

February 2008
Employee Newsletter



Arkansas Department of Correction

Advocate

Inside this issue:

| | |
|---------------------------|----|
| Director's Corner | 2 |
| Tornado cleanup help | 3 |
| Director's Roast | 4 |
| Belgian visitors | 5 |
| Don't get complacent | 6 |
| Department Briefs | 6 |
| Employee Spotlight | 7 |
| Recipe Roundup | 7 |
| Field riders class | 8 |
| Afghan gifts | 9 |
| Nose for narcotics | 11 |
| Health Matters | 10 |
| COEA Chili Cook-Off | 11 |
| Ball & Chain ahead | 11 |
| Governor's Service Awards | 12 |
| Mathis honored | 12 |
| T. Owens reaches 20 | 12 |
| Soul food contest winners | 12 |
| Promotions & New Hires | 13 |
| ADC Training | 14 |
| ADC Calendar | 15 |
| Contact us | 16 |

Director's
Roast

Page 4



Pine Bluff Unit moves from pilot to PIE

After hosting a pilot project that had inmates sewing inserts for firefighters' gloves, the Pine Bluff Unit is now home to a Prison Industry Enhancement program.

Inmates who participate in the new PIE program sew the glove inserts as well as the leather outer part of the glove. The work is done for the Glove Corp., headquartered in Indianapolis, Ind.

Inmates who work in the PIE program are being paid the prevailing wage, with taxes taken out, and they must send money to their dependents. They must also donate to the Crime Victims Compensation Fund, save money and pay child support, if applicable.

Burl Scifres, manager of



Left to right: Bob Parks and Debra Gossett, of the Glove Corp., Deputy Warden Stephen Williams, Pat McCurley, of the Glove Corp. and PIE Program Manager Burl Scifres.



Left: An inmate works to shape one of the firefighters' gloves.

the PIE program, called it gained some work experience," he said.

Deputy Warden

"When they get out, these inmates will have

Continued on Page 2

At 2 units, entrance program heads to Cummins

The new biometric entrance monitoring program is well underway at the Varner Unit and the Delta Regional Unit.

It was trial and error early on, but in general, the system is working to monitor visitors entering

Right: A visitor gets ready to get her finger scanned by an entrance monitoring device at the Varner Unit.



Right: Cpl. Sharon Ellis, seated, assists a visitor at the Varner Unit.

Continued on Page 3

Director's Corner



Larry Norris
ADC Director

In many ways, it was similar to sitting in the waiting room at the dentist's office. You've been there too, so you know what I'm talking about. When you get back in that room, the good doctor will use those weird drills and pointy instruments to do some really rude things to your mouth, but you know it's for your own good. It's just a matter of enduring a little discomfort to reap loads of benefits. So stiff upper lip,

deep breath and let's get this show on the road.

That's pretty much how I felt during a recent evening at Harbor Oaks in Pine Bluff. I was a little skittish about the upcoming event, but I was ready to get the show started. Go ahead. Dish it out, I can take it. Besides, it's all in fun and the proceeds are going to a great cause.

The cause was the Arkansas Association of Correctional Employees Trust, which has been created to help us take care of our own. AACET provides financial assistance to ADC employees when crisis strikes. Although still a fledgling, the organization is already proving it has big wings.

As a way to raise funds, AACET's board decided to sponsor a catfish dinner. And they were planning to turn the heat on high be-

cause the fish was going to be fried and the director was going to be roasted. They lined up six roasters who have spent quite a bit of time with me over the years, including Department of Community Correction Director David Guntharp, Board of Corrections member and Parole Board Chairman Leroy Brownlee and George Wilson of Correctional Medical Services.

Needless to say, they took their roasting jobs seriously. They didn't cut me one inch of slack. They told stories about my goof-ups. They told jokes with me as the punch line. The more they poked fun of

me, the more I laughed. So forget the stuff about the dentist. The roast wasn't anything like that. I had a blast, which I have never, ever had at the dentist's office.

And to top it off, AACET got to put \$27,000 in the bank. Thanks to everyone who worked so hard to make the evening a success.

By the way, if you haven't joined AACET yet, I encourage you to sign up. It's doing good things for good people. I believe in what it's doing, which makes me so proud to be a member.

See related story on page 4.



Pine Bluff Unit's PIE

Stephen Williams said the program is a definite benefit.

"(The inmates) have been real excited about having it here," he said.

To qualify for the program, the inmates must have at least two years remaining on their sentence, meet certain security criteria, go through an interview and take a test, Williams said.

Inmates say the PIE program will help them inside and once they get out.

"It means a lot to be able to make some money to send home to support our fami-

lies," said one inmate. "It gives us a little money to start out with when we leave here."

"I have a son out there that's 14 and this makes me feel like a father again," said another inmate. "I can support myself and my family and it gives me something to look forward to everyday."

The Glove Corp. Plant Manager Pat McCurley said she expects to see the program improve over the next several months.

"I expect to see continual improvement of the product,

the quality and the look of the glove," she said adding that "I have a good group of guys and I'm very proud of them. Most of them have a need and a goal for being here."



Above: An inmate stitches firefighters' gloves.

A different company operates a PIE program at the McPherson Unit in Newport for female inmates. A program is planned at the nearby Grimes Unit for male inmates.

Below: Gloves made by The Glove Corp.



continued from page 1

ADC maintenance crews help with tornado cleanup across state

After devastating tornadoes cut paths through several Arkansas communities on Feb. 5, ADC Regional Maintenance crews headed out to help with cleanup.

The powerful twisters left 13 people dead and caused major property damage — including destroying a boat factory in Clinton in Van Buren County.

Regional Maintenance crews from the Benton Unit began working to clean up an area near the boat factory. Crews headed out at 5:30 a.m. and returned at 7:30 p.m., said Warden Sara McQuilliams.

“We initially started out with three staff,” she said. “Now we have two staff and 16 inmates.”

A tornado also struck Gassville in north-central Arkansas. A regional maintenance crew from the North Central Unit at Calico Rock has been assisting with cleanup efforts there. Among other things, the inmates removed limbs from trees damaged by

the tornado at Sunny South Homes mobile-home park.

Sixty NCU inmates and nine staff took part in cleaning up affected areas, including Mountain View and Melbourne.

Meanwhile, two NCU officers who lost their homes after a tornado hit were assisted by the Arkansas Association of Correctional Employees Trust.

A powerful storm also swept through the Highland community in IZard County, leaving schools, the

fire department and businesses damaged. Regional Maintenance crews from the Grimes Unit helped in that community and in Melbourne.

“We sent one crew of 35 inmates to Highland and a crew of 20 inmates to Melbourne,” said Warden John Maples. “Everything is going good and the people are really appreciative.”

During ADC’s February Institutional staff meeting, Regional Maintenance crews were praised for doing an excellent job with the cleanup..

Chief Deputy Director Ray Hobbs thanked the wardens and staff for quickly responding to help.



Tornado damage in Highland, AR.

Entrance monitoring

continued from page 1

the units. Varner and Delta began piloting the new entrance monitoring program in early February.

“We did learn a lot about the traffic flow and what the process needed to be,” said ADC Applications Systems Coordinator Kathy Gattin.

“I have been particularly impressed with the staff—how quickly they grasped what they were doing,” said Deputy Director of Institutional Operations Larry May. “As problems came up, they patiently worked through them.”

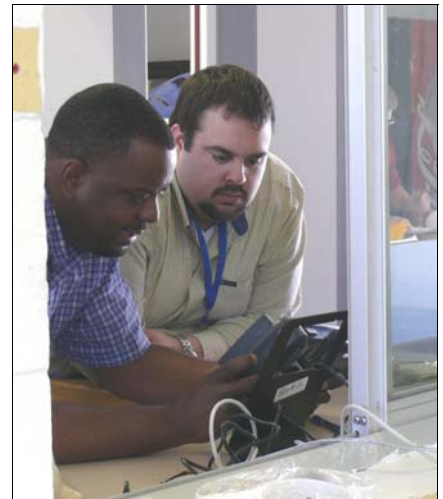
May and Gattin also praised visitors who had to go through the process at the entrance buildings. They showed a great deal of patience and, at times, a good sense of humor.

“Our plans are to move this to the Cummins Unit next,” May said, ex-

plaining that the goal is to set up stations in the visitation center to give visitors a 30-day window to enroll.

The first phase of the entrance monitoring project deals with the verification/ID validation of anyone who passes through ADC entrance buildings on a regular basis to visit inmates. To enroll, visitors must present a driver’s license, state-issued ID or a military ID and have their fingerprint scanned into the system. The next group identified through this process will include employees, volunteers, contract staff, and eventually the inmate population.

Varner and Delta are expected to begin processing employees, vendors and volunteers sometime in the next few months.



Above: IT staff members Porter Jackson, left, and Jeremy Mosley work on the entrance monitoring system at the Varner Unit. One change made during the pilot program was the addition of more stations to process visitors.

Director's Roast draws laughs, crowd & support for AACET

It was a night to remember. The Arkansas Association of Correctional Employees Trust held its Roasting of the Director on Feb. 7 at Harbor Oaks in Pine Bluff.

Six roasters stepped up to the mike to tell tales and reminisce about Director Larry Norris. Among other things, they recalled hunting, fishing and golfing excursions, often drawing laughter from the crowd.

The roast raised \$27,000 for the association. Norris was named Board Member Emeritus of AACET.

The event featured a catfish dinner expeditiously served by several dedicated staff members.

AACET is a direct support organization which provides financial assistance to ADC employees in times of tragedy.

The Roastee



Left: Norris reacts to some of the roasters' comments.



Left: Norris gets a chance to do a rebuttal and to say thanks.

Below: A caricature done in Norris' honor.



The Roasters



G. David Guntharp, Community Correction



Leroy Brownlee, Arkansas Parole Brd.



Martin Jennen, Securepak (Kefee)



George Wilson, Correctional Medical Svcs.



Harold Pointer, H. Pointer Automotive



Larry Fields, retired Okla. Corrections Director



AACET Executive Director Kevin Murphy gets the roast underway.

The Guests



Belgian prison officials tour Cummins Unit Feb. 15

A group of prison officials from Belgium recently toured the century-old Cummins Unit. The unit was among a roster of American prisons that the group planned to tour.

William Adriaenssen, warden at Belgium's Antwerp Prison, toured Cummins with several security staff members from Belgium.

Antwerp Prison is a Class 1 prison and most of its prisoners are awaiting trial. It's an old brick com-

pound in the middle of Antwerpen.

Belgian officials and Cummins Unit staff talked about some of the practices that are similar and different at the respective prisons.

For example, while Cummins and all other ADC facilities are smoke-free, prisoners are allowed to smoke at Antwerp but staff members are not.

After visiting Arkansas, the group was scheduled to tour facilities in Texas and Louisiana.



Above Cummins Unit ACA Manager Sandra Kennedy, holding folders at center, talks to the Belgian group about barracks arrangements at the unit.



William Adriaenssen, left, warden at Antwerp Prison in Belgium talks with Cummins Unit Warden Gaylon Lay.

Warden Adriaenssen discusses prison issues with Deputy Director of Institutional Operations Larry May.



Above: Sandra Kennedy leads the group to the sally port area.

Foundation accepting applications for service memorial scholarship

The Arkansas Community Foundation is accepting applications for the Arkansas Service Memorial Scholarship. The purpose of the ASMS fund is to provide scholarships to students who have lost a parent in the line of duty to their community, to the state of Arkansas, or to the

nation. Parents may have served as police officers, firefighters, military officers, correctional officers or other public service sector representatives.

The scholarship is renewable to any college in Arkansas for four years, and several colleges have committed to matching

funds for these students.

To receive an application, contact Margaret Birdsong of the Arkansas Community Foundation at 501-372-1116

or email mbirdsong@arcf.org.

Applications received by May 1 will be given priority.

"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary."

— Margaret Cousins, writer & editor

Don't get complacent; strive to always be vigilant on the job

Being vigilant and avoiding complacency are essential to providing a safe and secure environment in ADC facilities.

Please keep these tips in mind:

- Hard work and constant vigilance help prevent incidents.
- Complacency encourages taking things for granted and you can't afford to take anything for granted.
- The greatest enemies of situational awareness are complacency and the tendency to get in a hurry.
- An insidious aspect of complacency is that it most affects those with the greatest experience.
- Don't get complacent during instruction.

Talking preparedness



Emergency Services Coordinator John Kleiner, front, recently conducted a presentation titled, "Emergency Preparedness — Prevention through Proactive Management."

Transportation Coordinator Danny Heflin, center, and Chief of Hospital Security Sylvester Tillman, rear, also took part in the presentation for institutional staff.

To prevent complacency, be aware of what's happening in and around your facility. Conduct drills as well as mental rehearsals. Review accidents and incident reports. Conduct self-critiques, asking the question, "What if?" and focus on improving your preparedness.

Tower comes down; new gatehouse goes up at PB Complex entrance



At left: The tower at the entrance to the Pine Bluff Complex was recently dismantled to make way for the new gatehouse, below, where staff members monitor vehicles entering and leaving the complex.



Department Briefs

Basic Correctional Officers' Training Class 2007-R began on Dec. 31, 2007, with 42 cadets and 29 graduated on February 18, 2008.

Congratulations to these new officers and welcome to the ADC family.

Always remember "honor and integrity in public service."

The character trait for March is **compassion**. It means having a feeling of deep sympathy and sorrow for another who is stricken by misfortune, accompanied by a strong desire to alleviate the suffering of others.



This is just a friendly reminder that ADC/State IT policies **prohibit inter-**

net audio and video streaming downloads that are not specifically for ADC/State business. These applications use a lot of bandwidth and memory and our ability to support critical applications such as eOMIS suffers, especially at the unit level. Examples of audio/video streaming include weather bug, online radio/TV broadcasts, etc.

★ ★ ★ Employee Spotlight: Dwight Nelson Sr.

When the company Dwight Nelson Sr. was working for shut down a few years ago, the Pine Bluff native decided to apply for work at the Department of Correction. He's been working in hospital security for 1 year and 9 months and says it's a good, challenging job.



CO1 Dwight Nelson Sr.
Hospital Security
Diagnostic Unit

A former welder, Nelson said he likes being a correctional officer.

“I like my job because it takes me out of the element I’m used to,” he said.

Nelson's role in hospital security may call for him to stay with an inmate/patient at any hospital in the state. Typically, he will stay with an inmate at the hospital for a 12-hour shift.

"I have to make sure that the inmate and (hospital) staff are secure," he said, adding that he must also keep a log of visitors.

At the hospital at the Diagnostic Unit, Nelson spends time in the control

room monitoring who enters and leaves the hospital. He also communicates with the nurses regarding inmates' requests; makes security rounds and monitors the welfare of inmates and staff.

“My job is to make sure everybody is safe,” he said, adding that he likes the fact that he gets to travel to medical facilities throughout the state.

“It’s always something different,” Nelson said, adding that the people he works with are “real nice and I have some good supervisors.”

In addition to his job, Nelson also works in the Pine Bluff community. He has been active with the American Red Cross ever since Hurricane Katrina. During part of the time that he was laid off from work, he volunteered for the agency.

Nelson has assisted hurricane victims, helped with fundraisers and helped with the dedication of the American Red Cross Disaster Field Supply Center in Pine Bluff.

“Whatever needs to be done, I do it,” he said.

Nelson also practices that philosophy in church where he serves as a deacon, usher and a member of the choir. He is also active with Central Park Neighborhood Watch where he serves as chaplain and is a member of the Clean and Beautiful Commission. He is also a Citizens Police Academy alumnus.

Nelson said that service

to the community is important.

“When you’re helping people you can’t put a price on it,” he said. “It’s a joy to help people.”

Twice honored by the NAACP for his community service, Nelson said he's motivated by the fact that he wants to "make some changes for a better community."

Nelson's supervisors say they appreciate his dedication to the ADC and the community.

"He has a good work ethic and is a valued person in hospital security," said Chief of Hospital Security, Lt. Sylvester Tillman.

Nelson is "a dependable, pleasant person and a good person to have work for you," said Sgt. Pauletter Jones.

When he's not working or volunteering, the father of three enjoys fishing and traveling.

Recipe Roundup

Beef & Bean Chili



*Here's a lower fat
chili that hasn't lost
any of its heat*

* Use “no salt added” kidney beans to reduce sodium.

Ingredients:

2 pounds lean beef stew meat,
trimmed of fat, cut into 1-inch
cubes

3 Tablespoons vegetable oil

2 cups water

2 teaspoons garlic, minced

1 large onion, finely chopped

1 Tablespoon flour

2 teaspoons chili powder

1 green pepper, chopped

2 pounds (or 3 cups) tomatoes, chopped

1 Tablespoon oregano

1 teaspoon cumin

*2 Cups canned kidney
beans

Directions

Brown meat in large skillet with half of vegetable oil. Add water. Simmer

covered for 1 hour until
meat is tender.

Heat remaining vegetable oil in second skillet. Add garlic and onion, and cook over low heat until onion is softened. Add flour and cook for 2 minutes.

Add garlic-onion-flour mixture to cooked meat. Then add remaining ingredients to meat mixture. Simmer for 1/2 hour.

Field rider introductory training class focuses on safety

The ADC Field Rider Introductory Training Class was launched in February. The new 80-hour class is designed to better prepare field riders for the job.

"The biggest thing we are emphasizing is safety on the horse," said Earl Pepper, assistant head farm manager/horses. "It's not an attempt to make cowboys of our riders. It's an attempt to improve horsemanship which will aid in maintaining or improving security and reduce horse-

related incidents."

Pepper along with fellow committee members developed the class. It covers such topics as horse psychology, parts of the saddle and bridle and learning to walk, trot, stop and move sideways.

Warden Dale Reed, who chaired the committee, said the class will be held quarterly to help riders hone their skills.

"The better rider they are, the better security we can provide," said Warden Rick Toney, who stopped in to observe the class.

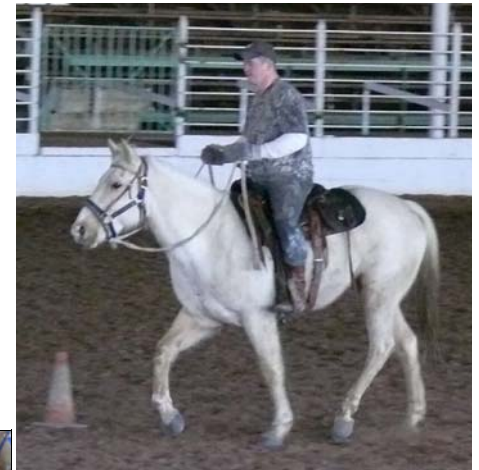
Right: Sgt. Rick Gillaspie of the NCU tends to his horse after taking him through the paces during the class.



Sgt. John Broadway, Sgt. Rick Gillaspie and other field riders recently honed their skills during an 80-hour class.



Sgt. Tim Tribble of the Grimes Unit takes his horse for a turn during the class held at Hestand Stadium in Pine Bluff.



Above: Corrie Ferrell of the Delta Regional directs her horse around practice cones.



Above: Assistant Head Farm Manager/Horses Earl Pepper, Pine Bluff Complex Warden Rick Toney, Ouachita River Unit Warden Dale Reed and Emergency Services Coordinator John Kleiner watched as class participants learned.



Left: ADC horses await their turn in the ring.

Members of the inaugural ADC Field Rider Introductory Training Class

Sgt. Chris Hide — JCJ/CF
Sgt. Corrie Ferrell — Delta Regional Unit
Sgt. Keith Leopard — Pine Bluff Unit
Sgt. Tim Whitaker — Grimes Unit
Sgt. John Broadway — Benton Unit
Sgt. Rick Gillaspie — North Central Unit

Sgt. Kyle Foster—North Central Unit
Sgt. Donald Moreland — Ouachita River Unit
Sgt. Adam Helm — Ouachita River Unit
Sgt. Jeff McLain — Grimes Unit
Sgt. Kenny Whaley — Grimes Unit
Sgt. Tim Tribble — Grimes Unit

McPherson inmates donate afghans, crafts to shelter; rehab center

A group of inmates at the McPherson Unit created 17 beautiful afghans and other craft items that were recently donated to a women's shelter and a rehab center.

The inmates spent many hours creating the afghans, shower caddies, Bible covers, drawer organizers, bookmarks and bags. The afghans are small blankets that can be used as decorative throws or for keeping warm.

The items were crocheted by inmates participating in the Hobby Craft Program at the prison. The inmates asked for permission to donate the

items which were given to the White River Battered Women's Shelter and to the Newport Healthcare and Rehabilitation Center.



Left to right: John Dean; White River Battered Women's Shelter Treasurer; Kathryn Gillmore, Newport Healthcare and Rehabilitation Center; Amanda Reynolds, White River Battered Women's Shelter President; Inmates Mary Johnson, Laura Berry, Alisa Efurd and Ruth Sumlin; Sgt. Kim Wagner and Deputy Warden Judy Taylor.

"The value of a man resides in what he gives and not in what he is capable of receiving."

— Albert Einstein, physicist

A nose for narcotics: ADC ranks in Top 25 during NNDDA contest

Teams from the Arkansas Department of Correction placed among the top 25 competitors during the National Narcotic Detection Dog Association Arkansas Regionals. It was the first time that ADC canines and handlers competed in the contest which was held Feb. 27 in Little Rock.

Part of the association's week-long conference, the narcotic detection contest drew 35 competitors from throughout the state and one from Illinois.

ADC teams ranked as follows:

Jonathan Lawrence & K9 ACE — 4th Place.

Brian Cockerell & K9 Missi — 8th Place.

Troy Moore & K9 Andi — 9th Place.

Billy Hayes & K9 Scout —

13th Place.

Dennis Reap & K9 Henri — 22nd Place.

Daniel Heflin & K9 Viper — 23rd Place.

While Matt Bennett and K9 Heidi didn't place in the Top 25, they came close in 26th Place.

"I was very happy with the dogs and the handlers' performances," said Lt. Dennis Reap. "We competed with various police departments from throughout the state."

While police officers may search a car or building periodically, ADC's handlers and dogs search units everyday and that routine helps give the agency a leg up on the competition, Reap said.

During the contest, teams searched for cocaine and marijuana.

"I'm really proud of them and I

hope next year we do better," he said.

The NNDDA certifies police service dogs; K9s in narcotic and explosives detection; and cadaver search.

Puppy dreams



Above: Future tracking dogs take a nap at the Cummins Kennel. The pups were recently born at the kennel to tracking dogs Harley and Rock.

Health Matters

Dietary fiber: Why does it matter & what is it anyway?

You've probably heard that it's good to eat plenty of fiber. But what is fiber and why is it important for your heart?

Fiber comes from plants. Since your body can't really digest fiber or absorb it into your bloodstream, it's not nourished by it. That means, technically speaking, fiber isn't a nutrient. But it's vital for good health.

First, fiber can help reduce your risk of heart disease. Second, it's also good for the digestive tract and overall health. And, as a bonus, eating lots of fiber helps you feel full on fewer calories, which makes it ideal if you're trying to lose weight.

There are two main types of fiber—soluble (also known as viscous) and insoluble. While both have health bene-

fits, only soluble fiber reduces the risk of heart disease.

The difference between the types is how they go through the digestive track. Soluble fiber mixes with liquid and binds to fatty substances to help remove them from the body. Soluble fiber thus helps to lower cholesterol levels, thereby reducing the risk of heart disease.

Good sources of soluble fiber are whole oats, barley, fruits, vegetables, and legumes (which include beans, peas, and lentils).

Insoluble fiber goes through the digestive tract largely undissolved. Also called roughage, insoluble fibers helps the colon function properly. Good sources of insoluble fiber are whole-grain foods (such as wheat



Broccoli is a good source of soluble fiber.

and corn bran), fruits (such as apples and pears with the skins), vegetables (such as green beans, cauliflower, and potatoes with the skins) and legumes.

As a rule, fruits have more soluble fiber and vegetables more insoluble fiber.

Try to eat 25-30 grams of total fiber each day. That should include at least 5-10 grams daily of soluble fiber.

Here are some good

sources of soluble fiber:

Whole grain cereals and seeds — barley; oatmeal; oatbran and ground psyllium seeds.

Fruits — apples (with the skin); bananas; blackberries; citrus (such as oranges and grapefruit); nectarines, peaches, pears, plums and prunes.

Legumes — black, kidney, lima, navy, northern, and pinto beans; yellow, green, and orange lentils; and chickpeas and black-eyed peas.

Vegetables — broccoli, brussels sprouts and carrots.

Source for this article and the one below: <http://www.nhlbi.nih.gov>



Facts about heart disease & some terms you should know

Heart disease is caused by narrowing of the coronary arteries that feed the heart. Like any muscle, the heart needs a constant supply of oxygen and nutrients, which are carried to it by the blood in the coronary arteries. When the coronary arteries become narrowed or clogged by cholesterol and fat deposits — a process called **atherosclerosis** — and cannot supply enough blood to the heart, the result is **coronary heart dis-**

ease (CHD). If not enough oxygen-carrying blood reaches the heart, you may experience chest pain called **angina**. If the blood supply to a portion of the heart is completely cut off by total blockage of a coronary artery, the result is a **heart attack**. This is usually due to a sudden closure from a blood clot forming on top of a previous narrowing.

Cholesterol is a waxy, fat-like substance that oc-

curs naturally in all parts of the body and that your body needs to function normally. It is present in cell walls or membranes everywhere in the body, including the brain, nerves, muscle, skin, liver, intestines and heart.

Your body uses cholesterol to produce many hormones, vitamin D, and the bile acids that help to digest fat. It takes only a small amount of cholesterol in the blood to meet these needs. If

you have too much cholesterol in your bloodstream, the excess is deposited in arteries, including the coronary arteries, where it contributes to the narrowing and blockages that cause the signs and symptoms of heart disease.

So how do you avoid heart disease? It's tough if it's hereditary but eating right, not smoking and exercising can help.



COEA Chili Cook-Off draws tasty competition with 9 entries

The Central Office Employee Association held a chili cook-off/fundraiser Feb. 14. Nine different selections of chili were entered and judges had a tough time picking the finalists. In the end, Ann Teer of Central Office won First Place; Emma Fitzpatrick of the Varner Unit won Second Place and Wendy Kelley of Central Office won Third Place. All of them received certificates and bragging rights. The First Place winner's name appears on a plaque on display in the breakroom. Congratulations to all the winners and a special thanks to the judges!



Ann Teer, ADC Infection Control/HIV Coordinator, is congratulated by Director Larry Norris, left, and COEA President Mike Deloney for winning First Place in the COEA Chili Cook-Off.



Left: Wendy Kelley, Deputy Director of Health and Correctional Programs won 3rd Place in the Chili Cook-Off.



Left to right: The distinguished panel of judges for the chili cook-off were Deputy Director for Institutional Operations Larry May, Assistant to the Director Jane Manning and Mental Health Services Administrator Bob Parker.



Above: Staff members Donna Stout, Andi Moore and Jo Ann McLemore help themselves to chili selections.



Emma Fitzpatrick, center, is congratulated by Director Larry Norris, left, and COEA President Mike Deloney for winning Second Place in the COEA Chili Cook-Off.



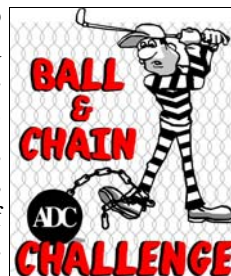
Left: Staff members Tracey Robertson, center, Patti Clinton and others line up for the chili feast.

Ball & Chain Challenge set for May 19 at Harbor Oaks in Pine Bluff

The warm days of spring are just around the corner and that means — golf. Organizers are already at work on this year's Ball and Chain Challenge. The annual golf tournament is sponsored by the employee associations of the Arkansas Department of Correction, ADC School District, and Arkansas Correctional Industries.

Proceeds go to a scholarship fund at UALR, Correctional Peace Officers Foundation, and the Arkansas Association of Correctional Employee Trust.

The 2008 tournament is scheduled for May 19 at Harbor Oaks in Pine Bluff. There will be a morning



and afternoon round. Trophies will be awarded to the top three teams in both flights, after each round. There will be prizes for men and women's longest drive and closest to the pin competitions.

There will be lots of food, drinks, and door prizes and

a traditional BBQ lunch. Morning round participants will eat after play, and the afternoon round players will eat before teeing off.

Because of the large crowd that's expected, please get your entry form and payment submitted early. For more information, call 870-267-6372 or 870-267-6370.

Mathis named United Way of NE Arkansas service award winner

Grimes Unit Human Resources Manager Debbie Mathis was recently honored by the United Way of Northeast Arkansas as the 2007 Distinguished Service Award Winner.

"I feel very honored to have been chosen for this award and I share it with Shannon (Tucker), who is my right arm at work and with my warden (John Maples) for allowing me the opportunity to volunteer," Mathis said. "I am so proud to see Jackson County embrace United Way again."

Mathis helped established the first United Way of NE Arkansas community investment team in Jackson County. Comprised of local people, the team helps determine the amount and destination of the monies that support community programs.

"Last year, we were able to put \$10,000

back into the community from pledges," she said, adding that some of the money goes to art and creative classes at a local daycare,

hot meals and tutoring through the Community Center and fresh coats of paint at the Learning Center.



Left to right: Diane Maples, United Way of NE Arkansas 2007 Distinguished Service Award Winner Debbie Mathis, Accreditation Manager Sherri McEwen and Grimes Unit Deputy Warden Judy Taylor at the United Way awards luncheon.



Governor's Service Awards and Retirements

January 2008

Retirement:

*Jerry Campbell — ACI
Earlie Shelton — Wrightsville
Phyllis Smith — Wrightsville

10 Years:

Jo Ann McLemore — Central Office
David Allen — Construction
Anthony Price — Cummins
Sherry Jones — East Arkansas
Jena Caldwell — East Arkansas
Tina Coleman — JCJ/CF
Michael Smith — North Central
Penny Brown — Wrightsville

20 Years:

Kevin Glover — Transportation
William Driver — Wrightsville

30 Years:

Patti Clinton — Central Office

*temporary

Owens receives plaque for 20 years of service



Tina Owens, right, of the Farm Division was recently recognized for 20 years of service to the state of Arkansas by Agriculture Administrator James Bost.

Sgt. Hooks & family win at Soul Food Cookoff

Sgt. Laurel Hooks, of the Wrightsville Boot Camp, and several members of her family recently competed in The National Soul Food Cookoff at the Clear Channel Metroplex in Little Rock.

During the Feb. 2 event, The crew won First Place—Meats, First Place—Booth and the Judge's Choice for their baby back ribs.



Hooks said she and her family—brother Donald Lewis Sr., his two sons and daughter-in-law—really had fun participating in the cookoff.

The sister and brother were featured in a photo in the Arkansas Democrat Gazette on Feb. 3.

Congratulations to Sgt. Hooks and her family.

ADC Promotions and New Hires — February

Promotions

| | | |
|---------|------------------|---|
| 2/04/08 | Wanda Hogg | Program Coordinator – Varner |
| 2/04/08 | David Perry | Food Production Manager I – Ouachita River |
| 2/04/08 | Curtis Gibson | Major – Varner |
| 2/04/08 | Loy Hicks | Sergeant – Delta |
| 2/04/08 | Dennis McGinnis | Sergeant – McPherson |
| 2/05/08 | Lois Morian | Payroll Officer – Human Resources |
| 2/10/08 | Bobby Washington | Captain – Varner Super Max |
| 2/10/08 | Blake Barnes | Sergeant – Tucker |
| 2/10/08 | James McGill | Building Sergeant – Wrightsville |
| 2/12/08 | David Mowles | Field Sergeant – Cummins |
| 2/13/08 | Santrice Shavers | Substance Abuse Program Leader – Tucker |
| 2/13/08 | Ronnie Busick | Agri Unit Supervisor II – Farm |
| 2/19/08 | Taneshia Harris | Manager of Mailing Services – Tucker |
| 2/24/08 | Loretha Bell | Sergeant – East Arkansas Regional |
| 2/24/08 | Dequincey Smith | Sergeant – East Arkansas Regional |
| 2/24/08 | Martha Wiggins | Sergeant – East Arkansas Regional |
| 2/24/08 | Lawrence Baker | Captain – Maximum Security |
| 2/24/08 | Chad McGowan | Captain – North Central Unit |
| 2/24/08 | James Crumpton | Captain – East Arkansas Regional |
| 2/25/08 | Dallas Craig Jr. | Rehabilitation Facility Supervisor – Tucker |

New Hires

| | | |
|---------|---------------|---------------------------------------|
| 2/04/08 | Renato Quindo | P.C. Support Specialist – IT |
| 2/06/08 | Nancy Jayroe | Document Examiner I – McPherson |
| 2/11/08 | Brenda Ward | Secretary I – Central Office |
| 2/11/08 | Mary Ann Hart | Secretary I – Industry |
| 2/11/08 | April Wright | Document Examiner I – Diagnostic |
| 2/19/08 | Jackie Rice | Document Examiner I – Ouachita River |
| 2/19/08 | Teresa Bailey | Document Examiner II – Ouachita River |
| 2/20/08 | Keith Burnett | Recreational Activity Leader – Varner |



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 from the class.

MARCH TRAINING SCHEDULE

| Date | Title | Time | Length | Location |
|-------|---|------------|---------|-----------------|
| 3-4 | Management Effectiveness | 8 a.m. | 16 hrs. | TA |
| 3-4 | 16-Hour Security for Non Security | 8 a.m. | 16 hrs. | TA |
| 4 | Administering Discipline | 8 a.m. | 4 hrs. | TA |
| 4 | Performance Evaluation | 12:30 p.m. | 4 hrs. | TA |
| 4 | Grievance Prevention and Handling | 9 a.m. | 6 hrs. | LR |
| 4 | Workplace Accountability | 8 a.m. | 4 hrs. | HR |
| 5 | Sexual Harassment/Sexual Misconduct | 8 a.m. | 5 hrs. | TA |
| 6 | Advanced eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |
| 6 | Cultural Awareness | 8 a.m. | 4 hrs. | HR |
| 6 | Performance Evaluation | 12:30 p.m. | 4 hrs. | HR |
| 6-7 | The Human Element | 8:30 a.m. | 14 hrs. | TA |
| 7 | Structured Interviewing | 8 a.m. | 4 hrs. | HR |
| 7 | Interpersonal Communications | 9 a.m. | 6 hrs. | LR-Inter Agency |
| 10-14 | Correctional Security for Non Security | 8 a.m. | 40 hrs. | TA |
| 11 | Using Microsoft Word | 8:00 a.m. | 4 hrs. | HR |
| 12 | eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |
| 13 | Intro. to Computers/Internet Navigation | 8 a.m. | 4 hrs. | HR |
| 13 | Basic Microsoft PowerPoint | 12:30 p.m. | 4 hrs. | HR |
| 13 | Fair Labor Standards Act | 8 a.m. | 4 hrs. | HR |
| 14 | Field Training Officer | 8 a.m. | 6 hrs. | TA |
| 17-21 | Firearms Instructor School | 8 a.m. | 40 hrs. | TA |
| 18 | Workplace Accountability | 8 a.m. | 4 hrs. | HR |
| 19 | eOMIS Training - Basic | 8 a.m. | 4 hrs. | HR |
| 20-21 | The Human Element | 9 a.m. | 12 hrs. | LR-Inter Agency |
| 24-28 | MIPS Information Technology Class | 8 a.m. | 40 hrs. | HR |
| 24-28 | Command Officer School | 8 a.m. | 40 hrs. | TA |
| 25 | Time Management | 9 a.m. | 6 hrs. | LR-Inter Agency |
| 26 | eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |
| 26-27 | Introduction to Management | 8 a.m. | 16 hrs. | TA |
| 27 | Grievance Prevention and Handling | 8 a.m. | 5 hrs. | HR |
| 31 | Interpersonal Communications | 8 a.m. | 8 hrs. | TA |

OPEN ENROLLMENT (Year round Classes)

- **Internet-Based e-Learning Classes.** *(for managers and supervisors only)*
Classes provided by National Institute of Corrections
Visit www.nicic.org. *You must get approval from your Unit Trainer before taking any e-learning classes.
- **Open enrollment, Inter-Agency classes** are offered to all staff members in Little Rock. They vary in length.
- Classes are also offered through the Criminal Justice Institute in Little Rock. Your unit trainer has more information about Criminal Justice Institute, Inter-Agency, E-learning and other classes.

"If I were asked to give what I consider the most useful bit of advice for all humanity it would be this: Expect trouble as an inevitable part of life and when it comes, hold your head high, look it squarely in the eye and say, 'I will be bigger than you. You cannot defeat me.'"

— Ann Landers, columnist

APRIL TRAINING SCHEDULE

| Date | Title | Time | Length | Location |
|-------|---|------------|---------|----------|
| 1 | Advanced eOMIS-Security | 8 a.m. | 4 hrs. | HR |
| 1 | Administering Discipline | 8 a.m. | 4 hrs. | TA |
| 1 | Performance Evaluation | 12:30 p.m. | 4 hrs. | TA |
| 2-3 | Management Effectiveness | 8 a.m. | 16 hrs. | TA |
| 2 | eOMIS Training - Basic | 8 a.m. | 4 hrs. | HR |
| 3 | Cultural Awareness | 8 a.m. | 4 hrs. | HR |
| 3 | Performance Evaluation | 12:30 p.m. | 4 hrs. | TA |
| 4 | Sexual Harassment/Sexual Misconduct | 8 a.m. | 5 hrs. | TA |
| 4 | Structured Interviewing | 8 a.m. | 4 hrs. | HR |
| 8 | Inmate Profiles | 8 a.m. | 4 hrs. | TA |
| 9 | eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |
| 9 | Using Microsoft Word | 8 a.m. | 4 hrs. | HR |
| 10 | Fair Labor Standards Act | 8 a.m. | 4 hrs. | HR |
| 10 | Managing a Multi-generational Workforce | 8 a.m. | 8 hrs. | TA |
| 14-15 | 16-Hour Security for Non Security | 8 a.m. | 16 hrs. | TA |
| 16-17 | Introduction to Management | 8 a.m. | 16 hrs. | TA |
| 17-18 | The Human Element | 9 a.m. | 12 hrs. | TA |
| 17 | Grievance Prevention and Handling | 8 a.m. | 5 hrs. | HR |
| 18 | Identity Theft | 8 a.m. | 4 hrs. | TA |
| 21-25 | MIPS First Responders Class | 8 a.m. | 40 hrs. | TA |
| 21-25 | MIPS Health & Wellness Class | 8 a.m. | 40 hrs. | HR |
| 24 | Basic Microsoft PowerPoint | 8 a.m. | 4 hrs. | HR |
| 24 | eOMIS Security - Basic | 8 a.m. | 4 hrs. | HR |
| 24 | Workplace Accountability | 12:30 p.m. | 4 hrs. | HR |
| 25 | Interpersonal Communications | 8 a.m. | 8 hrs. | TA |
| 28 | The Phenomenal Woman Seminar | 8 a.m. | 8 hrs. | HR |
| 28-29 | Transition to Supervisor | 8 a.m. | 16 hrs. | TA |
| 29 | Inmate Grievances | 8 a.m. | 4 hrs. | HR |
| 30 | Basic Microsoft Excel | 8 a.m. | 4 hrs. | HR |

MAY TRAINING SCHEDULE

| Date | Title | Time | Length | Location |
|-------|---|------------|---------|-----------------|
| 1 | Cultural Awareness | 8 a.m. | 4 hrs. | HR |
| 1 | Performance Evaluation | 12:30 p.m. | 4 hrs. | HR |
| 1 | Sexual Harassment/Sexual Misconduct | 8 a.m. | 5 hrs. | TA |
| 1 | Advanced eOMIS -- Security | 8 a.m. | 4 hrs. | HR |
| 1 | Grievance Prevention and Handling | 9 a.m. | 6 hrs. | LR |
| 2 | Structured Interviewing | 8 a.m. | 4 hrs. | HR |
| 5 | Inmate Grievances | 8 a.m. | 4 hrs. | HR |
| 6 | Interpersonal Communications | 8 a.m. | 8 hrs. | TA |
| 6 | Interpersonal Communications | 9 a.m. | 8 hrs. | LR-InterAgency |
| 6 | Using Microsoft Word | 8 a.m. | 4 hrs. | HR |
| 6 | Administering Discipline | 8 a.m. | 4 hrs. | TA |
| 6 | Performance Evaluation | 12:30 p.m. | 4 hrs. | TA |
| 7-8 | Management Effectiveness | 8 a.m. | 16 hrs. | TA |
| 8-9 | The Human Element | 8:30 a.m. | 14 hrs. | LR-Inter Agency |
| 8 | Fair Labor Standards Act | 8 a.m. | 4 hrs. | HR |
| 8 | Basic Microsoft PowerPoint | 12:30 p.m. | 4 hrs. | HR |
| 9 | Intro. to Computers & Internet Navigation | 8 a.m. | 4 hrs. | HR |
| 9 | Basic Microsoft Outlook | 12:30 p.m. | 4 hrs. | HR |
| 12-16 | MIPS Workplace Safety | 8 a.m. | 40 hrs. | HR |
| 12-13 | 16 Hour Security for Non Security | 8 a.m. | 16 hrs. | TA |
| 14-15 | Introduction to Management | 8 a.m. | 16 hrs. | TA |
| 14 | eOMIS Training - Basic | 8 a.m. | 4 hrs. | HR |
| 15 | eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |
| 16 | Grievance Prevention and Handling | 8 a.m. | 5 hrs. | HR |
| 19-23 | Correctional Security for Non Security | 8 a.m. | 40 hrs. | TA |
| 19-23 | MIPS information Technology Training | 8 a.m. | 40 hrs. | HR |
| 20 | Inmate Profiles | 8 a.m. | 4 hrs. | TA |
| 22 | eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |
| 22-23 | The Human Element | 9 a.m. | 14 hrs. | TA |
| 29 | eOMIS Training - Security | 8 a.m. | 4 hrs. | HR |

**ADC
CALENDAR****March 2008**

- 9 Daylight Saving Time begins
- 10-14 Southern States Manhunt Field Trials, Camp Robinson
- 17 St. Patrick's Day
- 20 Spring begins
- 21 Good Friday
- 23 Easter

**April 2008**

- 23 Administrative Professionals Day

**May 2008**

- 11 Mother's Day
- 19 Ball & Chain Tournament
- 26 Memorial Day
- 28-30 ACJA Summer Conference, Hot Springs

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



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.

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



Visit ADC on the Web:

www.arkansas.gov/doc

ADC Advocate
P.O. Box 8707
Pine Bluff, AR 71611
Phone: 870-267-6990
Fax: 870-267-6244