

October 2007
Employee Newsletter



Arkansas Department of Correction

Advocate

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Pilot project going smoothly at Pine Bluff Unit

A pilot program that has inmates sewing glove liners for firefighters' leather gloves is going well, according to Arkansas Correctional Industries' officials.

Sixteen inmates now work four 10-hour days doing the job at the Pine Bluff Unit. The inmates are from the Cummins, Tucker and Pine Bluff units.

Industry Administrator Jerry Campbell said the work is being done for The Glove Co., headquartered in Indianapolis, Ind.

The company is "very, very pleased with the quality and production," Campbell said.

Eventually, ACI hopes to see the program become a Prison Industry Enhancement Certification Program (PIE).

PIE participants are 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 some money and pay child support, if applicable.

If the pilot program at the Pine Bluff Unit is successful after its 60-day trial, a PIE program could be es-



Above: Inmates participate in a pilot program at the Pine Bluff Unit that makes glove liners for firefighters' leather gloves. The program may eventually become a PIE program.

Right: An inmate works to complete one of the glove liners.



established that would employ about 40 inmates, Campbell said.

A study has shown that inmates involved in PIE programs are less likely to return to prison, he said.

"They have money in a real-life situation," Campbell said. "It's a win-win situation all the way around."

Burl Scifres, manager of the PIE program, said the initiative really has an impact on the lives of inmates.

"I came to work in the

PIE program because it's the future of corrections," he said. "The goal is to put them to work and allow them to make money. It gives these inmates something to do and it gives them a real chance."

Scifres said inmates involved in the program are motivated.

"They want to do well," he said. "They want to be successful. They all have a great attitude."

Director's Corner



Larry Norris
ADC Director

There used to be a radio talk show host in Little Rock who ended each of his broadcasts by saying, "I hope you did something important today, because it cost you a day of your life". Many of you might remember him. His name was Ray Lincoln, and he worked for years at a local

talk radio station.

Ray was a former marine who took a hard-line stance on a wide variety of issues. I didn't always agree with him, especially on many prison-related topics. But I always liked his tagline. It was good advice that made sense. In his own gruff way, Ray was saying that life is just too short to waste a single day of it.

That's why we shouldn't let anger fester or differences widen between us. We shouldn't waste energy by lugging around old grudges or picking up new ones. And we shouldn't let pettiness or pride or arrogance get in the way of our relationships with others. Instead, we should be about making things right.

All of us probably have

a little fence mending to do with somebody. Maybe a wall needs to come down or an apology needs to come up. Whatever it is, it's important to strengthen the ties that bind us to the people in our life.

At work, we all know the jobs we do are important. Safely and securely locking up criminals is a critical part of making Arkansas a safer place. While they're here, it's important that all inmates are treated fairly and humanely. And it's just as important for us to provide inmates with meaningful jobs and programs to lessen the chance that they'll be back.

Our work isn't glamorous; we don't usually get to walk down the red carpet or across the White House

lawn. There isn't a Super Bowl for us to play in or a world championship belt to wrap around our waist. But there is the satisfaction of knowing we do our jobs very well. In fact, I don't think there's a better correctional agency in the whole country.

And if you don't believe me, check our ACA accreditation scores. ADC units have earned the highest average score on the non-mandatory standards in all the land. Absolutely no one in any other agency or state has brought in higher scores, and that says it all. So at the end of the day, rest assured that you really did do something important, and now you have the grades to prove it.



It's almost time for Santa Central; application deadline Nov. 26

The purpose of Santa Central is to assist members of the Arkansas Department of Correction who are experiencing hardships during the holiday season. Santa Central is not a program of the Arkansas Department of Correction, but is supported by volunteers and agency employees. Guidelines have been established to ensure equal access and opportunity for those in need to receive benefits from this event.

Current employees are eligible to apply on behalf of a family member who resides fulltime in the employee's household and for

whom the employee is the legal guardian. Children 14 years old or younger are eligible candidates. (Children over age 15 may be considered if special circumstances exist. For example, there are two children in the household and one is eligible and the other isn't.) Elderly dependents may also be considered in extraordinary circumstances.

The staff person is only eligible to receive assistance from Santa Central once during a five-year period unless an extraordinary situation occurs. An excep-

tional circumstance could include, but not be limited to, losing a home due to fire or natural disaster. Another factor could be the death or illness of a family member that has caused a financial hardship.

A committee consisting of, at a minimum, the Volunteer Coordinator, Chaplain Administrator and Warden will screen all applications. Approval is only available for completed applications that meet the eligibility requirements, and is based upon the availability of funds/sponsors. No applicant is guaranteed ap-

proval.

Potential recipients must complete an application and submit it to the Warden, Center Supervisor or Administrator of their unit or division who will forward the application to the Volunteer Services Coordinator's Office at Central Office.

Applications need to be submitted by Nov. 26.

Contact Volunteer Services Coordinator Carla Simmons at 870-267-6988, if you have any questions.

Distinguished Gentleman Seminar dishes out helpful facts, food, fun

Staff attending the Distinguished Gentleman Seminar on Oct. 22 came away with time management tips, financial strategies, health information, door prizes and more.

Held at the Administration East Annex, the seminar featured special surprise guest Jackie Harris, a former professional football player.

Chief Deputy Director Ray Hobbs later challenged seminar attendees to consider their priorities and motivations in life.

Pine Bluff Police Chief John E. Howell gave an enlightening and sometimes humorous speech on character.

Dr. O.T. Gordon, Jr. discussed colon cancer and Dr.

Clifton Rauf talked about being a cancer survivor. (See article on Page 10)

Arkansas Correctional School Superintendent William "Dubs" Byers covered time management strategies while Richard Gillespie of Simmons Bank discussed financial strategies. Cummins Assistant Warden Danny Burl covered cross gender supervision.

Seminar participants were served a lunch of fried chicken, tossed salad, potatoes, rolls and corn. Staff member Mary Owens provided homemade desserts.

The event concluded with an original poem by Personnel Officer Ardella Bearden who coordinated the seminar

with help from staff. The poem was a salute to distinguished gentlemen. Joe Turchi, of Information Sys-

tems, served as a model of a distinguished gentleman during the presentation.



Left: Jackie Harris, a former professional football player and Pine Bluff native, was the surprise guest speaker for the Distinguished Gentleman Seminar.



Left: Chief Deputy Director Ray Hobbs asked staff members to consider what motivates them.



Right: Pine Bluff Police Chief John E. Howell talked about character during the seminar.



Above and right: Staff members attending the Distinguished Gentleman Seminar react to speakers who touched on humorous and serious topics.



Special Thanks to all who helped with the seminar:

Monetary Donations: Pine Bluff Complex, MCWRC, Varner, Ouachita. Grimes/McPherson and Tucker.

Folders: Jerry Campbell/Mike Grimes (Industry).

Door Prizes: Conesco Insurance; MCWRC and Ramona Green.

Food: Beverly Childress (HR); Janet Wilson (HR) and Mary Owens (Inmate Banking)

General Help: Pam Wilson (HR); Sandra Williams (HR); Cindy Windle (HR); Jocelyn Hamby (HR); Scott Dunn (HR), Doris Tisdale (Inmate Banking) and Cheryl Edwards (HR).

Varner Unit hosts Hawaiian style employee service awards

Varner Unit staff members gathered for an Hawaiian-style employee appreciation luncheon on Oct. 2.

The gathering featured brightly-colored tropical decorations. Leis were also presented to all the attendees according to Hawaiian custom.

The luncheon speaker, Director Larry Norris, encouraged those in leadership to become mentors.

"It's about coaching, mentoring, teaching and sharing your successes and fail-

ures," he said.

The luncheon featured catfish with all the trimmings and dessert.

Staff members were presented awards for 3, 5, 10, 15, 20, 25 and 30 years of service.

A special award presentation was made to Deputy Warden Kim Luckett who is moving to a new position outside the ADC.

The luncheon was sponsored by the Varner Unit Employee Cooperation.



Above: Deputy Warden Kim Luckett says farewell to Varner, ADC.

Above: Wendy Kelley, a deputy director, and Director Larry Norris congratulate Patsy Riley, right, for 5 years of service.



Left: Joyce Miller, 3 years of service.



Sgt. Carlton Burchfield, left, and Sgt. Jimmy Phillips, right, and other staff members visit before the service awards luncheon gets underway.



Above: Varner staff members, right to left, Sgt. Brandon James, Verna Perry, Diedre Swopes and others serve themselves from the buffet.

Below: Earlene McDonald, 30 years of service.



Above: Wallace Downs, 15 years of service.

Varner Unit holds ribbon-cutting ceremony for mental health building

The Varner Unit held a ribbon-cutting ceremony Oct. 2 for its new mental health building.

Rehab Facility Supervisor Willie Hampton said the new building will provide a more spacious environment for both staff and inmates.

Linked to the main building via a covered walkway, the building has four group rooms and offices for mental health staff.



Director Larry Norris, far left, is joined by Rehab Facility Supervisor Willie Hampton, Dr. Abesie Kelley, Deputy Director for Health and Correctional Programs Wendy Kelley and Mental Health Services Administrator Bob Parker as he cuts the ribbon for the new mental health building at the Varner Unit.

East Arkansas recognizes employees for years of service

The East Arkansas Regional Unit held its Employee Appreciation and Service Awards Luncheon on Oct. 25. Chief Deputy Director Ray Hobbs was the guest speaker. He encouraged staff to think about what or who motivates them and what brings them joy. It is those factors that will get them through the storms of life, he said.

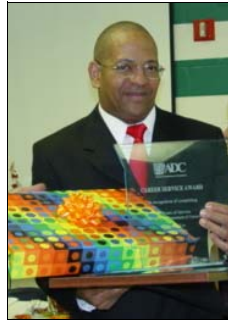
The luncheon featured colorful fall decorations, a catered lunch of catfish and chicken strips with all the trimmings plus a dessert table covered with homemade cakes and pies from staff.

Staff member Teresa Ray sang a soul-stirring rendition of "Wind Beneath My Wings" which earned her a standing ovation.

Warden Greg Harmon received a special presentation for his 30 years of service.

The luncheon was sponsored by the EARU Employee Association.

Right: EARU Warden Greg Harmon with a special plaque and gift he received for 30 years of service.



Right: Building Major Maurice Williams, left, (20 years of service) and Field Major Jeremy Andrews (15 years of service).



Above: EARU Cpl. Teresa Ray sang "Wind Beneath My Wings" during the luncheon.



Above: Lt. Doug Swiney, 5 years of service.



Above: Pamela Dover, 15 years of service.

Right: EARU staff members go through the catered buffet line during the awards luncheon.



Above: Cpl. Leroy Burton, 5 years of service.



Above: Lt. Lynette Beard, 20 years of service.

Standing up for AACET; staff show support for employees' fund

Right: Staff at a recent Institutional Staff Meeting heard a presentation about the new Arkansas Association of Correctional Employees Trust (AACET). Many signed up to support the benevolent fund. To find out how you can contribute to this worthwhile cause, visit www.adcaacet.org or call 870-850-8524.



Fall brings staff promotions, reassignments at department

Effective October 1, 2007, **Bobby G. Smith**, ADC Policy Coordinator was assigned to the Administrative Services Division and will continue his duties under the supervision of George Brewer, Administrator of Planning, Research, and now Policy Section.

Effective October 15, 2007, **Judy Taylor**, Major at the Ouachita River Correctional Unit, was promoted to a Deputy Warden, and is assigned to the McPherson Unit. **Todd Ball**, Captain at the Varner Unit, was pro-

moted to a Deputy Warden, and is assigned to the Grimes Unit. North Central Unit Deputy Warden **Darryl Golden** was reassigned as a Deputy Ward at the Varner Unit.

Effective September 24, 2007, **Dexter Payne**, Assistant Warden at the Grimes Unit, was reassigned as an Assistant Warden at the McPherson Unit.

Effective October 31, 2007, **Curtis Meinzer** was promoted to Assistant Warden at the North Central Unit.

Teresa Funderburg has been se-

lected as the ADC Administrative Services Division Procurement Manager.

For additional staff promotions and hirings, see page 13.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

— John Quincy Adams, the sixth President of the U.S.

Tucker scores 100 on mandatory standards during accreditation

The Tucker Unit completed its accreditation audit in October and received 100 percent on mandatory standards and 99.50 percent on non-mandatory standards.

Congratulations to Warden Marvin Evans, Accreditation Manager Tammy Robertson and unit staff for a job well done.

American Correctional Association Audit team members came from Colorado, Louisiana and Oklahoma to conduct the audit in early October.

An ACA audit involves assessments that cover administration and management, the physical plant, institutional operations and services, and inmate programs. It also assesses is-

issues and concerns that may affect the quality of life at a facility such as

staff training, offender activity levels, programs and more.

Hobbs recognized for 30 years of service



Chief Deputy Director Ray Hobbs, left, recently received a certificate from Director Larry Norris recognizing his 30 years working for the state of Arkansas.

Department Briefs

Basic Correctional Officers' Training Class 2007-L began on August 20, 2007, with 53 cadets and 45 graduated on Oct. 10, 2007.

BCOT Class 2007-M began on Sept. 10, 2007, with 58 cadets and 40 graduated on Oct. 26, 2007.

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

Please make note of the following street name/address changes:

Grimes Unit
300 Corrections Drive
Newport, Arkansas 72112

McPherson Unit
302 Corrections Drive
Newport, Arkansas 72112

The new mailing address for the parole board is:

Arkansas Board of Parole
105 West Capitol - Suite 500
Little Rock, AR 72201



The character trait for November is **determination** — firmness of purpose; resoluteness.

Source: www.mealtime.org

Correctional educators conference held in Little Rock Oct. 15-17

The Correctional Educators Association Region V Conference was held in Little Rock Oct. 15-17. The theme was "Cruisin' Toward Excellence in Correctional Education."

Staff members of the Arkansas Correctional School worked hard to make the event a success.

Speakers included ADC Director Larry Norris, Gov. Mike Beebe and Dr. Mary Parker, chair of the Depart-

ment of Criminal Justice at the University of Arkansas at Little Rock and a member of the Arkansas Board of Corrections.

Steve Steurer, CEA executive director, and Owen Modeland, CEA president, were among the speakers who welcomed conference guests.

Correctional educators from Arkansas, Louisiana, Oklahoma and Texas attended the conference.



ACS Superintendent William "Dubs" Byers addresses conference attendees as DCC Director G. David Gunthrap and ADC Director Larry Norris look on.



Above: Gov. Mike Beebe welcomes correctional educators to the conference and to Arkansas.



Above: Dr. Mary Parker, chair of the Dept. of Criminal Justice at UALR and Board of Corrections member, was the conference's keynote speaker.



ACS Assistant Superintendent Bill Glover, standing, chats with some of the correctional educators.



The ADC Honor Guard posts the colors as the conference begins.

Maximum Security inmate found guilty in indecent exposure case

An inmate at the Maximum Security Unit was convicted of three counts of indecent exposure Oct. 24 in Jefferson County District Court.

Inmate Curtis Pittman exposed himself and made sexually explicit comments to female and male correctional officers between June 17 and Aug. 18.

Pittman was convicted of three misdemeanor charges of indecent exposure during a two-hour trial. Judge Kim Bridgforth sentenced Pittman to one year in jail, with the sentence to run concurrently with the 10-year sentence he is now serving for first degree battery and being a felon in pos-

session of a firearm. However, the inmate could face more time behind bars on felony indecent exposure charges.

Pittman faced a total of nine charges of indecent exposure—six of which were dismissed—but prosecutors plan to refile those charges as felonies. Prosecuting Attorney Steve Dalrymple called such behavior by inmates very disruptive and convictions should serve as a deterrent for those who don't want to comply with established rules.

The court proceedings mark the first time that an inmate faced indecent exposure charges. ADC officials

say it is a growing concern. Inmates now face the possibility of having additional time added to their sentences if they are convicted of indecent exposure.

The first three indecent exposure charges will be handled as misdemeanors and are punishable by up to one year of incarceration each. The fourth through sixth charges would be Class D felonies which are punishable by up to six years in prison each. Additional offenses would become Class C felonies which are punishable by between three and 10 years each.

2007 Red Ribbon Run draws more than 145 registrants

More than 145 people registered for the Oct. 27 Red Ribbon Walk/Run. Those who came out for the early morning exercise generated scholarship dollars.

"Thanks to all of you who participated in, or supported in any way, the 2007 Red Ribbon Run," said Ronald Dobbs, Assistant Director of Operations. "It was a great success. The turnout was one of the best we've ever had and the weather was perfect."

Because of the support for this event, "we will again be able to provide several scholarships to graduating seniors next spring," Dobbs said.

Amy Buckner had the best time for female runners at 24:14 while Tommy Bush had the best time for male runners with 20:02.

For overall race results, visit www.arkansasrunner.com. Stroll

down the list and click on Overall next to Red Ribbon 5K.



Above: Runners and walkers of all ages take off from the start line.



Left: Runners from the Wrightsville Complex show off their awards.

Below: Chief Deputy Director Ray Hobbs gets ready to cross the finish line.



Above, left to right: Numbers 1, 2 and 3 K'Yana Davis, Deunta Davis and Khamari Davis — grandchildren of Shirley Lowe, Central Office—are ready to race.



Above: Ouachita River Warden Dale Reed, center, with some of his award-winning staff members.



Above: The 2007 Red Ribbon Run T-shirt.

"If you think you can win, you can. Faith is necessary to victory."

— William Hazlitt, British writer

Cruz turned his life away from gang, towards faith

Right: Nicky Cruz, a former gang leader, recently shared how he turned his life around through faith. Cruz spoke to prisoners and others at the Wrightsville Unit about the power of forgiveness and redemption. Cruz is the author of "Run Baby Run" which recounts his abusive childhood and life on the streets.



Health Matters

Guard your health: seminar speakers urge colon, prostate exams

Colon cancer is the second leading cause of death in American among men and women, Dr. O.T. Gordon, Jr. told those gathered for the Oct. 22 Distinguished Gentleman Seminar.

Gordon was among several speakers at the event held at the Administration Annex East.

"Most people don't get checked for colon cancer," he said. However, Gordon said such screenings are important.

"(Colon) cancer doesn't usually cause symptoms until it's advanced," he said.

In 2007, 50,000 to 60,000 people will die of colon cancer. However, 9 out of 10 of those cases could be prevented.

"You can't wait until you have symptoms to get



Left: Dr. O.T. Gordon, Jr. spoke about the issue of prostate cancer during ADC's Oct. 22 Distinguished Gentleman Seminar.

checked for colon cancer," Gordon said. "Men die at a higher rate because they won't get checked."

While about 85 percent of women get checked for breast cancer, only 30 to 40 percent of men and women get checked for colon cancer. That number needs to change, he said.

"Everybody needs to be checked for colon cancer because this is a disease that can affect anyone,"

Gordon said.

Those at increased risk include:

— People 50 years old or older.

— Black people (the recommendation is to get a screening at age 45)

— People who have a history of colon cancer or polyps in their family. (the recommendation is to get a screening at age 40)

Polyps are mushroom-like growths that are usually

benign, but some may develop into cancer over time.

Gordon said a procedure called a colonoscopy can save lives. It's an examination of the large colon and part of the small bowel with a tiny camera on a flexible tube passed through the anus. Patients are asleep during the procedure. To

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Above: Cancer survivor Dr. Clifton Rauf shared his story during the seminar.



Tips on staying healthy this flu season; hand washing is #1

Vaccination is not the only way to help prevent the flu. Here are steps you and your family can take to stay healthy this winter. Perhaps the simplest and most effective way is to wash your hands often—with soap and warm water. Rub your hands vigorously together and scrub all surfaces. Wash for at least 20 seconds. (Tip: have

your children sing the "Happy Birthday" song twice while washing.) It is the soap combined with the scrubbing action that helps dislodge and remove germs. Use regular soap. Antibacterial soap is not necessary. These soaps may contribute to the growing problem of antibiotic resistance. When soap and water are not available, use alcohol-based disposable hand wipes

or gel sanitizers. You can find them in most supermarkets and drugstores. If using a gel, rub the gel in your hands until they are dry. The gel doesn't need water to work; the alcohol in the gel kills germs that cause colds and the flu. However, alcohol-based disposable hand wipes or gel sanitizers do not remove dirt. Avoid touching

your eyes, nose or mouth. Germs are often spread when people touch something that is contaminated with germs and then touch their eyes, nose or mouth. Germs can live for a long time (some can live for 2 hours or more) on surfaces like doorknobs,

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Family & friends can prepay for ADC inmates' phone calls

Family and friends now have the option of pre-paying for inmates calls using a credit card.

"We are providing an affordable option for inmate family and friends that are required to pre-pay telephone calls because their current telephone provider does not guarantee collection of calls to GTL," said Sheila Sharp, Assistant Director of Administrative Services.

Previously, the only options were to mail in funds which sometimes takes a week or more or to use a third party agent that GTL contracts with that charges a 19 percent fee to accept payments by credit card, Sharp said.

Global Tel*Link is the telephone service provider for the ADC units. Under the new pre-pay system available to family and

friends of ADC inmates:

- The minimum deposit amount is \$25 for a Pre-Pay phone service account
- A 5 percent or \$1.50 minimum transaction fee will be added to each deposit
- Visa, MasterCard, and Discover credit cards are accepted
- Depositors need to allow two business days for processing to an inmate's

account

The name of the person who deposits the funds on the prepaid account will appear on the inmate's trust account statement.

Details are available at www.arkansas.gov/doc or by calling 1-866-250-7697. Anyone wishing to make a deposit must have the inmate's ADC number.

Guard your health with colon, prostate exams

prepare for the exam, patients must flush their systems out with laxatives the night before.

"It's an inconvenience but a small price to pay to be alive," Gordon said.

If the exam results are normal, most people don't have to be rechecked for several years. If the check is not normal, polyps may be removed if there aren't many of them. In advanced cases, other treatment options are available.

Here are some signs that something may be wrong with your intestinal system:

1. Blood in your stool
2. Bowel movement pattern

has changed

3. Size of your stool
4. Abdominal pain
5. Weight loss
6. Constipation/diarrhea
7. Tired/fatigue

Factors that may contribute to colon cancer include high fat diets, low fiber diets, alcohol use, sedentary lifestyle; obesity and a lot of red meat.

Dr. Clifton Rauf, a prostate cancer survivor, also did a presentation during the Distinguished Gentleman Seminar.

Prostate cancer is a disease in which cancer develops in the prostate — a gland that is part of the

male reproductive system.

"It's in the front of your body, just beneath the bladder," Rauf explained. "It's about the size of a black-eyed pea."

Rauf said that prostate cancer is most common among black men. Diet is a significant factor since it's believed fats play a role in prostate cancer.

Prostate cancer develops most frequently in men over 50. Some of the symptoms may include difficulty or frequency urinating, lower back pain and erectile dysfunction. However, early prostate cancer usually causes no

symptoms.

"You need to have a test once a year," Rauf said.

Prostate cancer is most often discovered by physical examination or by screening blood tests.

Rauf told the men at the seminar that if they don't become aware of prostate cancer and tell other men in their families about it, "you're going to lose some of them."

Please check with your doctor to learn more about colon or prostate exams.

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Tips on staying healthy this flu season

desks and tables. Cover your mouth and nose when coughing or sneezing. Viruses that infect the nose, throat and lungs cause illnesses like the flu (influenza). The flu usually spreads from person to per-

son when an infected person coughs or sneezes and the droplets from the cough or sneeze move through the air and are deposited on the mouth or nose of people nearby. So, always cough or sneeze into a tissue and then

throw it away. Cover your cough or sneeze if you do not have a tissue. Then, wash your hands, and do so every time you cough or sneeze. If you feel ill, stay home from work and keep sick kids home from

school or daycare. And keep in mind; most people with flu will recover just fine. For more information, please visit, <http://www.mass.gov/handwashing>.

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Sigman promoted to sergeant at Miss. County Work Release Center

Cpl. Kim Sigman from the Mississippi County Work Release Center was recently promoted to Sergeant.

Sigman began working for the MCWRC as a Correctional Officer I about 4 ½ years ago and has worked her way up to the position of Sergeant.

In the photo at right, Sigman, center, is congratulated by Center Supervisor Joe Porchia, left, and Lt. Gerry Bishop.



Governor's Service Awards and Retirements

September 2007

10 Years:

Beverly Farris — Cummins
 Leah Maroney — Diagnostic
 Sharon Coats — Diagnostic
 Norman McFall — Diagnostic
 Kidd Campbell Jr. — East Arkansas
 Tammy Hurst — Grimes
 James Hill — Grimes
 Gloria Dyer — JCJ/CF
 Carol Buckner — Ouachita River
 Bruce Sanders — North Central
 David Beaty — North Central
 Derona Rhodes — Pine Bluff
 Steven Jones — Pine Bluff
 Tabatha Thomas — Pine Bluff
 Sandra Ferguson — Training Academy
 Lori Mitchell — Tucker

20 Years:

James Cloird — Tucker
 Johnny Washington — Delta Regional
 Mark Sullivan — Farm Unit
 Lance Hall — Maximum Security
 Maxcie Foote — Wrightsville

30 Years:

Larry Cauley — Texarkana
 Earlean McDonald — Varner
 M.E. Wilson, Jr. — Tucker

Bearden receives certificate of appreciation



Personnel Officer Ardella Bearden, left, receives a certificate of appreciation for her work on the recent Distinguished Gentleman Seminar from Trainer Janet Wilson.

Jones reaches 10-year anniversary with state

Right: Vo-Tech Coordinator Mary Jones shows off the certificate she recently received after working for the state of Arkansas for a decade.



ADC Promotions and New Hires — October

Promotions

10/3/07	Kenneth Johnson	Sergeant – Cummins
10/5/07	Gerald Gay	Sergeant – Delta Regional
10/7/07	Eddie Holcomb	Accreditation Manager – Maximum Security
10/7/07	Brian Blake	Sergeant – Maximum Security
10/7/07	Mickey Robertson	Sergeant – McPherson
10/7/07	Matthew Lee	Sergeant – McPherson
10/7/07	Steven Jennings	Sergeant – McPherson
10/7/07	Kimberly Sigman	Sergeant – MCWRC
10/7/07	Christopher Brandon	Sergeant – Grimes
10/10/07	Teresa Funderburg	Procurement Manager – Purchasing
10/15/07	Steven Gilbert	Sergeant – McPherson
10/15/07	Mary Soden	Records Supervisor – McPherson
10/15/07	Roberta Lewis	Transportation Sergeant – Tucker
10/15/07	Lawrence O'Neal	Commissary Supervisor – Tucker
10/16/07	Sherry Conrad	Manager of Mailing Services – Varner
10/18/07	Phillip Glover	Sergeant – Tucker
10/29/07	Omie Futch	Administrative Asst II – Diagnostic

New Hires

10/1/07	Angela Dooley	Document Examiner II – Ouachita River
10/1/07	George Pamplin	Food Production Manager – Delta Regional
10/1/07	Lisa Johnson	Accounting Tech I – Grimes
10/1/07	Jimmie Beggs	Assistant Maintenance Supervisor I Const – JCJ/CF
10/1/07	Scottie McClain	Assistant Maintenance Supervisor I Const --Tucker
10/3/07	Takita Boykin	Personnel Officer I – Human Resources
10/3/07	Sebrena Moore	Document Examiner I – Maximum Security
10/3/07	Kim Crosby	Counselor – Wrightsville
10/4/07	Jennifer Handley	Secretary I – Maximum Security
10/8/07	Lillie Ross	Document Examiner I – Varner
10/8/07	Tina Cooper	Document Examiner II – McPherson
10/8/07	Vernice Merritt	Secretary I – SOSRA
10/8/07	Saundra Lockett	Social Worker I – JCJ/CF
10/8/07	Violet Price	Nurse II – Varner
10/9/07	Lenion Amerine	Counselor Diagnostic
10/9/07	Richard Glenney	Chaplain – EARU
10/15/07	Ron Ball	Grievance Officer – Ouachita River
10/15/07	Nelson Henry	PC Support Specialist – Varner
10/15/07	Aggie Busick	Clerical Assistant – Tucker
10/15/07	Teresa Hill	Document Examiner I – Cummins
10/15/07	Amber Chapman	Document Examiner I – McPherson
10/22/07	Patty Green	Counselor – Varner
10/22/07	Willie Cromwell	Counselor – Varner
10/22/07	Tonda Wright	Counselor – Ouachita River
10/22/07	Jennifer McMillian	Counselor – McPherson



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.

NOVEMBER TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Cardiopulmonary Resuscitation (CPR)	8 a.m.	8 hrs.	TA
1-2	Transition to Supervisor	8 a.m.	16 hrs.	TA
1	Cultural Awareness	8 a.m.	4 hrs.	HR
1	Performance Evaluation	12:30 p.m.	4 hrs.	HR
2	Advanced Interpersonal Communication	8 a.m.	8 hrs.	TA
2	Structured Interviewing	8 a.m.	4 hrs.	HR
2	Inmate Grievances	8 a.m.	4 hrs.	HR
5	Basic Microsoft Word	8 a.m.	4 hrs.	HR
5	Basic Microsoft PowerPoint	12:30 p.m.	4 hrs.	HR
5-6	The Human Element	9 a.m.	14 hrs.	TA
6	Basic Microsoft Excel	8 a.m.	4 hrs.	HR
6-7	Using Microsoft Word	8:30 a.m.	14 hrs.	LR-CJI
7	eOMIS Training - Security	8 a.m.	4 hrs.	HR
8	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
9	Sexual Harassment/Sexual Misconduct	8 a.m.	4 hrs.	TA
13	Administering Discipline	8 a.m.	4 hrs.	TA
13	Performance Evaluation	12:30 p.m.	4 hrs.	HR
14	eOMIS Training - Basic	8 a.m.	4 hrs.	HR
14-15	Management Effectiveness	8 a.m.	16 hrs.	TA
15	21 Irrefutable Laws of Leadership	8 a.m.	8 hrs.	TA
16	Interpersonal Communications	8 a.m.	8 hrs.	TA
16	Communications Excellence in Law Enforcement	8:30 a.m.	7 hrs.	Hot Springs, PD
16	Using Microsoft Excel Database Features	8:30 a.m.	3 hrs.	LR-CJI
16	More Using Microsoft Excel Database Features	1 p.m.	3 hrs.	LR-CJI
19-20	Introduction to Management	8 a.m.	16 hrs.	TA
20	Grievance Prevention and Handling	8 a.m.	5 hrs.	HR
27	Advanced eOMIS Security	8 a.m.	4 hrs.	HR
27-28	Using Microsoft Excel	8:30 a.m.	14 hrs.	LR-CJI
30	eOMIS Training - Security	8 a.m.	4 hrs.	HR

DECEMBER TRAINING SCHEDULE

Date	Title	Time	Length	Location
4	Administering Discipline	8 a.m.	4 hrs.	TA
4	Performance Evaluation	12:30 p.m.	4 hrs.	TA
4	Sexual Harassment/Sexual Misconduct	8 a.m.	4 hrs.	TA
4-5	Introduction to Computers	8:30 a.m.	14 hrs.	LR-CJI
5	Cultural Awareness	8 a.m.	4 hrs.	HR
5	Performance Evaluation	12:30 p.m.	4 hrs.	HR
5-6	Management Effectiveness	8 a.m.	16 hrs.	TA
6	Field Training Officer	8 a.m.	8 hrs.	TA
6	eOMIS Training - Basic	8 a.m.	4 hrs.	HR
7	Structured Interviewing	8 a.m.	4 hrs.	HR
10	Cardiopulmonary Resuscitation (CPR)	8 a.m.	8 hrs.	TA
12	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
12-13	Using Microsoft Word	8:30 a.m.	14 hrs.	LR-CJI
13	Interpersonal Communications	8 a.m.	8 hrs.	TA
13	eOMIS Training - Security	8 a.m.	4 hrs.	HR
17	Advanced Interpersonal Communications	8 a.m.	8 hrs.	TA
18	Basic Microsoft Word	8 a.m.	4 hrs.	HR
18	Basic Microsoft PowerPoint	12:30 p.m.	4 hrs.	HR
19-20	The Human Element	8:30 a.m.	14 hrs.	TA
19-20	Introduction to Management	8 a.m.	16 hrs.	TA
20	Grievance Prevention and Handling	8 a.m.	5 hrs.	HR
20	Advanced eOMIS Security	8 a.m.	4 hrs.	HR
TBA	Emergency Preparedness Training	8 a.m.	16 hrs.	TA

HALLOWEEN HAPPENINGS



Above: Freda Robbins, sister of Central Office staff member Brenda Wilson, paints the face of 2-year-old Matt during the Halloween Carnival sponsored by the Pine Bluff Complex.



Left: 11-month old Kaylee picks a duck to win a prize at the carnival. She is the granddaughter of Carol Yelland of the Diagnostic Unit.



Right to left: Teneisheia Tate, of the PB Unit, and her son A.J. along with Arica Davis, of JCJ/CF, and her daughter Aakeilah, 3, fish for prizes during the carnival.



Left: Cathy Greenway, of the Diagnostic Unit, uses her phone to take a picture of her granddaughter, 7-year-old Jessica, during the PB Complex Halloween Carnival.

Right: Central Office staff members Ayn Freygang, Ann Teel and Tonia Dixson in their Halloween outfits.



Right: Pam Wilson, of the Administrative Annex East, shows off her colorful Halloween attire complete with Halloween socks.



ADC CALENDAR



November 2007

2 IRC Conference for Professional Assistants, Embassy Suites, LR

6 Election Day

12 Veteran's Day observed

22 Thanksgiving



December 2007

5 Hanukkah

22 Winter begins

24-25 Christmas Eve/Day

26 Kwanzaa begins



January 2008

1 New Year's Day

21 Martin Luther King Jr. 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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