

January 2008  
Employee Newsletter



Arkansas Department of Correction

# Advocate

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Perfect  
Attendance  
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## 2007: The Year in Review at the ADC

In January 2007, the Arkansas Department of Correction implemented a new working classification of **Deputy Warden**.

Shortly after a tornado ripped through Dumas on Feb. 24, **staff and inmates from the ADC** headed to the community to help. More than 30 staff members and more than 140 inmates assisted with the cleanup.

Arkansas is projected to have an increase in its inmate population of **17 percent** between 2007 and 2011, according to a report prepared by the Pew Charitable Trust. The statewide inmate population had reached 14,318 at the end of December 2007.

A new infirmary was added to the department's network when the state licensed a four-bed infirmary at the **Hawkins Center for Women**.

The legislature eliminated the Career Ladder Incentive Program and created the **Merit Incentive/Promotion System (MIPS)**.

During the **2007 Southern States Manhunt Field Trials**, the ADC took 1st place in Single Leash, Pack



ADC Director Larry Norris, left, and Accreditation Manager Nancy Koonce with the department's Golden Eagle award.

Dog, Narcotic and Marksmanship/Staff.

Major **Dexter Payne** of the Grimes Unit was assigned as assistant warden at that unit.

**Stephen Williams**, former assistant to the director, was assigned as a deputy warden at the Pine Bluff Unit.

The ADC Training Academy was renamed the **Willis H. Sargent Training Academy** in honor of the facility's first administrator during an Aug. 23 dedication ceremony.

**CLIP bonuses** for the 2007 fiscal year were 4 percent for employees who exceeded standards; 2 percent for those whose job performance was above average.

ADC General Counsel **Rob DeGostin** earned his

Certified Corrections Executive designation from the American Correctional Association. He became the first person from Arkansas to become certified.

**Act 1692** expanded sexual assault in the third degree to include "anyone employed or contracted with or otherwise providing services, supplies or supervision to any agency maintaining custody of inmates, detainees or juveniles."

During 2007, the **Varner Unit** and the **Pine Bluff Complex** were reaccruited by the American Correctional Association. Also, the **Northwest Arkansas Work Release Center**,

Continued on Page 3

## Director's Corner



**Larry Norris**  
**ADC Director**

In case you don't know, 2008 is the year of the rat. That's according to the Chinese calendar, which dates back to 1600 B.C. The calendar is divided into 12 zodiac signs, all named for animals. Each sign comes up every 12 years, and it's the rat's turn this year. Actually, the rat is first in the cycle. Chinese mythology says the rat gets top billing because he won the race to determine the animals'

rankings. As the story goes, though, the rat was dirty. He cheated. He didn't run at all; he just rode on the cow's back until the finish line, and then jumped off to take first place.

I'm not into zodiacs and hocus pocus, but I think the Chinese fortunetellers have some interesting things to say about the Year of the Rat. It's supposed to symbolize new beginnings. For America, this does seem to fit 2008. We'll elect a new president in November, and it could be the nation's first African American president or first female president. The voters will decide whether either or neither of them will get to go to the White House.

Now back to the rat. This time around, soothsayers believe it arrives with a big warning label: beware. They expect the

year to bring a build-up of international tensions, natural disasters and air crashes. Wow, that really took some predicting, didn't it? I doubt that any of you can remember a single year that didn't have tornadoes, hurricanes, ice storms, floods and plane crashes.

But true believers point out that the previous rat year, which was 1996, brought more than 20 plane crashes including the TWA flight that exploded over the Atlantic, killing 230 people. Of course, they didn't mention that the much deadlier crashes of September 11, 2001, in New York and March 27, 1977, in the Canary Islands both happened during a Year of the Snake. My point is: any year can and usually does bring some sort of disaster and

tragedy. It's a sad fact of life.

And for those of us in criminal justice, there's a special warning from the fortunetellers. The rat is a creature of the darkness so expect nighttime break-ins, burglaries and robberies to increase. More criminals will have to be put away. I don't know if this is going to happen but I do know that our inmate growth for the first month of 2008 was a whopping 203, compared to a monthly average of 49 for 2007.

If they're right and this is going to continue as long as that rat is around, we'll have to go shopping for a few things. We'll need a large hunk of cheese and a big trap because the rat will have to go.

## ACI creates conference table for use by 39th Infantry Brigade in Iraq

Arkansas Correctional Industries recently completed a special project for the Arkansas-based 39<sup>th</sup> Infantry Brigade.

After an initial sales call, brigade officials and ACI staff started talking about how "we could build them a custom conference table to take with them on their upcoming deployment to Iraq," said Sales Representative Mike Grisham.

Members of ACI's Furniture Division, Sales Division, and 39th Brigade officials conferred extensively and came up with a design for a conference table with the brigade's insignia.

nia.

The conference table is 8 feet wide by 20 feet long. It features a 6 foot by 9 foot hand-painted red, white and blue insignia of a Bowie knife over a diamond and the words "Bowie Team". The table had to be built in five sections so it could be disassembled and wrapped for shipment to Iraq. The table and the 39<sup>th</sup> are in Camp Shelby, Mississippi preparing for their deployment.

The 39th is the largest combat command in Arkansas. The United States Army brigade is made up of soldiers from the Arkansas National Guard.



Above: Industry Administrator Jerry Campbell stands next to a table that ACI crafted for use by the 39th Infantry Brigade during its deployment in Iraq.

## 2007 Year in Review

**Texarkana Regional Correctional Center**, and **Correctional Industries** were accredited.

The ADC received the coveted **Golden Eagle Award** from the American Correctional Association's Commission on Accreditation. The award is for those states whose institutions and programs are completely accredited by ACA.

**Arkansas Correctional School** held a record GED graduation with 871 graduates.

Significant progress was made on the construction of the 400,000-square-foot **special needs facility** at the Ouachita River Correctional Unit.

The development of a **water-use/irrigation system** began at the Tucker Unit and Maximum Security Unit.

The **Arkansas Association of Correctional Employees Trust** was formed to provide assistance to staff during a crisis or tragedy.

The **Information Technology** Division began hiring technicians to provide onsite desktop support at each ADC unit.

**Deputy Warden Maggie Capel** said farewell to the McPherson Unit as she moved to a position with another agency.

Patterned after the popular Phenomenal Woman Seminar, the ADC held its first **Distinguished Gentleman Seminar** in October 2007.

**Arkansas Correctional Industries** launched a pilot program at the Pine Bluff Unit where inmates began sewing glove liners for firefighters' leather gloves. The goal is for the program to become a Prison Industry Enhancement Certification Program (PIE).

The **Varner Unit** held a ribbon cutting ceremony in October 2007 for its new mental health building.

For the first time in four years, the ADC had **more than 1,000 inmates** being housed in county jails due to lack of

prison space.

**Judy Taylor**, Major at the Ouachita River Unit, was promoted to a Deputy Warden at the McPherson Unit.

**Todd Ball**, a captain at the Varner Unit, was promoted to a Deputy Warden at the Grimes Unit. North Central Unit Deputy Warden **Darryl Golden** was reassigned as a Deputy Warden at the Varner Unit.

**Dexter Payne**, Assistant Warden at the Grimes Unit, was reassigned as an Assistant Warden at the McPherson Unit.

Major **Curtis Meinzer** was promoted to Assistant Warden at the North Central Unit.

**Teresa Funderburg** was selected as the ADC Administrative Services Division Procurement Manager.

**John Whaley**, Deputy Warden at the Delta Regional Unit, was reassigned as the Deputy War-

den at the Varner SuperMax.

Deputy Warden **Kim Luckett** moved to a position with another agency.

**Nicky Cruz**, a former gang leader, shared how he turned his life around through faith. Cruz, author of "Run Baby Run", spoke to inmates and others at Wrightsville and Cummins.

The state agreed to purchase the former **Jefferson County Jail (JCJ)** adjacent to a correctional facility operated by the ADC. The 106-bed jail and 10 acres of land are being purchased for \$3 million under a five-year agreement. IT Administrator **Roger Patton** moved to another state agency and **Rhonda Westerman** was selected as the new IT Administrator.

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## Grimes staff salutes those deployed to Camp Shelby, later Iraq

On Jan. 7, the Grimes Unit saw the following staff head to Camp Shelby in Mississippi for training for deployment to Iraq in March: Jason Cole, Jeffrey Dewitt, Jerry Calk, Michael Rogers, Raymond Leger, Jerry Metcalf and Melvin Reves.

Several Grimes staff were on hand to see them off: Warden John Maples, Sherri McEwen, Chad Davis, Shannon Tucker, Debbie Mathis, April Loggains, Tim Loggains, Kermit Bartlett, and

Chaplain Bobby Grimes.

Information submitted by  
Debbie Mathis, Grimes Unit

Below: Buses take soldiers, including several staff from the Grimes Unit, to Camp Shelby, Miss. The National Guardsmen are scheduled to be deployed to Iraq.



Left to right: Sgt. Chad Davis, Shannon Tucker, CO1 April Loggains, Cpl. Kermit Bartlett, Debbie Mathis and Sherri McEwen.



## The Year in Pictures: ADC images captured in 2007

Each year, the ADC Advocate's photographer captures hundreds of images of staff, places and events. Combined with the many photos sent in by staff, the pictures really add up.

Sadly, the Advocate doesn't have space for all of those images. On this page and the next, however, you'll find

many pictures of the people, places and events from 2007.

Some are from staff award luncheons and dinners while others are from meetings or on the job at the units. Still others are from training classes and competitions.

Here's wishing everyone a great 2008!

*"Don't count the years-count the memories"*



*"The strength of the team is each individual member...the strength of each member is the team."*



## ADC: Honor and Integrity in Public Service





## Mitchell retires after 29 years; says she'll miss her ADC family

Bobbie Mitchell had worked for the ADC for 29 years before her retirement in December 2007. She started in security while Central Office was being constructed. Then she transferred to hospital security under the supervision of Lt. S. Tillman. Mitchell later started working at the women's unit as a correctional officer. When the women moved to Tucker in 1993, Mitchell (then a lieutenant) worked for about three years before taking the position as the mailroom supervisor at Tucker where she remained until her retirement.

She stated that she really didn't want to retire right now, but she was doing so because of her health and she enjoyed working for the ADC. She said ADC employees will always be a part of her family and she will truly miss them.

Mitchell was a supervisor who led by example. She was known for her jovial disposition by always lifting



Above: Retiree Bobbie Mitchell shows off her retirement cake.

Above right: Deputy Director Larry May was among those who stopped by to wish her well.



Above: Retiree Bobbie Mitchell, right, with former Tucker Unit Warden Marvin Evans.

one's spirit regardless of the situation.

Mitchell was a great asset to the department and will greatly be missed, but we wish her the best of success with her retirement!

Article submitted by Capt. Mary Cobbs, Tucker Unit.

## Tucker, Benton & Wrightsville receive ACA accreditation awards

During the 2008 American Correctional Association Winter Conference in Grapevine, Texas, representatives from the Tucker, Benton and Wrightsville units received the accreditation awards for each of the facilities.

Congratulations to the staffs at these units for a job well done!

Left to right: Tucker Unit Accreditation Manager Tammy Robertson, Benton Unit Warden Sara McQuilliams and Wrightsville Unit Warden Kay Howell proudly show off the units' accreditation awards.



## Department Briefs

**Basic Correctional Officers' Training Class 2007-Q** began on Dec. 3, 2007, with 38 cadets and 24 graduated on January 18, 2007.

Congratulations to these new officers and welcome to the ADC family. Always remember "honor and integrity in public service."

A 250-foot **communications tower** was recently installed at the Ouachita River Unit.

The tower will extend the range of outside communications for the unit and provide a secondary communications system in the event of an emergency for the unit and the ADC in

that area.



The character trait for the month of February is **deference**. It means having respectful submission or yielding to the judgment, opinion, will, etc. of another.

\*\*\*\*\*  
 ★ **Employee Spotlight: Linda Gibson** ★  
 ★ \*\*\*\*\*

What started as a job for Linda Gibson, became a career. The Dumas native has been working for the Arkansas Department of Correction for nearly 25 years.

Gibson's first post as a correctional officer was at the Cummins Unit.

"I started there in 1983 and I didn't have plans to stay," she said, adding she soon realized that corrections was a stable, challenging and good-paying field that could help her support her family.

From Cummins, Gibson went to work at the Jefferson County Jail/Correctional Facility. She later moved to the Diagnostic Unit where she stayed for 13 years.

"I worked in Intake, processing inmates in from the county jails," Gibson said.

It was while working at the Diagnostic Unit that her supervisor, Major Rick Wagner, encouraged her to apply for a position as a fire and safety officer.



Lt. Linda Gibson  
Fire and Sanitation Coordinator

“He told me ‘you can’t stay in Intake all of your life,’” she recalled.

The responsibilities of the fire and safety officer include conducting safety inspections, knowing the standards for chemical control and making sure that staff members are trained on the proper procedures of a fire drill and fire extinguishers.

"I got in there and I really like what I do," Gibson said. She eventually became certified as an Inspector I by the Arkansas Fire Academy. She also earned certifications as a firefighter; medical first responder and in the areas

of hazardous materials and search and rescue. Her time as a fire and safety officer along with her varied training helped prepare her for the newly-created Fire and Sanitation Coordinator position at the ADC.

Gibson was promoted to the position effective Jan. 22. Her job will include being involved in pre-audits and American Correctional Association audits as well as security audits at the units.

“I will be conducting at least one independent in-

spection at each unit annually," she said, adding that she is "looking forward to working with everybody."

She said she'll also focus on putting together training in the areas of fire, safety and sanitation.

When she's not working, Gibson enjoys fishing and spending time with her husband, ADC Internal Affairs Administrator James "Hoot" Gibson, and her family, including six grandchildren. She recently took up golf.



Linda Gibson, ADC's new Fire and Sanitation Coordinator, receives her lieutenant bars from Chief Deputy Director Ray Hobbs, left, and Deputy Director of Institutional Operations Larry May.

## Recipe Roundup.....

# Turkey & Vegetable Soup



*Try substituting chicken  
for the turkey*

### Ingredients:

- 1 cup onions, chopped
- 10 3/4 ounces condensed tomato soup
- 1 cup red and green bell peppers, chopped
- 8 ounces taco sauce
- \*2 cups turkey light meat,

- skinless, cooked and cubed  
2 teaspoons chili powder  
1 3/4 cup no-salt-added  
canned corn, drained  
1 clove garlic, minced  
14 1/2 ounces chicken broth

### Directions

In a skillet over medium-

- high heat, cook onions and bell peppers until tender.
- Add turkey, corn, chicken broth, tomato soup, taco sauce, chili powder, and garlic. Bring to a boil.
- Reduce heat. Simmer until heated through.
- Makes 6 servings



## Honor Guard members share desire to serve, pay tribute

They come from many units, have different job assignments and are of various ranks but what ADC Honor Guard members share is a desire to serve and pay tribute.

Formed in 1996, the Honor Guard represents the department at a variety of ceremonies, including funerals or memorials for fallen ADC officers. Members also participate in building dedications, flag ceremonies and parades.

Sgt. Laurel Hooks, Boot Camp Intake Coordinator, is the group's commander. John Craig, Assistant Warden at the Boot Camp, serves as the administrator and Capt. Jesse Davis, a former member, is the liaison.

Hooks said the Honor Guard

formed shortly after Sgt. Scott Grimes was killed in the line of duty in 1995.

"When Mr. Tommy Rochelle started the Honor Guard, he said it would be good for ADC to honor its slain," she said.

Hooks said she feels honored to serve.

"I believe in what we're doing both to honor our deceased and serving in a ceremonial capacity," she said, adding that Kay Howell, warden at the Wrightsville Complex where the group often meets, and management staff have been very supportive of the Honor Guard.



Led by Sgt. Laurel Hooks, left, members of the ADC Honor Guard meet for practice once a month.



ADC Honor Guard members listen as the ADC Honor Guard Commander Laurel Hooks directs them on how to do a precision move.

### ADC Honor Guard

Name	Unit
Sgt. Laurel Hooks	Boot Camp
Sgt. Gary Howell	Construction
Sgt. Mary Thomas	Construction
Lt. Rita Star	Hawkins
Lt. Dan Drennon	Benton
Cpl. Chris Brown	Diagnostic
Chaplain L. Wilson-Banks	Cummins
Cpl. Ronald Reedy	North Central
Lt. Vera Brooks	Tucker Max
Sgt. Adam Glasgow	Hawkins
Sgt. LaDonna Hobson	Boot Camp
Cpl. Shay Staton	NAWRC
Sgt. Brenda Dicus	Wrightsville
Sgt. Charlotte Tadlock	Delta
Cpl. Etta Mike	Tucker Max
Sgt. M. Johnson	Ouachita
Cpl. Carla Roso	NAWRC
Sgt. Mike Morrow	Ouachita
Lt. Jo Deppa	Tucker
Capt. C. Tillman	Hawkins
Lt. Gail Stith	Hawkins
Sgt. John Nwachuku	Wrightsville
CO1 J. Munn	EARU (Iraq)



Above right: ADC Honor Guard members line the hall of the Willis H. Sargent Training Academy after participating in the ceremony which dedicated the building in Sargent's honor. Above left and at left, the guard prepares to present the flag to Sargent's widow.





## NCU staff members recognized for perfect attendance in 2007

North Central Unit staff members who had perfect attendance for 2007 were recently presented with plaques from Warden Marvin Evans and Assistant Warden Curtis Meinzer. Each employee was

also treated to a meal from Subway courtesy of the NCU Employee Corporation. Not pictured is Cpl. Tim Williams who is serving in Iraq.

Congratulations to these dedicated staff members!



Cpl. Larry Collins receives his plaque from NCU Warden Marvin Evans.



Food Production Manager II Dustan Foret, right, is congratulated by NCU Assistant Warden Curtis Meinzer.



Cpl. Zebulun Norris, right, smiles as he accepts his award from Warden Evans.



Sgt. Chester Pool, right, accepts his plaque.



Sgt. Chris Yancey, right, accepts his award from NCU Warden Marvin Evans.



Sgt. David Foster, right, is congratulated by NCU Warden Marvin Evans.



Sgt. Stanley Robinson, right, is honored.



Sgt. Kyle Foster, right, is congratulated by NCU Warden Marvin Evans.



Sgt. Richard Munson, right, accepts his award from Warden Evans.



Cpl. David Teal, right, receives his award.

## Health Matters

### Women & osteoporosis: Eight tips for caring for your bones in 2008

We can't control all the factors that contribute to osteoporotic fractures, but there's a lot women can do to strengthen and preserve their bones, reports the January 2008 issue of *Harvard Women's Health Watch*.

Here are eight things to keep in mind:

**Get vital nutrients:** Maintain a healthy diet that provides bone-building nutrients, including potassium, magnesium, phosphorus, calcium, and vitamin D.

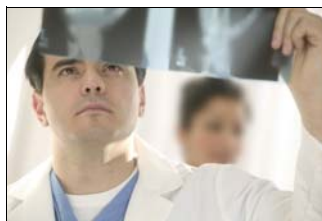
**Exercise:** Get at least 30 minutes of bone-strengthening activity most days. Include both weight-bearing activities, like running or brisk walking, and

resistance exercise.

**Don't smoke:** Smokers lose bone faster and have higher fracture rates.

**Know your risk:** Most guidelines recommend osteoporosis screening through bone mineral density (BMD) testing starting at age 65—earlier for women who have health conditions or take medications that increase risk.

**Consider bone-preserving drugs:** Postmenopausal women who've had a fracture or received a BMD score of -2.5 or worse should take an osteoporosis drug. Women with scores of -2.0 to -2.5 should consider medication. Check with



your doctor.

**Be aware of the depression connection:** Research has found links between depression and bone loss. For example, women with a history of major depression have lower bone density and higher levels of cortisol, a hormone related to bone loss. If you're being treated for depression, ask your clinician about

whether you should have a BMD test.

**Maintain a healthy weight:** Weighing less than 127 pounds or having a body mass index under 21 is a risk factor for osteoporosis. Also, if you lose weight during the menopausal transition, you're more likely to lose bone. Avoid ultra-low-calorie diets and diets that eliminate whole food groups.

**Avoid falls:** Keep floors clear of tripping hazards, make sure stairways and entrances are well lit, and add grab bars to your bathtub or shower.

### Giving from the heart: Blood donors give ruby red gift of life

The Administration Annex East Building held a blood drive on Jan. 11. Twenty-five Arkansas Department of Correction staff members signed up to give the ruby red gift of life.

Every two seconds, someone in America needs blood, according to the American Red Cross which collects and distributes nearly half of the nation's blood supply. For those who are willing to help, donating blood only takes about an hour and a single donation can save up to three lives.

The Red Cross must collect blood donations every day to meet the needs of accident victims, cancer patients and children with blood disorders.

Anyone 17 years of age or older, weighing 110 pounds or more and in good health may be eligible to donate blood



ADC's Workplace Safety Coordinator Sonia Wallace, left, gets ready to give blood with the help of American Red Cross collections technician John Miles.



Debi Reynolds, an inventory control manager, smiles as she gives her blood donation.

**To learn more about blood donation opportunities, visit:**

[www.givelife.org](http://www.givelife.org) or call  
1-800-GIVE-LIFE  
(1-800-448-3543).



## SOSRA staff members present poster session at ATSA conference

Dr. Mike Wood, Dr. Dean Whiteside and Sex Offender Screening and Risk Assessment Administrator Sheri Flynn recently presented a poster session at the Association for the Treatment of Sexual Abusers conference in San Diego.

The poster is based on information from Dr. Wood's research conducted at SOSRA. The title of the poster is "What Offenders Think about Registration and Notification: Their Views Might Surprise You."

Two hundred registered sex offenders were surveyed — 196 men and four women. Among the findings: Sixty-two percent of offend-

ers reported believing that registration works/helps; 22.5 percent reported not sure and 13 percent indicated negative view toward registration.

Forty-six percent of offenders believed that community notification works/helps while 26 percent were unsure of the benefit. However, despite this, 70 percent of offenders reported some type of perceived personal benefit from community notification.

Left to right: Dr. Mike Wood, a psychologist with SOSRA; Sheri Flynn, SOSRA Administrator; and Dr. Dean Whiteside, Psychologist Supervisor for SOSRA.



Dr. Mike Wood stands next to a poster presentation based on research he did at SOSRA.

Information submitted by Sheri Flynn



## ACJA Winter Conference full of training, networking opportunities

The Arkansas Criminal Justice Association Winter Training Conference took place Jan. 10 in Hot Springs. The event, which drew about 61 people, featured training on a variety of topics for corrections and law enforcement personnel. A class entitled "Anybody, Nobody, Everybody Accountability" led by Janet Wilson, an ADC

trainer, focused on being accountable and responsible. The "Terrorism" class led by UALR Professor Jeff Walker focused on how terrorism affects correction as well as society. Deputy Warden Judy Taylor instructed a "Women in Law Enforcement" class, which deals with how women have impacted law enforcement.

Staff who attended the classes earned seven hours of training toward MIPS. Conference attendees also got a chance to network with corrections and law enforcement personnel from throughout the state.

"The Winter Conference was a great success," said ACJA President Joe Porchia. He thanked the

ADC Management Team, board members, Kevin Murphy, committee members and all vendors who gave to the conference.

"I look forward to having a bigger and better Summer Conference," Porchia said.

Article submitted by Pam Batchelor



Left to right: ADC staff members Ramona Green, Ida Works and John Kleiner were among the dozens of conference attendees.



David White, left, an ADC warden and an ACJA board member, talks with conference presenter Jeff Walker, a UALR professor.

## Cpl. Lansdell named TRCC's STAR employee of the quarter



Above: Cpl. James Lansdell, right, is congratulated by TRCC Supervisor Larry Cauley for receiving the STAR Award for the quarter.

Texarkana Regional Correctional Center Supervisor Larry Cauley recently presented Cpl. James Lansdell with the TRCC "STAR" employee of the quarter award for the first quarter of 2008.

Lansdell has been with the department since August 2006 and is proving to be a fine asset to the agency and the TRCC.

Along with the STAR certificate, Lansdell receives \$25 from the employee association, a lapel

pin that he may wear during the quarter and a special parking spot.

The STAR Award is intended to help boost morale, encourage excellent job performance, and recognize staff members for trying to make TRCC a better place to work.

Any employee can nominate or be nominated by another employee in security, medical or administration.

*"Integrity is doing the right thing, even if nobody is watching."*



### Governor's Service Awards and Retirements December 2007

#### Retirement:

\*Sheila Sharp — Central Office  
Don Smith — Wrightsville  
Billy Ryan — JCJ/CF  
Bobbie Mitchell — Tucker

#### 10 Years:

Emma Fitzpatrick — Varner U  
Sherion Penister — Maximum Security  
Crystal Harrison — Admin. East  
Clint Stanley — Cummins  
Tamika Dixon-Scott — Diagnostic  
Jason Brotherton — Ouachita River  
Ruby Holcomb — Pine Bluff

#### 20 Years:

John Lowe — Diagnostic  
Charles Cervin — Maximum Security  
Eddie Briggs — Varner  
John Ledet — Wrightsville

\*temporary

## TRCC inmate panel visits schools in Bradley



On Jan. 11, an inmate panel traveled to a junior high and a high school in Bradley to do a presentation. The inmates were escorted by TRCC Sgt. Melvin Scoggins.

*"Our ability to achieve success depends on the strength of our wings gained through knowledge and experience. The greater our knowledge and experience, the higher we can fly."*

— Catherine Pulsifer, author



## ADC Promotions and New Hires — January

### Promotions

1/02/08	Martin Stevenson	Social Worker I – Varner
1/13/08	Eddie Selvey	Major – North Central
1/14/08	Leonard Wilson-Banks Jr.	Senior Chaplain – Cummins
1/21/08	Cindy Windle	P.C. Support Specialist – IT
1/21/08	Gordon Davidson	Training Representative – Academy
1/21/08	Sharon Patton-Venable	Secretary II – Varner
1/22/08	Linda Robertson-Gibson	Lt./Fire & Sanitation Coordinator – Central Office
1/23/08	Kerry Clark	Rehab Facility Supervisor – SOSRA
1/25/08	Edwin Brown	Lieutenant – Varner Super Max
1/27/08	Annette Goins	Lieutenant – Jefferson County Jail
1/27/08	Donald Moreland	Sergeant – Ouachita River
1/27/08	Lamon Mayo	Sergeant – Transportation
1/27/08	Ricky Farver	Sergeant – Maximum Security
1/27/08	George Belt	Lieutenant – Wrightsville
1/28/08	Ricky Williams	Assist. Maintenance Supervisor I – Construction
1/28/08	Crystal Harrison	Mailroom Supervisor – JCJ/CF
1/28/08	Cory Williams	Sergeant – Grimes
1/28/08	Shawn Mason	Sergeant – Grimes
1/28/08	John Englehart	Sergeant – North Central
1/30/08	Joey Gordon	Agri Unit Supervisor I – Cummins Farm

### New Hires

1/02/08	Cristy Workman	Substance Abuse Program Leader – McPherson
1/02/08	Vernon Black	Plumbing Supervisor – Construction
1/03/08	Michael Pierce	Agri Unit Supervisor – Cummins
1/14/08	Jeremy Mosley	P C Support Specialist – Admin East
1/14/08	Susan Bradshaw	Program Support Manager – IT
1/21/08	David Lovell	Sergeant – East Arkansas
1/21/08	Randy Julian	Sergeant – East Arkansas
1/22/08	Alice Alexander	Clerical Assistant – Diagnostic
1/14/08	Annie Morian	Personnel Officer I – Human Resources
1/18/08	Linda Coffman	Project Coordinator – Human Resources
1/24/08	Dekenia Lockhart	Document Examiner I – Construction
1/25/08	Daniel Potter	P.C. Support Specialist – IT
1/28/08	Matthew Arthurs	P.C. Support Specialist – Diagnostic



### 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.

### FEBRUARY TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Structured Interviewing	8 a.m.	4 hrs.	HR
1	Basic Microsoft PowerPoint	8 a.m.	4 hrs.	HR
1	Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	TA
4-8	MIPS Safety Class	8 a.m.	40 hrs.	TA
5	Administering Discipline	8 a.m.	4 hrs.	TA
5	Performance Evaluation	12:30 p.m.	4 hrs.	TA
5	Grievance Prevention and Handling	9 a.m.	6 hrs.	LR-Inter Agency
6	eOMIS Training - Security	8 a.m.	4 hrs.	HR
6-7	Management Effectiveness	8 a.m.	16 hrs.	TA
7	Advanced eOMIS Training - Security	8 a.m.	4 hrs.	HR
8	Interpersonal Communications	9 a.m.	6 hrs.	LR-Inter Agency
8	Written Business Communication	9 a.m.	6 hrs.	LR-Inter Agency
11-15	Training Design & Development	8 a.m.	40 hrs.	TA
12	Using Microsoft Word	8 a.m.	4 hrs.	HR
13	eOMIS Training - Security	8 a.m.	4 hrs.	HR
13	Dealing with Multi-Generational Workforce	8 a.m.	8 hrs.	TA
14	Intro. to Computers/Internet Navigation	8 a.m.	4 hrs.	HR
14	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
14-15	The Human Element	9 a.m.	12 hrs.	LR-Inter Agency
19	Stress Management	9 a.m.	6 hrs.	LR-Inter Agency
19	Cultural Awareness	8 a.m.	4 hrs.	HR
19	Performance Evaluation	12:30 p.m.	4 hrs.	HR
19	Interpersonal Communications	8 a.m.	8 hrs.	TA
20	Basic Microsoft Excel	8 a.m.	4 hrs.	HR
20	eOMIS Training - Basic	8 a.m.	4 hrs.	HR
20-21	Introduction to Management	8 a.m.	16 hrs.	TA
21	Grievance Prevention and Handling	8 a.m.	5 hrs.	HR
21-22	The Human Element	8:30 a.m.	14 hrs.	TA
25-28	MIPS Character in Corrections	8 a.m.	40 hrs.	TA
25-29	MIPS Health & Wellness Class	8 a.m.	40 hrs.	HR
27-28	Emergency Preparedness Training	8 a.m.	16 hrs.	TA
27	eOMIS Training - Security	8 a.m.	4 hrs.	HR
28	Advanced Interpersonal Communication	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](http://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.

*"Leadership and learning are indispensable to each other."*

— John F. Kennedy, 35th President of the United States



**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

**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	Basic Microsoft Excel	8 a.m.	4 hrs.	HR
16-17	Introduction to Management	8 a.m.	16 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
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

**ADC  
CALENDAR****February 2008**

14 Valentine's Day

18 Presidents' Day &  
Daisy Gatson Bates  
Day**March 2008**9 Daylight Saving Time  
begins10-14 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

## 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.

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**[www.arkansas.gov/doc](http://www.arkansas.gov/doc)**

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