ADC policies and procedures for recognizing, preventing, reporting, investigating and disciplining employees for acts of sexual misconduct. **b.** Sexual harassment/sexual misconduct training will be required training for all current and newly hired personnel.

TRAINING ACADEMY

Training Academy Graduates:

Class 2015-K, Sept. 11, 2015



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

The WHS winner is Joshua Skillen, second from left, pictured with Training Administrator Fred Campbell, Deputy Warden Tami Aiken and Randy Callas.



James Armstead, Taylor Branscomb, Justin Brock, Mauricio Dixon, Carl Dyke, Kristopher Fitzgerald, Breariel Hatton, Corey Henson, Gabriel Horton, Africa Lance, China Loggins, Breeanna Madison, Mishawn Mangrum, Alexis Moore, Charles Moore, Ashley Nobles, Lashawn Oglesby-Ross, Lakita Patterson, Temeka pickett, Jake Powers, Keith Ridgle, Kamilah Robinson, Kedrick Robinson, Joshua Roston, Lisa Scott, Joshua Skillen, Becky Smith, Marty Stewart, Tanetrius Udell, Shaquana Underwood, Tarius Versey, Breonna Washington, Davonte Washington, Thomas Wheeler, James Withrow, and Latoya Woods.

Training Academy Graduates:

Class 2015-L, Oct. 2, 2015

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

The WHS winner is Tammy Cox, third from left, pictured with Deputy Director Mike Carraway, Callas, and Major Derwin Metcalf.



Antonia Allison, Jeffrey Barton, Javiera Bragg, Tevien Brewer, Ben Brown, Jordan Carnahan, Eric Coats, Sharday Conway, Tammy Cox, Xavier Culclager, Nicholas Cupples, Kaytlin Derrick, Deja Devore, James Dunn, LaQuita Esters, Donald Ford, Phillip Foster, Keionna Golden, Cheryl Griffin, Ariel Hayes, Chelsea Higgins, Craig Hilbert, Terry Holland, Sakeysa Hunter, Tevin Jones, Arthur Kimble, Owney Lambert, Desi Lane, Lauren Langston, Eric Lemon, Alecia Love, Rory Luster, McKinzy Lytle, Delia Morman, James Morris, Terri Murray, Terrance Murry, Blake Nesbitt, Tabatha Pruitt, Kelsey Ray, Darin Robbins, Alundria Rollins, Adrienne Rushing, Todd Sage, Rebekah Samanigo, Marico Snowden, Michael Spillman, Shakuro Swift, Brenda Tanner, Marquita Thomas, Shereese Tillman, Christopher Tomerlin, Seth Wakefiled, Charles Ward, Shaquita Webster, Michael Whitman, Rodney Williams, Jonathan Wilson, Sarah Woods, and Carl Young.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
08/16/2015	Kenyon Randle	Lieutenant	East Arkansas
08/16/2015	William Speer	Lieutenant	Randall Williams
08/16/2015	Aaron Tarter	Lieutenant	Randall Williams
08/23/2015	Cynthia Dickinson	Administrative Specialist III	Central Office
08/23/2015	Tamika Dixon-Scott	Sbstnce Abuse Pgm Leader	Mental Health-Tucker
08/23/2015	Gary Queen	Sergeant	North Central
08/30/2015	Katherine Bradley	Budget Analyst	Industry
08/30/2015	Joyce Carroll	Sergeant	Maximum Security
08/30/2015	James Flannery	Director Of Maintenance	Construction-NWA
08/30/2015	Kenneshia Hart	Food Preparation Supervisor	Maximum Security
08/30/2015	Derick Henson	Sergeant	Ouachita
08/30/2015	Teresa James	Business Operations Spclst	Wrightsville
08/30/2015	Tashor Kelly	Program Specialist	East Arkansas
08/30/2015	Craig Mayhan	Sergeant	Ouachita
08/30/2015	Kendalynn Newborn	Program Specialist	Ouachita
09/13/2015	Cedric Albritton	Rehabilitation Program Mgr.	Mental Health-CO
09/13/2015	Roosevelt Barden	Lieutenant	East Arkansas
09/13/2015	Debra Barnes	Human Resources Assistant	Tucker
09/13/2015	Steven Brown	Sergeant	Transportation
09/13/2015	Juan Burns	Lieutenant	Maximum Security
09/13/2015	David Foster	Lieutenant	North Central
09/13/2015	Marianne Hixon	Inmate Grievance Coordntr.	Ouachita
09/13/2015	Jesse Jackson	Sergeant	Varner
09/13/2015	William Lenderman	Head Farm Manager II	Farm-Cummins
09/13/2015	Linda Louis	Captain	Delta
09/13/2015	Tonya Savage	Sergeant	Maximum Security
09/13/2015	Daniel Sipes	Food Preparation Supervisor	North Central
09/13/2015	Kenneth Starks	Captain	Cummins
09/13/2015	Mike Stephen	Institutional HR Coordinator	North Central
09/13/2015	Dernitta Thomas	Lieutenant	Cummins
09/13/2015	Tom Walton	Sergeant	Mississippi County
09/14/2015	James Dycus	Major	East Arkansas
09/14/2015	Kimberly Withers	Unit Accreditation Specialist	Central Office

New Hires

Date	Name	Position	Unit
08/31/2015	Tony Baugh	Sergeant	K-9
09/14/2015	Lisa Green	Food Preparation Supervisor	Mississippi County
09/14/2015	Vickie Merritt	Human Resources Specialist	Human Resources
09/14/2015	Patrina Moore	Food Preparation Supervisor	Mississippi County
09/14/2015	Jason Rogers	Lieutenant	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.

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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