



Advocate

Arkansas Department of Correction

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2008 State Employee of the Year

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ADC's past to debut at Old State House Museum

One by one, artifacts that tell the history of the Arkansas Department of Correction were gently wrapped in blue packing blankets or black plastic bags. The items, which had been on display at a museum on the grounds of the Tucker Unit, were headed for the Old State House Museum.

Some of them, including old prison registry books that date back to the 1900s, will make a stop along the way

"They'll go to a document conservator where they'll be cleaned and repaired," said Jo Ellen Maack, curator of the Old State House Museum in Little Rock.

Maack and several staff members came to collect the artifacts in July. The ADC had earlier reached an agreement. to present the historical artifacts to the museum which is a branch of the Arkansas Department of Heritage. Some of the items will be part of an October exhibit, Gavels & Gallows, which highlights the state's criminal justice system.

ADC's contributions include old documents and



Left: Old State House Museum Exhibit Director Gail Moore examines a prison mural done by an ADC inmate.



Old State House Museum Curator Jo Ellen Maack watches as Lt. Terry Childers of the Tucker Unit wraps packing material around one of two electric chairs that were used by the state. Both chairs have been donated to the museum.

prison rodeo memorabilia. June, performing at the There are also dozens of Cummins Prison. The pictures depict scenes from country music legend Johnny Cash and his wife,

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Director's Corner



Larry Norris
ADC Director

They took it all. Every last thing was gone. They had come to make a clean sweep, and that's exactly what they did. The room was empty. There was nothing to see anymore, except for a few nail holes on the wall where grainy pictures used to hang. Even the old books on the table had been carted away, along with the battered boxes in the back of the closet. In fact, when the visitors were done, the only things they left

behind were some dead bugs on the floor.

This was not a burglary. It was the planned removal of the Arkansas Department of Correction's artifacts from our museum on the grounds of the Tucker Unit. Awhile back, the decision was made to transfer the artifacts to the Old State House Museum, which is much better prepared and equipped to take care of them.

For instance, of big concern were these huge, ancient logs known as the Governor's Books. They date back to the early 1900s. The books already are faded and brittle, and each passing day makes their condition a little worse. Long before computer databases, these were the official records of inmates sent to state prison. Obviously the books need to be preserved correctly, but we don't have the first clue about how to do it.

The museum also housed what might be one of only two remaining death masks, which were casts the Arkansas State Police used to make of inmates who had been executed. Ours had been injured in a fall. We tried to fix it, but we didn't know how to do the job right.

That inmate and 169 others were executed by electrocution. Arkansas had two electric chairs and both were at the museum, sitting right across from a display of the only Tucker telephones known to exist. These two crank phones were in a display case, next to a shadow box containing old department weapons, including a rifle still bearing the initials of the trusty who once carried it on the farm. Maybe the trusty's picture was there, too. Dozens of black and white photos dotted the walls of the people who

lived and worked in long-gone prison buildings.

And of course, there were rusty shanks, rodeo souvenirs, and a home-made still, brozene and an old count board. In other words, the room was filled with bits of our history and all of them were showing their age. But the Old State House Museum knows what to do. The people there will take good care of the pieces of our past and make sure they're still around in a hundred years.

And if we start missing them, we can always go see them – in October, when they're on display. Anybody and everybody can attend the exhibit. And maybe, just maybe, seeing who we used to be will help the public better understand who we are now.

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everyday prison life, including one of female inmates in their barracks.

Old Sparky, the state's first electric chair that was used between 1913 and 1964, is also among the artifacts. A second chair that was used only once in 1990 was also loaded onto a truck headed for the Little Rock museum.

Allowing the items to go to the museum will help make more people aware of the state's prison history and help ensure their preservation for years to come.



Tucker Unit Warden Jimmy Banks, right, discusses one of the old photos in the Arkansas Prison Museum with ADC spokesperson Dina Tyler. Many of the items will be on display this fall at the Old State House Museum in Little Rock.

Below: Old State House Museum Curator Jo Ellen Maack scoops up tokens that were used as inmate money. The "coins" and other artifacts will help museum visitors learn about Arkansas's prison system.



ADC Honor Guard attends Correctional Peace Officers memorial

Four members of the ADC Honor Guard had the opportunity to attend the Correctional Peace Officers Foundation conference in San Francisco in June. Sgt. Adam Glasgow of the Wrightsville Unit; Sgt. Mary Thomas of Construction; Cpl. Carla Roso of the Northwest Arkansas Work Release Center and Lt. Dan Drennon of the Benton Unit attended the gathering.

While there, the officers participated in a memorial service for correctional officers who gave their lives in the line of duty. They also visited Alcatraz, the historic federal prison.

The Correctional Peace Officers (CPO) Foundation is a national, non-profit charitable organization created in 1984. Its primary func-

tion is to preserve and support the surviving families of Correctional Officers who lose their lives in pursuit of their chosen profession of

protecting the public from those remanded to correctional custody and supervision in the nation's prisons and jails.



Left to right: ADC Honor Guard members Sgt. Adam Glasgow; Sgt. Mary Thomas of Construction; Cpl. Carla Roso and Lt. Dan Drennon recently participated in a memorial service for correctional officers who gave their lives in the line of duty. The service was held during the Correctional Peace Officers Foundation Project 2000 XIX conference in San Francisco.



Above: Four ADC Honor Guard members recently had the opportunity to visit Alcatraz Island — the site of the first lighthouse and U.S fort on the West Coast and the infamous federal penitentiary.

Below: Cell blocks at Alcatraz, the former federal prison which became known as “The Rock.”



Red Ribbon Run T-shirt design contest announced; Deadline Sept. 22

It's time to get those creative juices flowing. The Red Ribbon T-shirt design contest has begun. Designs need to be submitted to Red Ribbon Run Committee member Ramona Green's office at Central Office no later than Sept. 22.

This year marks the 19th Annual

Red Ribbon Run. The walk/run is set for Oct. 18 at the Jefferson Regional Medical Center, Wellness Center in Pine Bluff.

Runners and walkers will be sporting the winning T-shirt design during the 5K event.

The design contest is open to all

employees and inmates of the Arkansas Department of Correction. The first place winner gets \$55; second place receives \$35 and third place gets \$20.

Contact Ramona Green at 870-267-6301 if you have any questions.

Ready, set, draw.

MCWRC's Roger Ferrell named Outstanding State Employee of 2008

Roger Ferrell, a Regional Maintenance Lieutenant at the Mississippi County Work Release Center, has been named Outstanding State Employee of the Year.

"It was truly a dream come true," he said. "I am proud to represent the Arkansas Department of Correction and State of Arkansas."

Ferrell was honored Aug. 1 along with other nominees at a banquet hosted by the Arkansas State Employees Association. Held in Hot Springs, the event marked the group's 40th Anniversary.

"I have never seen a person who gives so much and asks for so little in return," said Ferrell's nominator, MCWRC Supervisor Joe Porchia. "He has raised the bar for all others to follow."

Other nominees from the ADC were:

George Brewer is Research and Planning Administrator at Central Office. He is known for his levelheadedness, patience, professionalism, and respectful demeanor. Widely recognized as an expert in sentencing laws, Brewer is frequently called upon by state officials and attorneys for his assistance. That he happily offers such assistance even on his own time, in addition to regularly volunteering for scholarship fundraising efforts, further demonstrates why his nominator calls him "dependable, conscientious, concerned and always consistent."

Shurika Brown is a Secretary II at the Grimes Unit. She is instrumental in maintaining the efficiency of the Deputy Warden's office. Her readiness to help those in need is expressed in her professional and personal life—whether it's contributing her time to fundraisers for fellow staff members experiencing catastrophic illness, or contributing money to pay for young church members' camp fees. Brown's nominator wrote, "Both her home and her heart have been open to the youth of her community."

Gary Collins is a Project Manager at



the Tucker Unit. He oversees five programs which have seen vast improvement under his guidance. During a time of family crisis, he regularly commuted from another state at his own expense, demonstrating commitment to both his family and his state. His nominator calls him a real humanitarian and "one of the most honest, loyal, and hardworking individuals in the department." His passion for the cause of rehabilitation can be seen in his above-and-beyond efforts to teach the unit's inmates employable trades and it helped earn him a "Program of the Year" designation.

Jimmie Eagle is a Lieutenant at the Northwest Arkansas Work Release Center. Currently serving as Chief of Security, he is an accomplished leader with a sterling reputation for keeping his staff safe. His initiative and professionalism have been recognized with an ADC Employee of the Year award. Eagle is active in his community, particularly in his church lending assistance to the elderly. Highly motivated and unswervingly loyal, he is widely seen as a fine representative of the department.

Deborah Mathis is a Human Resources Manager of the Grimes Unit. A recipient of the Warden's Outstanding Service award, she is quick to spot needs and equally quick to address them. Mathis works with the March of Dimes, helping to send medical supplies to Central Asia, spearheading food drives, and volunteering for a program to assist shut-ins. No surprise she was named the county's 2007 United Way Volunteer

of the Year. Her nominator said Mathis "exemplifies what a loyal and devoted state employee really is."

Randall Manus is Deputy Warden at the Maximum Security Unit. His experience is widely respected and so is his commitment to the safety of his community through the vigorous maintenance of his unit's security. He is active in community affairs and works with his church. His nominator describes him as "forthright, dedicated, and honest" and "a true example of a state employee who works in his chosen field tirelessly for the benefit of the department and the taxpayer."

Joe Porchia is Supervisor of the Mississippi County Work Release Center. His passion for public service earned him the 2007 Correctional Supervisor of the Year award. Porchia's honor and integrity are unquestioned in his field. His work with a battered women's shelter and his efforts with youth softball and charitable drives to collect school supplies for children are testimonies to his civic-minded dedication. His nominator calls him a "loyal, never tiring, positive team player who loves and supports only God and his family more than the Department of Correction."

John Gore is Supervisor of Mental Health Intake at the Diagnostic Unit. Known for his integrity, sincerity and experience, he is a three-time recipient of his workplace's Supervisor of the Year award. He has also been recognized by the city of White Hall for his work with area youth as a volunteer coach and for his service as a Sunday School teacher. His dedication to helping prepare former inmates for reintroduction into society is widely known. "He is a person of integrity with sincere concern for all people," writes Gore's nominator.

Congratulations to Lt. Ferrell and all of the other outstanding nominees!

See related story on page 7.

ADC excelling in technology; changing how it does business

When it comes to using technology, the Arkansas Department of Correction is way ahead of the game.

The department has an Inmate Banking system and is implementing entrance monitoring at its facilities. The agency also teamed up with the Department of Community Correction and the Crime Information Center to launch the Arkansas Escape Alert system.

ADC Applications Systems Coordinator Kathy Gattin said the entrance monitoring system, which is now used to keep track of visitors, will eventually include staff, inmates and vendors. The system has been launched at the Varner, Cummins and Delta Regional units.

“We’re going to East Arkansas Regional next,” Gattin said.

She and Deputy Director for Health and Correctional Programs Wendy Kelley did presentations at the recent Corrections Technology Association conference in Colorado. While Gattin talked about entrance monitoring, Kelley talked about the department’s use of electronic medical records.

The system allows for accurate, comprehensive and consistent data department-wide. Among the benefits: medical, mental health and dental records are accessible at any facility at any time statewide. And, there is no need to find/send a paper folder (jacket) when an inmate transfers to another facility. Gattin said the department is also completing the final stages of a plan to integrate the eOMIS and

AASIS systems which will eliminate duplication of entries by human resources staff.

“We are light years ahead of what’s happening in other states,” Gattin said, adding that local law enforcement agencies can benefit from the agency’s electronic offender database.

“We are being used as an example of what local level law enforcement and corrections can do for each other,” she said.



Above: Deputy Director for Health and Correctional Programs Wendy Kelley, left, and ADC Applications Systems Coordinator Kathy Gattin recently spoke during the Corrections Technology Conference in Colorado.

Videoconferencing helps close the distance

Videoconferencing was launched by the Arkansas Department of Correction more than a year ago. The technology allows people at two or more locations to see and hear each other simultaneously via video and audio transmissions. The Newport Complex, North Central, East Arkansas, Delta Regional, Cummins, Varner, the Training Academy, Central Office and the Administrative Annex East have the ability to use this tool.

“We have used it for classes and meeting,” said Billy Inman, Training Instructor at the Newport Complex/McPherson. “Parole hearings have also been scheduled through video. I like the way videoconferencing cuts down on the amount of travel. For units like ours, it reduces overtime and travel expense. It is also a safety factor for our employees; the less time they spend on the highway the safer they are.”

Training instructors say it’s a great method of getting more people access to training.

“I believe in a few years we will wonder how we operated without this technology.” Inman said, calling videoconferencing the most significant change in training in his 14 years with the state. “It can revolutionize training

and the way we do business in general.”

At the Delta Regional Unit, video conferencing is being used a few times each month.

“It is convenient, allows me to send more than one person to a class, and reduces agency expenses,” said DRU Training Officer Michael Frisby. “The technology is basically a gold mine that we have just barely started scratching the surface of.”

North Central Unit Trainer Jason Thieme said he’s using videoconferencing as often as possible.

“The challenges are trying to get as many classes as possible scheduled for videoconferencing,” he said. “I, as the unit trainer, am extremely pleased with this technology and every officer here at North Central loves it.”

ACA Manager Paul Miller said a little training and repeated use of this technology will help familiarize staff with this efficient tool.

“The best thing about the equipment is that it saves NCU employees an average 6 hours of “drive-time” per event.” he said. “Employees are constantly asking for more and more use of the equipment solely for this reason.”



This device is used to record fingerprints for entrance monitoring at ADC units.

BCOT Graduation: Class 2008-G targets unity, honesty & integrity

Basic Correctional Officer Training Class 2008-G chose the words unity, honesty and Integrity as its class motto. Sisters Casey and April Jones placed special emphasis on unity as the duo went through the academy together and both graduated on July 11.

The women say there was no sibling rivalry but plenty of sisterly support.

“Anytime we’d start slacking, we’d push each other forward,” April Jones said.

The siblings have been assigned to work at the McPherson Unit. It seems a career in corrections is becoming a family tradition—their mother works in the federal prison system.

The Joneses graduated with 36 of their fellow cadets from the Willis H. Sargent Training Academy during one of many ceremonies held throughout the year.

BCOT Class 2008-G Speaker Sandra Redwood, who is assigned to the Diagnostic Unit, told the graduates that “this experience has been unforgettable.”

“On the first day we were somewhat reluctant to meet and greet each other but we came together as a piece of the puzzle that forms ADC,” she said.

Redwood recalled the first shakedown and a day at the shooting range. She said she and her classmates put their fears aside to get what they needed to be successful in their profession.

“What was learned and taught here has equipped us all,” she said.



Above: BCOT 2008-G Class Speaker Sandra Redwood addresses the graduates.

MOON



Right: The BCOT Class 2008-G plaque with their motto: “Unity, Honesty, Integrity.”



Above: Sisters Casey Jones, left, and April Jones graduated together and have been assigned to the McPherson Unit.



Above: Members of the BCOT class take the officer’s oath.



BCOT Class 2008-G Leader Joseph Efrid, left, gets ready to lead the class into the graduation ceremony.

Department Briefs

Basic Correctional Officers’ Training Class 2008-G began on May 26, 2008, with 63 cadets and 38 graduated on July 11, 2008.

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

Effective July 7, **Steve Edwards** took on the position of Prison Industry Enhancement program manager at Arkansas Correctional

Industries and **Mike Grisham** was named acting sales manager for ACI.

Arkansas Correctional Industries received an Award of Merit from the Arkansas Activities Association in recognition of its dedication to the Arkansas High School Athletic Administrators Association outside the field of interscholastic activities. The ACI assists in designing special pads, lockers, and other equipment in

an effort to meet the individual needs of the schools’ athletic programs.

Dianne Wood, Victims Notification Coordinator, recently completed the Arkansas Victim Assistance Academy and is certified as an Arkansas Victim Services Provider.

The character trait for August is **joyfulness**. It means having the emotion of great happiness.

 ★ **Employee Spotlight: Roger Ferrell** ★
 ★ *****

Lt. Roger Ferrell gives above and beyond in the dedication to his position, and has given outstanding service to the community. He is active in several community organizations and his compassion and diligence have made him an inspiration to others. The Regional Maintenance lieutenant at the Mississippi County Work Release Center has been named Outstanding State Employee of the Year for 2008.

“I would like to thank Mr. (Joe) Porchia for nominating me for ASEA Employee of the Year,” Ferrell said. “I would also like to thank ASEA for the honor they have bestowed on me. This was truly a dream come true. I would like to thank everyone for the kind emails and phone calls after receiving this honor.”

Ferrell has worked for the Arkansas Department of Correction for 28 years. He



Lt. Roger Ferrell
 Mississippi County WRC

supervises two sergeants and 40 inmates who provide about 3,500 man hours each month toward cleaning towns in Mississippi County, Poinsett County, Craighead County and Greene County. He has helped the MCWRC pass four American Correctional Association Accreditation audits with exceptional scores.

“I enjoy working with Warden Porchia and the staff,” Ferrell said. “Warden Porchia is always looking to advance the unit and create a more effective work environment.”

The West Ridge resident worked as a supervisor for King Cotton before beginning his career with the department.

“ADC is a great place to build a future,” he said. “There are so many opportunities for advancement and success.”

Ferrell said the job can be somewhat daunting at times.

“The biggest challenge of work release is working so hard to prepare inmates for society and then have them return,” he said. “Sometimes the battle is so hard because you want them to find success in their lives after prison.”

While working at the MCWRC, Ferrell has been selected as the center’s Supervisor of the Year and has earned numerous letters of appreciation for his work with Regional Maintenance.

His contributions to the community include organiz-

ing food collections, helping with the United Way, and volunteering at the local elementary school and nursing home. The Navy veteran also serves as constable for Little River Township.

A native of Lepanto, Ferrell enjoys working outdoors.

“I like to spend my spare time working in the yard and garden,” he said.

Ferrell said education has always been important to him.

“I have spent most of my life working to send my children to college,” he said. “I wanted to ensure that they had the education they need to find success in life.”

He and his wife have two children who both work in the field of education. The Ferrells have four grandchildren who range in age from 7 months to 18 years.

Recipe Roundup

**Deep Dish
 Pizza Rice
 Casserole**



Yield: 12 servings

Ingredients:

- 1 cup chopped yellow onion
- 5 ounces sliced pepperoni
- 5 ounces cooked crumbled Italian sausage
- 3 cups canned diced tomatoes with juice
- 2 1/2 cups uncooked parboiled or long grain rice
- 2 teaspoons minced garlic
- 1 1/2 teaspoons ground oregano

- 1 quart no salt chicken stock
- 3/4 cup prepared pizza sauce
- 3 ounces shredded mozzarella cheese
- 3 ounces shredded parmesan cheese

Directions

Preheat oven to 375 degrees. Spray a 12x10x2-inch steam table pan with non-stick spray. Spread evenly in bottom of pan: onion, pepperoni, sausage, tomatoes, rice,

garlic and oregano. Pour stock evenly over mixture. Cover tightly with foil or lid. Bake 45-50 minutes or until liquid is absorbed and rice is tender. Remove pan from oven and fluff rice with fork. Smooth out top of rice mixture. Top with an even layer of pizza sauce and an equal layer of cheese. Bake an additional 5-7 minutes or until cheese melts.

ADC's Biggest Losers are biggest winners in fitness, health

Staff members from various units have been working to get weight off and live a healthier life. Here are some of ADC's Biggest Losers:

Verna Brooks, Maximum Security Unit

A trip to the doctor prompted Verna Brooks of the Maximum Security Unit to enroll in a weight loss program offered through Corphealth in early 2007.

"I went to the doctor and he said my blood pressure was extremely high," she recalled, adding that "I told the doctor that I was not going to spend the rest of my life taking blood pressure medication."

"I asked the Lord to give me the strength to go on this weight loss program."

Brooks gradually lost 70 pounds and went from size 24 to size 16.

"I no longer take blood pressure medication. My lab work is normal. I was on the borderline of diabetes but I am no longer in the danger zone," she said.



After



Before

David Beaty Sr. North Central

"I haven't felt this good since I retired from the Marine Corps," said Lt. David Beaty Sr. The North Central Unit officer was referring to how he feels after losing more than 40 pounds.

"I decided to lose weight for health reasons," he said, adding that he got a meal plan from a doctor.

"I do not consider this meal plan a diet," he said. "It is just a guide on eating the right things in the right amounts. This plan, coupled with a one hour walk every day did the trick."

Fitness has become a family affair at Beaty's house.

"My wife, my daughter and I started eating from this plan last November and we have lost a combined total of almost 100 pounds," he said.

For anyone out there who wants to lose weight, Beaty advises: "Get the information and have faith. Eat right and exercise religiously."



After

Jonathan Wiscaver, Delta Regional Unit

Jonathan Wiscaver, a mental health counselor at the Delta Regional Unit, has lost 146 pounds through dieting, exercise, and a commitment to change.

"There is such a noticeable change in his appearance that when he came to the Christmas Party for Mental Health last year, many did not recognize who he was," said ADC's Dr. Abesie Kelly, a psychologist/supervisor who nominated Wiscaver as one of ADC's Biggest Losers. When she first met Wiscaver in 2004 he probably weighed well over 250 pounds.

Wiscaver said a friend of his who was close to him in age and battling weight problems fell sick mostly from obesity and its side effects. Wiscaver began a journey to lose weight from that point on — vowing he would not end up in the same condition.

He lost weight by running 2 to 3 miles daily, portion control, and eliminating his biggest enemies: sodas and refined sugar.

"He constantly is seeking information regarding ways to improve his physical and mental well-being," Dr. Kelly said.



After

ADC staff members take off weight & enhance their lives

Norman McFall, Chaplain



Before



After

Chaplain Norman McFall had a few good reasons for wanting to lose weight.

“My knees were hurting, I felt bad and I didn’t like constantly buying larger clothes,” he said. “Doctors told me it would be wise to lose weight and I came to the conclusion that nobody was going to do it for me.”

After doing some research and talking to his doctors, McFall decided to use the Medifast system. The chaplain at the Diagnostic Unit and Randall L. Williams Correctional Facility lost more than 50 pounds.

McFall said he works on portion control by counting calories and he tries to get as much exercise as he can and be more active.

“I’m trying to make healthy choices for myself,” he said. “I feel better and my knees don’t hurt anymore.”

McFall said he made up his mind to lose weight but “everybody’s support and encouragement played a key role in keeping me going.”

Want to take the weight off?

Be sure to consult with a health care professional before undertaking any weight loss effort.

Marjorie Johnson, Delta Regional Unit

Cpl. Marjorie Johnson of the Delta Regional Unit began her weight loss efforts in January 2007 and has lost about 80 pounds.

She lost the weight for health reasons.



“I started off walking and cutting back on what I was eating,” Johnson said, explaining that she stopped eating fried foods and ate chicken, fish and turkey.

She said it helps that she has a partner to help keep her going.

“My husband is my rock,” she said. “We’re still at it and (having a partner) makes a world of difference.”

Shedding the pounds has definitely made a significant change in her life, Johnson said.

“I feel fantastic,” she said. “I have more energy and everything is just different.”

Johnson has recently started jogging and plans to participate in the ADC’s Red Ribbon Run set for Oct. 18 at the Jefferson Regional Medical Center, Wellness Center in Pine Bluff.

Louis Cogbill, Cummins Unit

Sgt. Louis Cogbill of the Cummins Unit lost about 40 pounds in a little over a year.

“I just walk every afternoon at least four days for three miles,” he said.

Breakfast is usually a bowl of oatmeal or cereal and a piece of fruit.

Cogbill eats a lean lunch and just about anything he wants for dinner. However, he tries to avoid soda, junk food, burgers, fries and candy and he works out with weights and an ab machine.

He undertook the weight loss effort with his wife so they support each other.

“The days that I don’t want to walk, she pushes me,” he said, adding that he feels great.

“You get tired of carrying around that extra weight and you feel better about yourself and what you’ve accomplished.”



Health Matters

84,000 fewer smokers: Tobacco use on decline in Arkansas

New research shows that Arkansas is making headway in its fight against tobacco use in the state. Three separate studies indicate positive outcomes, including significant reductions in adult smoking, lower hospitalization rates for diseases related to tobacco use, and a decline in youth smoking. This is significant news because tobacco use has been linked to the top three causes of death in the state: heart disease, stroke and cancer.

A new study shows that there were 84,000 fewer smokers in Arkansas in 2007 than if smoking rates in 2002 had continued unchanged to 2007. Since 2002 the percentage of adults in Arkansas who smoke decreased from 26.3 percent to 22.4 percent in 2007.

“What this tells us is that our programs are all working together to bring rates of tobacco use down,” said Paul K. Halverson, State Health Officer and Director of the Arkansas Department of Health (ADH). “The drop in the adult



Smoking has dropped among youth and adults in Arkansas.

rate is very encouraging, because it is most difficult to change that rate.”

A smaller number of adult smokers is already translating into a significant reduction in hospitalization rates for heart disease, stroke, emphysema and bronchitis, according to a study on hospitalization costs done by ADH. Using hospitalization charges for these conditions, the bottom line savings amounts to \$22 million dollars in 2006 alone.

Although the projections apply to only one year, “we are really contemplating a lifetime of savings, and in fact, lives saved for many years to come,” said Dr. Joe Bates, Deputy State Health Officer and Chief Science Officer. “As we continue to reduce the numbers of young people who never start smoking, the financial impact on our state is very, very positive.”

Since 2001 the rate of current cigarette smoking has dropped from 34.7 percent to 20.7 percent in 2007 among Arkansas high school students, according to the Youth Risk Behavior Surveillance Survey. For more information on how the Arkansas Tobacco Prevention and Cessation Program works to reduce tobacco use in Arkansas, visit the website at: www.stampoutsmoking.com

Source: www.healthyarkansas.com



Long time smokers can benefit from kicking the habit

It's never too late to quit. The sooner smokers quit, the more they can reduce their chances of getting heart disease, cancer and other chronic illnesses.

Within 20 minutes of smoking the last cigarette, the body begins to restore itself.

After 20 minutes: Your blood pressure drops to a level close to that before the last cigarette. The temperature of your hands and feet increases to normal.

After 8 hours: The carbon monoxide level in your blood drops to normal.

After 24 hours: Your chance of a heart attack decreases.

Within 3 months: Your circulation

improves and your lung function increases up to 30 percent.

In 1 to 9 months: Coughing, sinus congestion, fatigue, and shortness of breath decrease; cilia (tiny hair like structures that move mucus out of the lungs) regain normal function in the lungs, increasing the ability to handle mucus, clean the lungs, and reduce infection.

After 1 year: The excess risk of coronary heart disease is half that of a smoker's.

If you're thinking of quitting, get help. Talk to your health care provider and check out your options for quitting. There are prescriptions and

over-the-counter medications that can help you deal with withdrawal symptoms or even reduce the urge to smoke.

Don't do it alone. Include your friends and family in your quitting process. They can offer much needed support.

Try the Quit Line at 1-866-NOW OUIT. You can also call 1-800-ACS-2345 or visit www.cancer.org.

Be patient with yourself. Begin thinking of yourself as a nonsmoker.

Keep a positive attitude about yourself and about quitting.

Source: www.arkansas.gov

Clinical supervisor at Varner Unit pens book to help inspire change

When James M. Lamb came to Arkansas in 1998, he found a home with the Arkansas Department of Correction in December of that same year. Lamb had previously worked at San Quentin Prison and San Francisco jails in California.

The Pine Bluff resident now serves as the Clinical Supervisor at the Varner Unit Substance Abuse Program.

Lamb has attended the American Baptist Seminary of the West at Berkeley and the University of California at Berkeley.

He began his career with the ADC as a Program Leader working in the Therapeutic Community at the Tucker Unit. After one year of probation and demonstrating a positive attitude, Lamb concluded that whatever you do, if you really love it and want to do it well, you will do it without reservation.

He said that being in Arkansas has exposed him to some of the greatest opportunities for success and working at



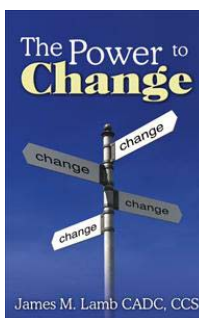
James M. Lamb

something he truly loves which is helping others recover from dysfunctional lifestyles. Lamb has the ability to teach recovery skills and a sensitivity for the incarcerated tempered by his personal experiences.

Lamb has worked with the clients in the Therapeutic Community, teaching the subject, "The Power to Change." He was encouraged to expand on this presentation and to document the process by his supervisor, Roger Cameron. Those few words of encouragement inspired the creation of a book years later.

The book, "The Power to Change," published in 2007 by Infinity Publications, is a persuasive tool for positive, long-lasting change. It is not an autobiography; it is an inspirational, motivational book and workbook written to produce constructive and sustaining, pro-social change.

Employers who are stymied and don't know what to say to their employees; family members who want to help their children; and counselors and clinicians who want information that's on the cutting edge of therapy, will find answers. The book is also



helpful to officers in prisons and jails who deal with the incarcerated every day. All of these groups will find information to help those they deal with learn "The Power to Change."

Randall L. Williams Substance Abuse Treatment Program underway



The Substance Abuse Treatment Program at the Randall L. Williams Correctional Facility held its first graduation July 3. Seated above are the participants and standing are treatment staff. Right: SATP staff gave a certificate of appreciation to security staff for helping to get the new SATP up and running at RLW.



Central Office Employee Association hosts annual fish fry

The Central Office Employee Association hosted its annual fish fry on July 16. Staff members and guests gathered in the Central Office picnic area for a meal that included catfish, hushpuppies, French fries, cole slaw, baked beans and iced tea.

The weather was warm but breezy creating a perfect atmosphere for those who chose to dine at picnic tables under the trees.

The meal was free to all COEA members while non-COEA members and guests paid \$6.

Thanks to everyone who helped out and supported this event.



Above: T. Johnson, left, and Major Richard Wimberly from the Pine Bluff Unit cooked fish for the Central Office fish fry while they chatted with COEA member Margaret Rogers and COEA president Mike Deloney.



Governor's Service Awards and Retirements

June 2008

Retirement:

Ruby Swanigan — Cummins
 Patricia Turensky — McPherson
 Robert E. Smith — Construction
 Jimmy W. Phillips — Delta Regional
 Mack Dickson — Tucker
 Marie Linzy — Cummins
 James Manes — Construction
 Burl Scifres — Industry
 Debra Johnson — IT
 Leo Murray — Pine Bluff
 Claude Bell, Jr. — Tucker

10 Years:

Ronald Cowart — Boot Camp
 John Lau — East Arkansas
 Dorothy McClung — Pine Bluff
 Marilyn Simpson — East Arkansas

20 Years:

Thomas Strahan — Arkansas Correctional Industries



Left and below: Central Office staff members and guests lined up and later enjoyed catfish with all the trimmings.



ADC Promotions and New Hires — June

Promotions

6/02/08	Regina Baswell	Program Coordinator – Varner
6/06/08	Gary Morgan	Sergeant – Delta
6/09/08	Jocelyn Hamby	Asst. Human Resources Admin., Employment – HR
6/15/08	Carlos Wright	Unit Trainer – Tucker
6/15/08	George Hicks	Captain – Boot Camp
6/16/08	Takita Boykin	Accountant – Construction
6/19/08	Sonia Wallace	Unit HR Manager (CO & Admin. East) – HR
6/22/08	Andrew Roshell III	Sergeant – Maximum Security Unit
6/23/08	Curtis Rolfe	Program Coordinator – East Arkansas
6/22/08	John Downing	Sergeant – North Central
6/20/08	James Lang	Sergeant – EARU
6/23/08	David Hankel	Construction Superintendent – Construction
6/23/08	Richard Meeks	Construction Superintendent – Construction
6/29/08	Lois Huggins	Sergeant – Randall L. Williams
6/30/08	Debra Hampton	Counselor – Varner
6/30/08	Gerald Dunlap	Social Worker II – Ouachita
6/30/08	Terri Williams	Personnel Officer I – Varner
6/30/08	Linda Samples	Document Examiner I – Ouachita
6/30/08	Shannon Tucker	Sergeant – Grimes

New Hires

6/11/08	Lisa Gray	Counselor – SOSRA
6/18/08	Felicia Hester	Unit Trainer – Varner
6/23/08	Carter Freeman	Asst. IT Admin, /Network and Server Systems – IT

“Plenty of men can do good work for a spurt and with immediate promotion in mind, but for promotion you want a man in whom good work has become a habit.”

— Henry L. Doherty, American businessman



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.

JULY TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Inmate Grievances	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
1	Using Microsoft Word	8 a.m.	4 hrs.	HR
1	Basic Microsoft Outlook	12:30 p.m.	4 hrs.	HR
2	Structured Interviewing	8 a.m.	4 hrs.	HR
3	Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	TA
3	Cultural Awareness	8 a.m.	4 hrs.	HR
3	Performance Evaluation	12:30 p.m.	4 hrs.	HR
8	Basic Microsoft PowerPoint	8 a.m.	4 hrs.	HR
8	Interpersonal Communications	8 a.m.	8 hrs.	TA
8	Grievance Prevention and Handling	9 a.m.	6 hrs.	LR-InterAgency
9	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
9-10	Management Effectiveness	8 a.m.	16 hrs.	TA
10	Interpersonal Communications	9 a.m.	6 hrs.	LR-InterAgency
11	Bomb Training for Mail Handlers	8:30 a.m.	4 hrs.	TA
14-18	Correctional Security for Non-Security	8 a.m.	40 hrs.	TA
15	eOMIS Training -- Security	8 a.m.	4 hrs.	HR
17	eOMIS Training - Basic	8 a.m.	4 hrs.	HR
17-18	The Human Element	9 a.m.	14 hrs.	LR-InterAgency
21-25	MIPS—ADC Mental Health Certification I	8 a.m.	40 hrs.	TA
21-22	MIPS—Information Technology Training	8 a.m.	40 hrs.	HR
21-22	16 Hour Security for Non Security	8 a.m.	16 hrs.	TA
22	Correctional Police Officer Firearms Qualification	8 a.m.	4 hrs.	TA
22	Correctional Police Officer Firearms Qualification	1 p.m.	4 hrs.	TA
23-24	Introduction to Management	8 a.m.	16 hrs.	TA
24-25	The Human Element	9 a.m.	12 hrs.	LR-InterAgency
29	Identity Theft	8 a.m.	4 hrs.	TA
31	Grievance Prevention and Handling	8 a.m.	5 hrs.	Central Office

OPEN ENROLLMENT (Year round Classes)

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

“Learning is not attained by chance, it must be sought for with ardor and attended to with diligence.”

— Abigail Adams, wife of the John Adams, the second president of the United States and mother of John Quincy Adams, the sixth president of the U.S.

AUGUST TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	CPO Training and Qualification	7 a.m.	4 hrs.	TA
1	Structured Interviewing	8 a.m.	4 hrs.	HR
4-8	MIPS First Responders	8 a.m.	40 hrs.	TA
4-8	MIPS Information Technology Training	8 a.m.	40 hrs.	HR
4	CPO Training and Qualification	7 a.m.	4 hrs.	TA
5	Administering Discipline	8 a.m.	4 hrs.	TA
5	Performance Evaluation	12:30 p.m.	4 hrs.	TA
5	CPO Training and Qualification	7 a.m.	4 hrs.	TA
5	Grievance Prevention and Handling	9 a.m.	6 hrs.	LR-InterAgency
6	CPO Training and Qualification	7 a.m.	4 hrs.	TA
6	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
6-7	Management Effectiveness	8 a.m.	16 hrs.	TA
6-7	Emergency Preparedness	8 a.m.	16 hrs.	TA
7	Health & Safety Plan Training	8 a.m.	4 hrs.	HR
7	CPO Training and Qualification	7 a.m.	4 hrs.	TA
7	Cultural Awareness	8 a.m.	4 hrs.	HR
7	Performance Evaluation	12:30 p.m.	4 hrs.	HR
8	CPO Training and Qualification	7 a.m.	4 hrs.	TA
11-15	Basic Horsemanship	8 a.m.	40 hrs.	Wrightsville
12	Using Microsoft Word	8 a.m.	4 hrs.	HR
12	Basic Microsoft Outlook	12:30 p.m.	4 hrs.	HR
12	Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	TA
12	eOMIS Training - Security	8 a.m.	4 hrs.	HR
13	Interpersonal Communications	8 a.m.	8 hrs.	TA
13	Basic Microsoft Excel	8 a.m.	4 hrs.	HR
14	Advanced eOMIS	8 a.m.	4 hrs.	HR
14-15	The Human Element	9 a.m.	14 hrs.	LR-InterAgency
18-19	The Human Element	9 a.m.	14 hrs.	TA
19	Basic Microsoft PowerPoint	8 a.m.	4 hrs.	HR
20-21	Introduction to Management	8 a.m.	16 hrs.	TA
21	eOMIS Training - Basic	8 a.m.	4 hrs.	HR
25-26	16-Hour Security for Non Security	8 a.m.	16 hrs.	TA
25-29	MIPS Information Technology Training	8 a.m.	40 hrs.	HR
26	Slips, Trips and Falls	8 a.m.	4 hrs.	HR
27	Inmate Grievances	8 a.m.	4 hrs.	HR
28	Grievance Prevention and Handling	8 a.m.	5 hrs.	HR

SEPTEMBER TRAINING SCHEDULE

Date	Title	Time	Length	Location
2	Instructor Firearms Orientation	8 a.m.	6 hrs.	TA
3-4	Management Effectiveness	8 a.m.	16 hrs.	TA
3	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
4	Cultural Awareness	8 a.m.	4 hrs.	HR
4	Performance Evaluation	12:30 p.m.	4 hrs.	HR
4	Interpersonal Communications	9 a.m.	6 hrs.	LR-InterAgency
4-5	The Human Element	9 a.m.	14 hrs.	TA
5	Intro. to Computers & Internet Nav.	8 a.m.	4 hrs.	HR
5	Structured Interviewing	8 a.m.	4 hrs.	HR
9	Grievance Prevention and Handling	9 a.m.	6 hrs.	LR-InterAgency
9	Using Microsoft Word	8 a.m.	4 hrs.	HR
10	Administering Discipline	8 a.m.	4 hrs.	TA
10	Performance Evaluation	12:30 p.m.	4 hrs.	TA
10	eOMIS Training - Security	8 a.m.	4 hrs.	HR
11-12	The Human Element	9 a.m.	14 hrs.	LR-InterAgency
12	Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	TA
15	Interpersonal Communications	9 a.m.	8 hrs.	TA
15-19	Correctional Security for Non-Security	8 a.m.	40 hrs.	TA
16	Grievance Prevention and Handling	8 a.m.	5 hrs.	HR
17-18	Transition to Supervisor	8 a.m.	16 hrs.	TA
18	eOMIS Training - Basic	8 a.m.	4 hrs.	HR
23	Health & Safety Plan Training	8 a.m.	4 hrs.	HR
22-26	Instructor Firearms Certification	8 a.m.	40 hrs.	TA
23	Basic Microsoft PowerPoint	8 a.m.	4 hrs.	HR
25	Slips, Trips and Falls	8 a.m.	4 hrs.	HR
29-30	Introduction to Management	8 a.m.	16 hrs.	TA

**ADC
CALENDAR**



August 2008

1-2 Arkansas State Employee Association 40th Annual Conference, Hot Springs

8-13 American Correctional Association 138th Congress of Correction, New Orleans



September 2008

- 1 Labor Day
- 11 Patriot Day
- 22 Autumn begins



October 2008

- 16 National Boss Day
- 18 Red Ribbon Run
- 31 Halloween

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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