

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

September 2013

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Horsin' around at North Central Unit



A few of the 65 horses located at North Central Unit in Calico Rock.

The North Central Unit in Calico Rock will soon be the exclusive location for the Arkansas Department of Correction's horse program — the breeding and training ground which will supply the other units with work horses.

After the horse auction set for Saturday, Oct. 5 at the Saline County Fairgrounds in Benton and the completion of another fenced pasture at the Calico Rock facility, NCU will be the "home of the horses."



NCU currently has 65 horses on approximately 240 acres of pasture. Training is ongoing for 20 of those.

This spring 17 colts were born at North Central.

According to Sgt. Tom Green, at 2 years old, the horses are ready for training so that they can be relocated to other units for work.

"The horse program moving here has

been a great asset for the unit," said Green.

In preparation for the auction, Green evaluates each horse for such characteristics as temperament, kid-friendliness, willingness to stand still for long periods of time, aggressiveness, and nipping tendencies.

"That way, at the auction, I can let the potential buyer know exactly what they are getting," said Green.

This year 32 retired horses will be auctioned.

"The auction basically is designed to extend the useful life of the horse," said Warden David White. "When the horse is no longer useful to the ADC for work, it is still a good horse for many purposes."

Typically the horses are sold at 17-18 years of age.

Green, who has worked with horses his entire life, said that he will take any "problem horse" and try to nurse it back to health.

"I am so fortunate to be a part of the

Continued on page 4

Touchdown time: Are you a champion?

Are you ready for some football? I know I am. America's favorite season is upon us. All we need in these parts is more agreeable weather so we can get serious about enjoying game day. In the spirit of the season, I would like to share with you a short motivational talk given by a high school football coach. It has a powerful message and I hope it will resonate with you.

This is a pre-game speech given by Coach John Flowers of Leland High School in San Jose, California. It is listed among the top locker room speeches. Yep, a speech given by a high school coach is being discussed among the greats -- both real and fictional. Flowers' speech is on the same list with the one that Al Pacino gave in the movie "Any Given Sunday" and the one Vince Lombardi offered in Super Bowl II back in 1968.

The speech is called "I am a Champion" and while it is given in the context of sports, uses battle as a metaphor and was meant to pump up the team for victory, it is a message that transcends the football arena. I hope you enjoy it and find it as inspiring as I did. Here are some excerpts from that speech:

Today gentlemen, I am honored to coach you. More honored to be leading you onto the field of battle But there's another honor to be bestowed upon you and that is in the answer that comes with that question:

Who am I? I AM A CHAMPION!

That's right, and you need to remember that all through this game

I will conquer what has not been conquered

Defeat will not be in my creed

I will believe what others have doubted

I will always endeavor to pull esteem, honor, and respect out of my team

I have trained my mind and my body will follow

Who am I? I AM A CHAMPION!

I will acknowledge the fact that my opponent does not expect me to win

But I will never surrender

Weakness will not be in my heart

I will look to my comrades and to those who are a part of me in this world and those who have trained me

And I will draw strength from them



Ray Hobbs
ADC Director

Who am I? I AM A CHAMPION!

To my side I have comrades, comrades that have been with me through thick and thin

Who have sacrificed their blood, sweat and tears

Never will I let them fall, never will I let them down, and I will never leave an enemy behind

Because our opponent does not know my heart

Who am I? I AM A CHAMPION!

No one will deny me, no one will define me

And no one will tell me who and what I am and can be
Belief will change my world

It has moved continents, it has moved countries, it has put men on the moon

And it will carry me through this battle

Who am I? I AM A CHAMPION!

Defeat, retreat: those are not in my words
I don't understand those definitions

I don't understand when things go wrong

I don't understand mistakes

But I do understand this:

I understand victory,

And I understand never surrendering

No matter how bad things go my heart and my mind will carry my body through limits and weakness

Who am I? I AM A CHAMPION!

Today will be that day

Not tomorrow, not next week, but right now, right here

In your house and in your homes

Who am I? I AM A CHAMPION!

History will remember me

I will not let worrying affect my cause

I will define myself

I will write my own pages

And no one will tell me what I cannot be

I will never give up

Not until I've given everything I've got

Because who am I? I AM A CHAMPION



I will leave you with one question: Who are you?

Coach Flowers' speech is available on several Google search options including the one below if you are interested in watching:

<http://enlightenyourday.com/2008/08/25/amazing-inspiring-football-speech-i-am-a-champion/>

PBMS — Arkansas is in the blue!

The Arkansas Department of Correction has moved up to **BLUE** on the PBMS (Performance Based Measure System) map!

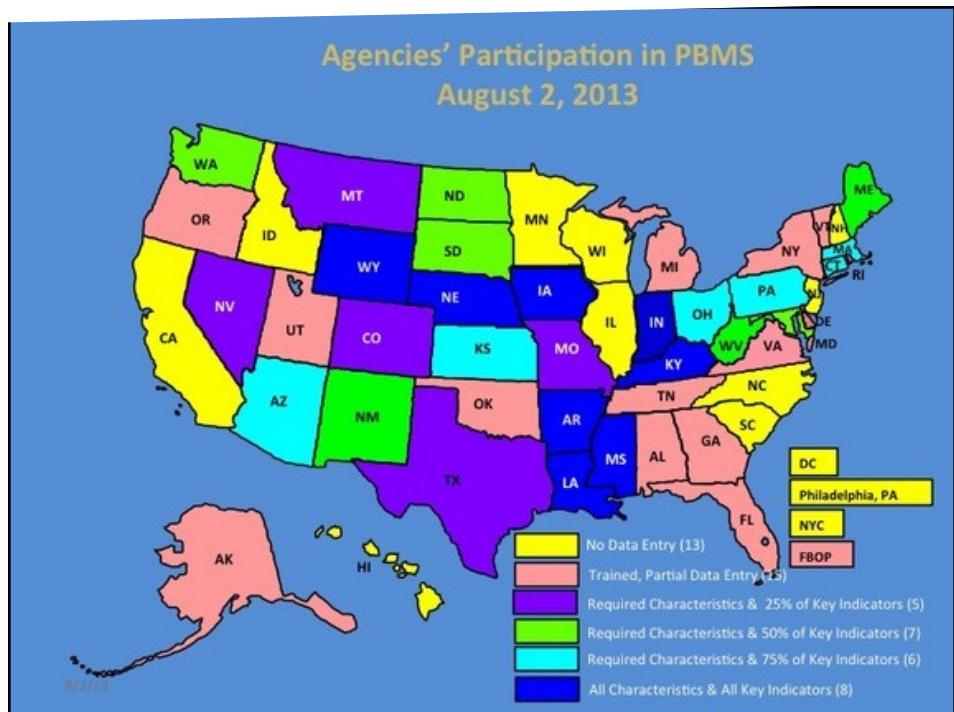
ADC entered into an agreement some years ago with the Association of State Correctional Administrators to share measures of performance among its members. ASCA's thought is that having the capability to systematically collect, manage and share data across jurisdictions enables administrators to identify strengths and weaknesses internally and in comparison with others. ASCA also believes that by collecting this data, enables peers to share established and successful methods that enhance performance. But to do so, we must all be measuring the same thing.

Enter PBMS.

PBMS is a hierarchical typology of performance standards, measures and key indicators of critical practices that was designed to translate the missions and goals of correctional agencies into a set of measurable outcomes.

In other words, PBMS is nationwide automated mechanism that was designed to develop consistent and meaningful correctional performance measures for adult prisons and community-based programs and to develop an automated system that would enable the collection, management and sharing of that data.

There are a total of 10 Performance Standards (areas of measure), each Performance Standard having specific Key Indicators (specific



The PBMS Participation Map is updated regularly to reflect the participation of ASCA member agencies across the country. At the Summer 2012 Performance Measures Committee meeting the committee agreed to add two new colors to the map reflecting an agency entering all characteristics and 25% of key indicators and all characteristics and 75% of key indicators.

data). Each facility (ADC Unit) as well as Central Office, is required to enter data for each Key Indicator of each Performance Standard.

Computing all the Performance Standards and Key indicators, data is required to be entered at the unit level and agency level totaling 136 key indicators.

Performance Standards and Key Indicators are based on the Uniform Crime Reporting Handbook created by the Federal Bureau of Investigations.

With this information the ADC

can track our performance on important operational, program and service measures, and also compare the findings of the ADC with other states' DOCs.

ASCA thanks Director Ray Hobbs for his commitment to achieving BLUE status, and also thanks the ADC Research & Planning Division for its determination to accomplish the task of going blue. A big thanks also goes out to all employees of ADC, Corizon and the Attorney General Office who made this task possible.

*Love many things, for therein lies the true strength, and whosoever loves much performs much,
and can accomplish much, and what is done in love is done well.*

Vincent van Gogh

3rd annual Horse Auction set for Oct. 5



Saddle up!

The Agriculture Division of the Arkansas Department of Correction has scheduled its third annual horse auction for Saturday, Oct. 5 at 1 p.m. The auction location will be the Saline County Fairgrounds in Benton. The public will have the opportunity to bid on approximately 32 retired horses, colts, and mules from its working herd. Riding time will be available from 9 a.m. to 3 p.m. on Friday Oct. 4. The day of the sale animals may be viewed prior to the auction. Horse history will be provided. For more information call the Agri Division at 870-850-8453.

Continued from page 1

ADC horse program."

In addition to the horses, NCU boasts of eight honey bee boxes, a 20-acre garden which includes tomatoes, peppers, potatoes, cabbage, squash, and okra, and 2,400 apple trees on eight acres.

Sergeant Clay Cochran (assigned to garden and apple orchard) said the orchard began in 2007.



At left, a view of the apple orchard, and below, Enterprise and Golden Delicious apples coming on at NCU.



Already this year, 600 pounds of apples have been harvested.

So far, the bumper crop was 7,000 pounds, but Cochran said he is "hoping for 15,000 pounds."

Cochran said last year the orchard was fenced in to stop the deer, but the coons and birds still get to the fruit. However, he said their two biggest enemies are fire blight and cedar apple rust.

The orchard contains many varieties of apples including golden delicious and enterprise.



Inmates working the 20-acre garden at North Central Unit.





30 Years of Service

Crystal Burns was recognized recently at Central Office by the ADC management team and given

The next meeting of the ADC Retiree Association will be at 11 a.m. on Sept. 12.

The meeting and lunch will be held at The Lighthouse in White Hall.

England Middle School campus is now ADC property



New Property

Leon Starks, Larry May, Dina Tyler, Sen Glover, England Realtor Pam Foster, Sen Eddie Joe Williams, England Mayor Danny Maynard, England Superintendent of Schools Eddie Johnson cut the ribbon as England Middle School is deeded to the ADC. Plans are to turn the former school into a new training academy.

ADC employees recognized at ASEA annual convention

Congratulations to Deputy Director of Operations Marvin Evan, Assistant Warden (North Central) Michelle Williams, Training Instructor (McPherson) Billy Inman, and Field Lieutenant (Newport) Hurbert Harris who were nominated for Outstanding State Employee. They were recognized at the ASEA Awards Banquet Friday, August 16, 2013, during ASEA's 45th annual convention held at the Embassy Suites in Little Rock.

In addition Marissa Thompson, HR Benefits Technician, was awarded the 2013 Recruiter of the Year. She has been called a true legend in the making when it comes to ASEA membership recruitment which includes 54 people this year.

Retired NFL star Keith Jackson was the keynote speaker at the banquet. Jackson is now director of PARK, a non-profit organization dedicated to empowering the youth of Arkansas.

Established in 1968, ASEA is the only organization that routinely testifies on pay plans, health insurance, retirement and working conditions on behalf of its more than 17,000 members. ASEA's lobbyists work year-round on a mission to improve conditions for state employees. Asso-



Marissa Thompson, right, is presented the Recruiter of the Year Award by Administrative Specialist III Ramona Green.

ciation members routinely talk with legislators at local chapter meetings and ASEA-hosted events.

ASEA's mission is to unite all state employees to create a better future for employees and citizens of Arkansas through quality state government.

School year begins for ADC

The Corrections School System (CSS), which is the ADC Arkansas Correctional School (ACS) and the Riverside Vocational-Technical School (RVTS), began the 2013-2014 school year with a day of professional development on Aug. 15 at the campus at the Pine Bluff Complex.

All ACS staff was present from each unit. Guest speakers included at the workshop were Director Ray Hobbs, Board of Corrections member Rev. Tyrone Broomfield, AACET Executive Director Kevin Murphy and Training Academy Administrator Fred Campbell.

'Fiesta' was the theme for the day-long development designed to prepare teachers for classes which began, for ACS, on Aug. 19.

"I'm looking forward to the year," said Chief Administrative Officer Dr. Charles Allen. "Our faculty and staff seem to be excited."

Even with new testing requirements, Allen said faculty members are "up to the task. We are going to have another exceptional year."

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

The CSS was established by the Arkansas Legislature



The campus of the CSS administrative offices at the Pine Bluff Unit recently received a landscaping upgrade.



Several speakers were on-hand to welcome and encourage teachers throughout the developmental day.

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

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

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

During the 40 year history of the school district, 18,841 inmates have earned their Arkansas High School Diploma (GED).



Around ADC



Armorer Class

Cpl. Greg Ivey, Lt. Rodney King, Lt. James Broadway and Heather Harris attend a recent armorer class.



We all scream for ice cream

The Central Office Employee Association hosted an ice cream social on Aug. 5—ice cream and all the fixins' plus desserts. In photo at left, Shirley Lowe strikes a pose getting ready to serve, and in right photo, Linda Williams handles the finances as Janie Shults enters.



Compliance Retirement

A retirement farewell was given to Danny Boatright, Internal Affairs Investigator, (second from left), by Mark Colbert, Compliance Attorney. Boatright's last day was (officially) Aug. 31. However, he slipped out early with leave days, but not before he was asked that *what ya gonna do in retirement* question, to which he immediately replied, "Nothing." A moment later the proud grandpa and avid sportsman admitted plans to spend time with granddaughter Katie, and then added, "Well, deer season is upon us."



The many faces of Retiring Rosa!

Rosa Marshall-Rice retired recently with 32 years of service. She worked at the Randall Williams Correctional Facility in Pine Bluff.

Tucker Unit graduates its first PIP pack



"The PIP [Paws in Prison] program has been such a moral booster for the [Tucker] Unit as a whole," said Warden Stephen Williams, regarding the recent addition of the program to the Tucker Unit.

He said they had wanted to be a part of the program since the initial kick-off last year.

On Aug. 6, the Tucker Unit hosted the first Paws in Prison graduation, adopting out six well-trained dogs — Chang, Lilly, Miska, Farley, Rueben and Phantom.

"I used to have inmates asking me continuously when we were getting the Paws program," he said. "The inmates have taken to the program exceptionally well."

"When the dogs first arrived we had a few problems with some staff being a little afraid of the dogs, but as time went on, we began to see the staff and inmates interact with the

Board of Corrections Vice Chair Dr. Mary Parker



Trainer Carrie Kessler

dogs. One officer in particular was terrified of dogs, and one dog in particular pulled at his heart strings. Now the officer gives credit to Chang for getting him over his fear



Warden Stephen Williams



Deputy Warden John Craig

of dogs."

Tucker has transitioned into their second class with the program, a transition which isn't so easy at first.

"Graduation was tough for some of the inmate trainers," said Williams. "However, having their replacement ready following the graduation helped keep their minds off of the dog they had to give up."

"We have received some good feed back from a couple of the adoptive families. That lets the inmates know that what they are doing is definitely making a difference."

The program began at the Tucker Unit in June. It is the sixth prison to host PIP. The program also operates in Randall Williams Correctional Facility, the Maximum Security Unit, Ouachita River Correctional Unit, North Central Unit and the A.J. Hawkins Center.

Food for thought

THROWN TO THE WOLVES (abandoned)

It has been told that years ago if a pack of wolves was chasing a horse-drawn sleigh, a person would be thrown out to lighten the load and in an attempt to escape while the wolves were eating the unfortunate person who had been 'thrown to the wolves.'

Varner recognizes long-time service

Years of service were recognized recently at the Varner Unit. The following employees were recognized.

Thirty years of service: Randy Watson.

Twenty-five years of service: Allene Anderson.

Twenty years of service: Gladys Evans.

Fifteen Years of Service: Mark Allen, Margie Owens, Betty Thomas, Adrian Brown, Annette Pierce, Rickey Webb, Carmelita Haynes, Paul Wright, James Lamb, and Chester Rayford.

Ten Years of Service: Darlene Boreani, Dexter Homes, Christopher Sherrill, Delania Burchfield, Scott Horner, Scott Taylor, Philip Esaw, Felicia Piggee, Linda Vincent, and Michael Demery.

Five Years of Service: Eddie Allen, Marquis Lundy, Stacy Spraglin, Debra Brothers, Jamesha Madden, Louis Thomas III, Keith Burnett, Ahmad Pace, Jahmorris Tyson, James Chaney, Jason Price, Ossie Wells, Whitney Evans, Cynthia Reed, Kenneth Moss, Mitchell Head, Doris Ross, Makida Smith, Susan Lane, Lorennetta Smith, Dorothy Smith, and Everett Litzsey.



30 years of service
Randy Watson



25 years of service
Allene Anderson



20 years of service
Gladys Evans



Guest speaker Larry May



Varner Field Staff enjoy the service awards program.



Mr. May visits with Varner staff before the program.

Health Matters

Prostate Cancer

Aside from non-melanoma skin that increase chances of getting prostate cancer, prostate cancer is the most common cancer among men in the United States.

It is also one of the leading causes of cancer death among men. Last year, President Obama declared September 2012 National Prostate Cancer Awareness Month.

And so we visit this issue one year later...

Prostate cancers are cancer cells



parts of the body, they are called metastases.

In 2009 (the most recent year numbers are available), 206,640 men in the United States were diagnosed with prostate cancer and 28,088 men in the United States died from prostate cancer.

The prostate is a part of the male reproductive system located just below the bladder and in front of the rectum. It is about the size of a walnut and surrounds the urethra (the tube that empties urine from the bladder). The job of the prostate is to produce fluid that makes up a part of semen.

As a man ages, the prostate tends to increase in size. This can cause the urethra to narrow and decrease urine flow. This is called benign prostatic hyperplasia, and it is not the same as prostate cancer.

Risk Factors

Research has found risk factors

Age: The older a man is, the greater his risk for getting prostate cancer.

Family history: certain genes that you inherited from your parents may affect your prostate cancer risk.

Currently, no single gene is sure to raise or lower your risk of getting prostate cancer. However, a man with a father, brother, or son who has had prostate cancer is two to three times more likely to develop the disease himself.

Race: Prostate cancer is more common in some racial and ethnic groups than in others, but medical experts do not know why.

Researchers are trying to determine the causes of prostate cancer and whether it can be prevented. They do not yet agree on the factors that can influence a man's risk of developing the disease, either positively or negatively.

The Selenium and Vitamin E Cancer Prevention Trial (SELECT) studied whether taking vitamin E and the mineral selenium prevent prostate cancer. The selenium and vitamin E were taken separately or together by healthy men 55 years of age and older (50 years of age and older for African-American men). The study showed that selenium and vitamin E did not decrease the risk of prostate cancer.

Some drugs lower the risk of getting prostate cancer, but whether they can help lower the risk of dying from prostate cancer is still unclear.

Regular use of multivitamins has not been proven to increase or de-

crease the risk of early or localized prostate cancer. Talk to your doctor about multivitamin use.

Symptoms

Different people have different symptoms for prostate cancer. Some men do not have symptoms at all.

Some symptoms of prostate cancer are—

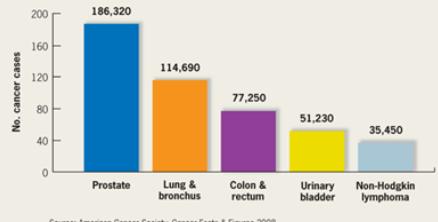
- Difficulty starting urination.
- Weak or interrupted flow of urine.
- Frequent urination, especially at night.
- Difficulty emptying the bladder completely.
- Pain or burning during urination.
- Blood in the urine or semen.
- Pain in the back, hips, or pelvis that doesn't go away.
- Painful ejaculation.

If you have any symptoms that worry you, be sure to see your doctor right away. Keep in mind that these symptoms may be caused by conditions other than prostate cancer

Excerpts from www.cdc.gov

Prostate Cancer Still No. 1

Prostate cancer remains the most commonly diagnosed malignancy among men in the United States. It accounted for one quarter of the 745,180 estimated new cancers diagnosed in men in 2008, according to the American Cancer Society. The top five cancers in American men are shown here.



Source: American Cancer Society. Cancer Facts & Figures 2008.

Mapping your message

Have you ever mapped a message? I am directionally challenged, so maps are usually a good thing, assuming I comprehend and follow the recommended course. But that's when I'm behind the wheel, what about using a map for communications?

I attended the Chief Public Information Officer Forum Aug. 20-22 at the National Correctional Academy in Denver. The theme was "The Changing Role of Communication." One of the training sessions was on managing internal communications, and it focused heavily on message mapping.

A message map is a visual display of your idea on one page. Here's how you draw it: Ask yourself, "what is the single most important thing I want my listener to know about my (fill in the blank ... agency, job, idea, service, product, and brand)?" Draw a circle at



Shea Wilson
Communications
Administrator

the top of the message and insert the headline, which should be short – no more than 140 characters. If you can't explain your idea in 140 characters or less, the experts say to start over.

The human mind can only process about three pieces of information in short-term memory. The next step in mapping the message is coming up with three benefits of your fill in the blank item. Draw three arrows from the headline to each of the supporting key messages.

The third step is reinforcing the three benefits with supporting data – stories, statistics and examples. Add bullet points to each of the three supporting messages. You don't have to write the entire story. Just include a few words to jog your memory to deliver the story.

The whole idea is to have a visual aid that will help define your message and achieve clarity and conciseness. The Center for Risk Communication says that such mapping is important during controversial, stressful or emotionally charged issues to make sure that consistent, accurate and easily under-

stood messages are delivered.

But the concept is beneficial in many areas. Forbes.com has a piece on its website titled "How to Pitch Anything in 15 Seconds." Carmine Gallo contributed an article and video to the site and said, "If you can't tell me what you do in 15 seconds, I'm not buying, I'm not investing and I'm not interested."

That's why it's a popular tool in marketing and advertising. Look at some of those campaigns that capture your attention. They've hit you with the information you need to make a purchasing decision quickly. Think Cheerios or Quaker Oats. I bet if you needed to eat something to help lower cholesterol, you'd snag a box of one of both of them.

I plan on using message mapping the next time I have a public speaking engagement. There is no way to tell everything about an agency this size or even a specific program, so I'm pretty sure this tool will help me stay on point and not ramble ... if I can manage to follow the map and not take a detour.

*Your vision will become clear only when you can look into your own heart.
Who looks outside, dreams; who looks inside, awakes.*

Carl Gustav Jung

CALENDAR OF EVENTS

SEPTEMBER

- SEPTEMBER 2013**
- 2 — Labor Day
 - 10 — Bark at Dark
 - 22 — Autumn Begins



OCTOBER

- OCTOBER 2013**
- 5 — ADC Horse Auction
 - 14 — Columbus Day
 - 16 — National Boss Day
 - 31 — Halloween

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



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

Tyler moves to new job at sister agency

ADC Assistant Director Dina Tyler transferred on Aug. 26 to the Arkansas Department of Community Correction. She will be deputy director of public services with that agency.

Tyler worked for ADC for 17 years, first as public information officer and legislative liaison and later as assistant director of public services.

Her staff hosted a farewell gathering for her on Aug. 23 at Central Office.



Tyler visits with Public Services Division staff at her going away party.



Pressure Point Training

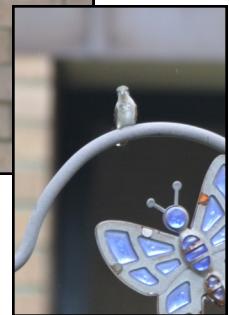
To the point

A Pressure Point Control Tactics (PPCT) instructor training seminar was held recently at Administration East. The class, which also incorporated simple ground fighting tactics, was conducted by instructors from the Training Academy for certified PPCT instructors.



Flora and Fauna at Central Office

Even in extreme heat, some things thrive, flutter, and blossom. August temperatures were somewhat cooler than the usual August in Arkansas, but hot still!



Policy Spotlight



Facts about policy and conduct

Do you have questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts. Contact KAT at kathlyn.mcentre@arkansas.gov with questions.

STAFF TRAINING

I. POLICY:

It shall be the policy of the Department to provide the Department of Correction employees with necessary knowledge and skills to accomplish Departmental goals. The ADC Training Academy shall initiate, coordinate and maintain staff training programs for all employees and coordinate institutionally-based training.

II. EXPLANATION:

- A. Pre-service training programs for all new employees are to be conducted by the Training Academy staff.
 1. Pre-service training will provide each new employee with an orientation to the purposes, goals, policies, procedures and practices of the Department, divisions, units and centers.
 2. Security personnel must complete the pre-service training program prior to receiving a job assignment. However, this does not involve assignments that are a part of an on-the-job training program.
- B. All in-service training is to be coordinated and documented with the Training Academy staff.
 1. In-service training for experienced employees shall include, but not be limited to the following:
 - a. Up-to-date information on correctional procedures and practices.
 - b. Training in necessary skills or program assignments.
 2. Specific skill training necessary for the employee to function efficiently in the assigned position. This shall include, but not be limited to the following:
 - a. Basic security skills, including the use of firearms, gas, search procedures, restraint techniques, crowd and riot control, policy and procedures, storage of equipment, group management, and use of necessary force.
 - b. Basic human relations skills.
 - c. To provide training to selected employees, to provide career ladder programs, to make available training programs for voluntary participation, and to provide any and all other training necessary for the advancement of ADC employees.
- C. The administration of training grants will be the responsibility of the Training Academy.

TRAINING ACADEMY



Training Academy Graduates: Class 2013-I, August 16, 2013



Kirk Banks, Nicholas Barker, Valian Berryman, Shameka Black, Latoya Bowdry, Kendrick Bowman, Cyndi Brooks, Erik Brown, Nicholas Brown, Phalia Carter, Stacy Davis, Randall Dutton, Synthia Freeman, Brandon Hayes, Gregory Hill, Sharita Jasper, Emanuel Jernigan, Kiyon Johnson, Christopher Jones, Ja'Lisa Kennedy, Joshua Lane, Curtis Lee Jr, Gaylord Liggins, Kashema Marks, Shakrya Matthews, Keairyra Miller (Pace), Quintin Mixon, Crystal Neese, Myron Nelson, Cathy Paultk, Dimitric Robinson, Michael Santifer, Alicia Simmons, Michael Simpson, Chad Sorg, Jason Stovall, Joseph Tanner, Vincent Tosca, Whitney Tosh, JaDarius Turner, LeeAnn Whitaker, and Sharon Williams.

**Training Academy
recognizes
Willis H. Sargent
Outstanding Student**



The winner of the Willis H. Sargent outstanding student award for Class 2013-I is Phalia Carter. Pictured are Capt. Larry Cyr, from left, Carter, and TA Administrator Fred Campbell.



Legislative tour

Deputy Warden Jeremy Andrews talks with Sen. Stephanie Flowers of Pine Bluff during a tour of the Ouachita River Correctional Unit. A joint committee meeting was held Aug. 27 at ORCU and a tour of the facility followed.

Promotions, transitions announced

Director Ray Hobbs announced deputy warden promotions and transfers in August.

Gary Musselwhite, currently ADC's PREA/STTG Coordinator, will be promoting to Deputy Warden at Ouachita River Unit; Major Jared Byers, Pine Bluff Unit, will be promoting to Deputy Warden at Cummins Unit and Major DeAngelo Earl, East Arkansas Regional Unit, will be promoting to Deputy Warden at EARU.

The following people will be transferring to the following units effective Sept. 2: Deputy Warden Joe Page will be transferring to Grimes Unit, Deputy Warden John Craig will be transferring to Randall L. Williams Unit, Deputy Warden John Lowe will be transferring to Tucker Unit, Deputy Warden Jeremy Andrews will be transferring to Varner Unit, Major Mary Cobbs will be transferring to Pine Bluff Unit, and Major Antwon Emsweller will be transferring to Tucker Unit.

"Please give them your full support during their transitions," said Director Hobbs.

Promotions & New Hires

Promotions			
Date	Name	Position	Unit
7/28/2013	Jacqueline Yarbough	Administrative Specialist II	East Arkansas
7/29/2013	Brianne Reed	Human Resource Specialist	Admin Annex East-HR
8/4/2013	Rodney Brown	Sergeant	Varner Supermax
8/4/2013	Brandon Carroll	Lieutenant	Randall L Williams
8/4/2013	Jimmy Coleman IV	Captain	Cummins
8/4/2013	Houston Culpepper III	Sergeant	Construction
8/4/2013	Roderick Davis	Sergeant	Hawkins
8/4/2013	LaVonda Dunavion	Inmate Grievance Coordinator	McPherson
8/4/2013	Philip Esaw	Sergeant	Varner
8/4/2013	Phillip Glover	Major	East Arkansas
8/4/2013	Joseph Grantham	Sergeant	East Arkansas
8/4/2013	Jerry Howard	Sergeant	Grimes
8/4/2013	LaTonya Irvine	Sergeant	McPherson
8/4/2013	Elvia Rosas	Sergeant	McPherson
8/4/2013	Debra Thomas	Industrial Supervisor II	Industry-Tucker
8/4/2013	Susan York	Program Specialist	Maximum Security
8/18/2013	Eddie Anthony Jr	Program Specialist	Pine Bluff
8/18/2013	Lee Arnold Jr	Sergeant	Tucker
8/18/2013	Brian Dawson	Sergeant	Mississippi County
8/18/2013	Christopher Lowery	Lieutenant	Maximum Security
8/18/2013	Billy Parson	Agriculture Unit Supervisor II	Farm-EARU
8/18/2013	Yalonda Smith	Unit Training Supervisor	East Arkansas
8/18/2013	Brenda Thompson	Fiscal Support Analyst	Admin East-Accounting
8/18/2013	Michael Tillman Jr	Food Preparation Supervisor	Benton Work Release
8/18/2013	Andrew Ruh	Lieutenant	Maximum Security
8/18/2013	Lewis Young	Lieutenant	Wrightsville
8/25/2013	Regina Gumm	Administrative Specialist II	Centralized Records

New Hires			
Date	Name	Position	Unit
8/5/2013	David Coleman	Advisor	Mental Health-ORU
8/5/2013	Florence Lee	Commissary Manager	Wrightsville
8/5/2013	Roxanne Stewart	Administrative Review Officer	Grimes
8/12/2013	Margaret Davis	Fiscal Support Specialist	Benton Work Release
8/12/2013	Melissa Francis	Administrative Specialist II	McPherson
8/12/2013	Chelsie Hutchinson	Administrative Specialist II	Grimes
8/12/2013	Kelli Moss	Administrative Specialist I	Benton Work Release
8/12/2013	Rebecca Watts	Fiscal Support Analyst	Admin East-Accounting
8/19/2013	Stephanie Vaughn	Administrative Specialist I	Mental Health-McPherson
8/26/2013	Sherie Luckett	Administrative Specialist I	East Arkansas

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for staff and inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Communications Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Parting Shots



Arkansas Department of Correction

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