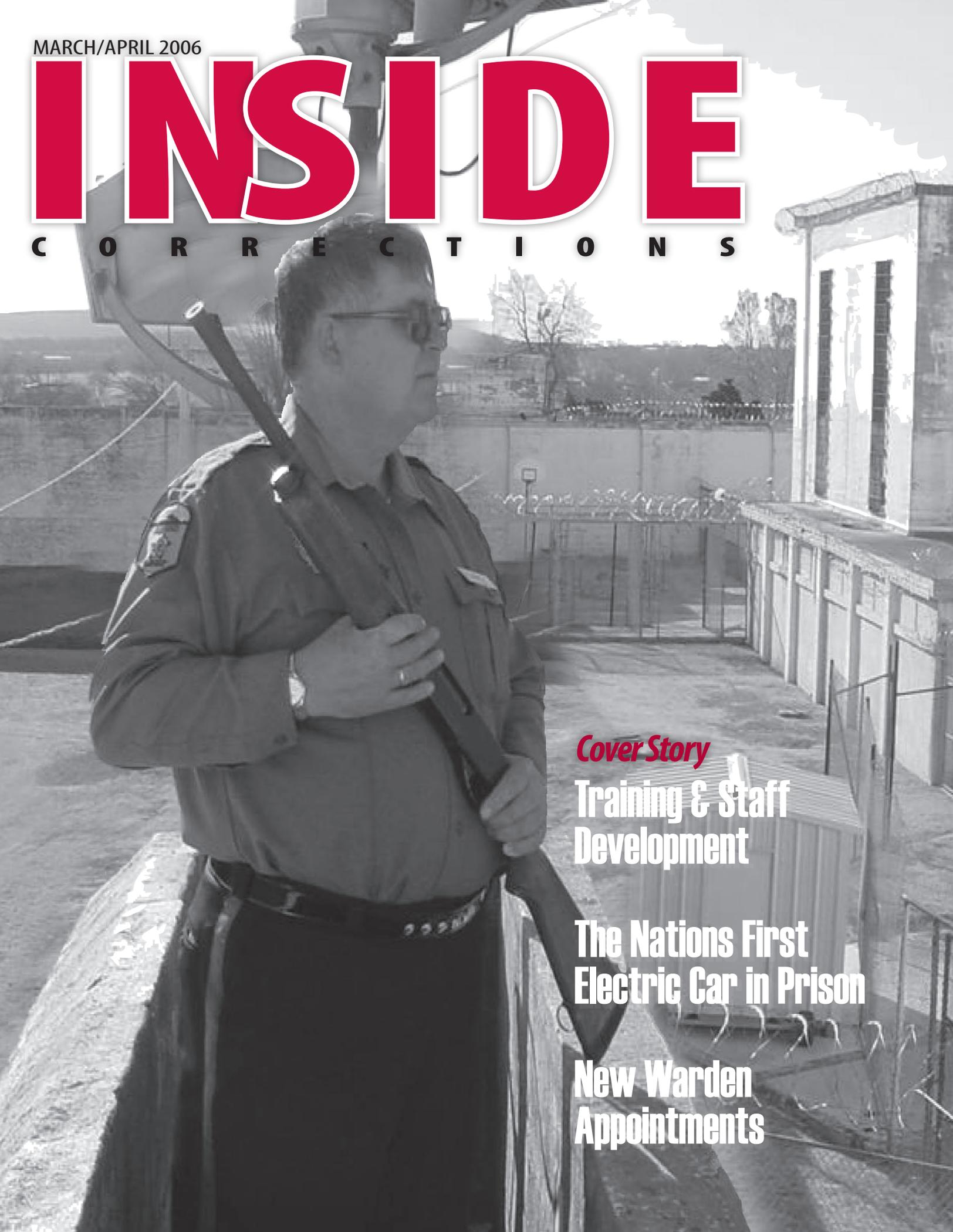


MARCH/APRIL 2006

INSIDE

C O R R E C T I O N S



Cover Story

**Training & Staff
Development**

**The Nations First
Electric Car in Prison**

**New Warden
Appointments**



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The Oklahoma Department of Corrections
is seeking applicants for a variety of positions

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Food Service, Medical, Psychology,
Maintenance,
and Administration/Clerical...
just to name a few.**

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**The Oklahoma Department of Corrections is an Equal Opportunity Employer
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INSIDE CORRECTIONS

March/April 2006 • Volume 18, Issue 2

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Inside Corrections is an Oklahoma Department of Corrections monthly publication distributed to employees, retirees and friends of criminal justice, to enhance communications and provide information on the development and achievements of this agency.

Justin Jones, Director

Editor

Joyce Jackson

Senior Editor

Jerry Massie

Copy Editor

Betty Nicholson

Graphic Designer

Kim Rotelli

Photographer

Bill Broiles

Contact:

Email prbetty@doc.state.ok.us
Call: (405) 425-2513

Send all material to:
Inside Corrections
Oklahoma Department of Corrections
3400 Martin Luther King Avenue

Oklahoma City, OK, 73111-4298

Coming in April

***Legal Services
Black History Program
And more features...***

OKLAHOMA DEPARTMENT OF CORRECTIONS MISSION:

*TO PROTECT THE PUBLIC, TO PROTECT THE EMPLOYEES,
TO PROTECT THE OFFENDERS*

All employees are encouraged to submit articles, letters, comments and ideas for future issues. Copy should be submitted to prbetty@doc.state.ok.us by e-mail, on diskette or typewritten and must be received no later than the 10th of the month. Statements contained in articles submitted to *Inside Corrections* are the personal views of the authors and do not necessarily represent the opinions or policies of the Oklahoma Department of Corrections. All articles are subject to editing, with every effort made to preserve the item's essential meaning.

This publication, printed by Oklahoma Correctional Industries, is issued by the Oklahoma Department of Corrections as authorized by Executive Communications Administrator, Joyce Jackson. 2,000 copies have been prepared and distributed at a cost of 90 cents each. Copies have been deposited with the Publications Clearinghouse of the Department of Libraries.

Director's Comments

Change

"It is a terrible thing to see and have no vision." Helen Keller

As you may have noticed, there have been several changes in the Department of Corrections in the last ninety days or so. You can also expect many more changes over the next few months. In fact, change will be constant. Constant in the sense that our world is constantly changing and we must change with it to survive. Of course some changes become routine and acceptable to the point that we don't always recognize that change is occurring.

Change for just the sake of change is not healthy, but change to stay competitive and change to stay with the best practices in our profession is an absolute necessity. For example, if Career Tech did not re-tool and change what they provide skill based training in, we would still be producing mechanics that could only set the points and plugs on an automobile and not be able to address fuel injection. Our business of corrections is no different. We are not immune to the globalization, outsourcing and the effects of a world economy. Did you know that 80% of the jobs that today's kindergartners will occupy sometime in the future, don't yet exist? Also, 60% of new jobs today require skills that only 20% of young people have who are looking for work. Lastly, 70% of today's manufactured goods will be obsolete in six years. Who would have thought 28 years ago when I started in corrections there would be private prisons and private probation and parole supervision?

Yes, we are somewhat different from the above examples in that a majority of our product is in the service sector. The expectation is that when at all possible, we produce a more law abiding citizen than what we received. This is true whether they are incarcerated or on probation or parole. The connect ability of this offender product is directly related to all that we do. We set the example in all aspects of our profession. Now how does that relate to change? Our change has to be calculated, data driven, based upon best practices and it must complement the vision and mission.

Our training has to be constantly evolving to address the best practices that assist with safety, new technology, and human skill tools such as motivational interviewing, third generation assessments and an array of other practices that have been proven to work in our profession. Our pre-service training should reflect what is important to us as an agency and should include the changing horizon of our profession.

Many changes in our agency will create major paradigm shifts. One that you may have experienced now, but may not have recognized it is how we are marketing our budget needs to include a salary increase. As stated in an earlier article, we have a plan for our salary adjustments. The fact we have a plan and are marketing is a major shift in the way we have done business. Another paradigm shift may be the way we address misconducts in the future, or the way we realign budgets. For if we don't embrace change that will assist this agency as we move toward the next generation, then change from the outside will be forced upon us.

"When the rate of change on the outside exceeds the rate of change on the inside, the end is in sight." This is a simple quote that illustrates how we can not allow the world to pass us by. As the population continues to diversify, we have to take note of it and start planning our future changes. Currently, English is the second most used language in the world, behind Chinese. By the year 2050, English will drop to fourth with Hindi and Spanish being higher.

It is incumbent for all employees to understand the need to keep evolving which necessitates change. Change should be embraced as a necessary tool to ensure our future.



A handwritten signature in black ink that reads 'Justin Jones'.

In Other Words

To the Department of Corrections-

My family and I would like to say Thank You to all the staff of DOC and the Casual for a Cause program. This program helped my father and me get to South Carolina to be with a very sick family member. If it had not been for Casual for a Cause, we would not have been able to be there. This program is very helpful for all DOC employees. My family and I will be forever grateful. Thank you for all the help DOC has given, not only to my family, but all the families to come.

Sincere Thanks,
Kristi Fish (OSR) & Family

Warden Workman

When my granddaughter and I first began visiting your facility a little over a year ago, I was surprised as well as relieved to see a playroom and a playground. They certainly help the children have a positive visiting experience. Thank you for focusing recently on improving both spaces. The sand around the playground area has opened up a whole new world of play for the kids. The new Disney characters on the playroom walls in the visitation area are outstanding!

My two and a half year old granddaughter's reaction when the artwork was first in progress was one of awe and thrill. As soon as we walk through the doors to the visitation room, she normally makes a beeline for the playground. That first day she stopped in the middle of the room and stared with her mouth wide open as her eyes moved from design to design. After a short time she said over and over, "Oh, look!" as she pointed to different characters. When her dad arrived, she was still exclaiming over the pictures. She ran, grabbed his hand, and said, "Look Daddy! Oh, look!" Each time she re-entered that room, she pointed at the designs and then climbed on a little plastic chair to touch Donald Duck's feet. This was an exciting day for us because she has delayed speech and normally uses words sparingly.

Toni Pantier
Midwest City, Oklahoma

Randy Workman, Warden
Larry Adams, Chaplain
LARC

I am writing to express my gratitude on behalf of the ministry I direct for making it possible for Rev. Cheryl Hill and me to serve Holy Communion to A & R inmates on Christmas Eve. As in the past, for most inmates this was a moving and important experience. At this time in their lives they are experiencing considerable upheaval and hope is somewhat hard to find. I am sure that they were also grateful for your sensitivity to the need for this religious opportunity at this particular time of year.

Please convey our gratitude to the A & R staff on duty that day, their Unit Manager and the staff at Central Control. We were treated with courtesy, support and respect. We fully understand that Saturday, Christmas Eve, is not a desirable time to be at the workplace. We are also aware that they have other duties to attend to besides making adjustments for us. Yet, everyone made the adjustments and supported us in our effort to offer this experience. Thanks again to all of you.

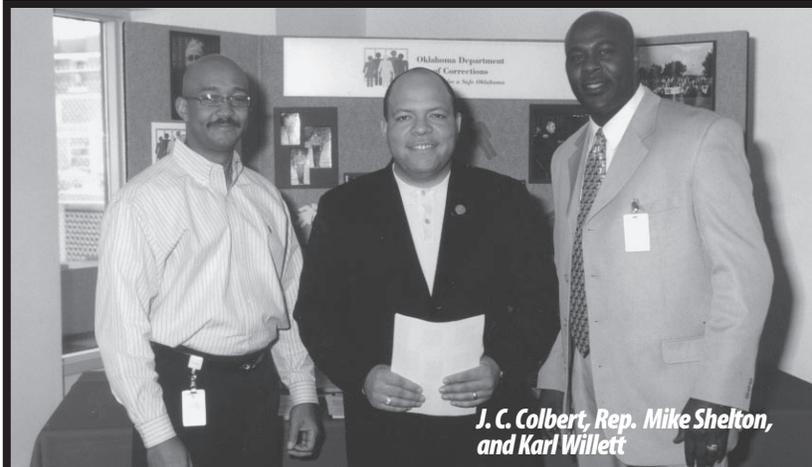
Stan Basler
Criminal Justice and Mercy Ministries

To all the Staff at Lexington-
Thanks so much for allowing the Tecumseh Community Service Program to tour the facility and speak with inmates. I have enclosed some letters for the inmates. Thanks again!

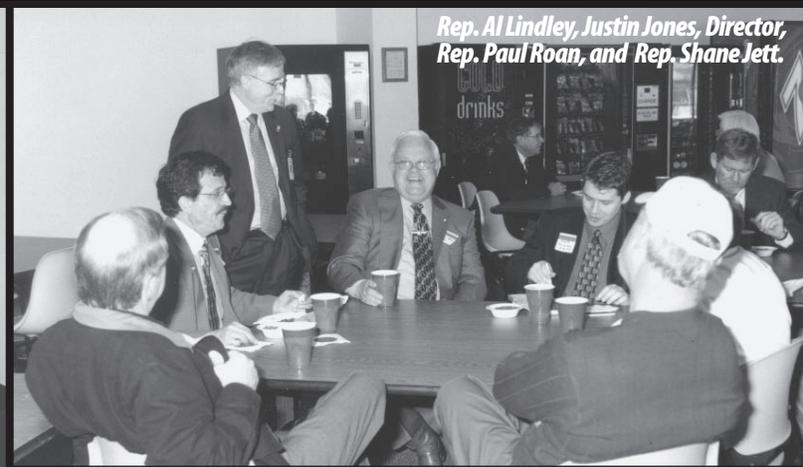
Officer DerVanduser
Tecumseh Community Service Program

Legislative Luncheon

January 31, 2006
Oklahoma Correctional Industries



*J. C. Colbert, Rep. Mike Shelton,
and Karl Willett*



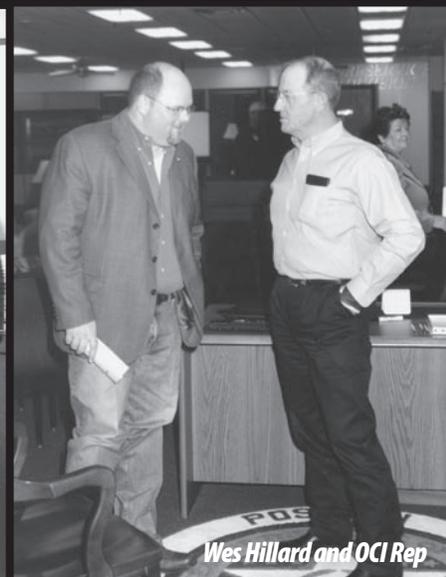
*Rep. Al Lindley, Justin Jones, Director,
Rep. Paul Roan, and Rep. Shane Jett.*



*Rep. Dale Turner and
Justin Jones, Director*



*Ron Jackson, OCI, Rep. Abe Deutschendorf,
and Rep. Fred Perry*



Wes Hillard and OCI Rep



*Betty Nicholson
and Rep. Shane Jett*



*Rep. John Auffet and
Neville Massie*



*Rep. Neil Brannen and
Justin Jones, Director*



Lynne Presley, Training

by Liz Clayton

Electric Cars

The Nations First Electric Car in Corrections



(Pictured from left to right - Brandy Winget, David Murdock, Warden Newton-Embry.)

The State of Oklahoma Department of Corrections is participating in a pilot program with the Oklahoma Department of Central Services. This program will test an electric low speed vehicle for security perimeter use versus gasoline powered vehicles.

Brandy Winget, Administrator of Alternative Fuels Program, Fleet Management, with the Department of Central Services stated that she looked carefully and cautiously for the right location to meet all the needs to pilot this electric low speed vehicle program for one year. The location sought was required to have a perimeter security program twenty-four (24) hours/7 days per week that utilized vehicle surveillance. The site also needed eager staff possessing a willingness to try new approaches that demonstrate good stewardship of Oklahoma tax payer dollars.

The Mabel Bassett Correctional Center, a 1,200 bed maximum-security female facility located in McLoud, Oklahoma was selected.

To initiate the pilot program a dedicated circuit and kilowatt meter was installed to measure the electric usage and cost of operating the vehicle, versus operation of the standard gas fueling vehicles currently utilized as institutional security perimeter vehicles.

The electric vehicle is manufactured by the Barton Investment Group and

is marketed under the name of "the barton." The Barton Investment Group is located at 800 Westlake Drive in Alva, Oklahoma.

According to Ms. Winget, the Department of Central Services originally sought grant money to purchase two electric low speed vehicles to research the effectiveness and possible cost savings related to the use of alternative fuel vehicles. However, they were unable to find a unit in a metropolitan area such as Tulsa or Oklahoma City that met all the grant requirements, such as the vehicle should be utilized in an area that uses a (24) hours/7 days per week perimeter monitoring system. The Department of Central Services purchased two electric low speed vehicles with end of year appropriated monies. The Department of Corrections and the Department of Central Services/Facility Services Unit, which provides grounds maintenance for the state capitol area, were chosen for the pilot programs.

The cost of the electric low speed vehicle was \$9,975.00, which included the installation of security and other functional equipment necessary for operation of perimeter surveillance of the maximum-security prison. This vehicle is under a 100% warranty for one year including batteries.



Administrator of Fleet Management, Mr. David Murdock, and Ms. Brandy Winget with the Department of Central Services, delivered and presented the electric low speed vehicle to Warden Millicent Newton-Embry, Mabel Bassett Correctional Center on January 30, 2006. Warden Newton-Embry stated,

(Continued on page 8)

DOC LOGO SEARCH

Have you ever thought about leaving your “brand” on the Oklahoma Department of Corrections? This could be your big chance, to not only show off your talent, but to assist the Department in coming up with a new look. How creative are you? We would love to have your input in developing a new design for the department’s logo. The Office of Communications is looking for one of our many talented employees to design a new logo or “brand” to enhance our look and image to the public. If your design is selected it would be used on our brochures, annual reports, website, cars, etc. Please submit your design, no later than April 10, to the attention of Joyce Jackson, Communications Administrator.

Prevent Colon Cancer, Get Screened Today

March is *National Colorectal Cancer Awareness Month*

Colorectal cancer is the second leading cause of cancer death in the United States. It’s often called a “silent” disease because symptoms don’t always develop until it is difficult to cure. The good news is that colorectal cancer is preventable and mostly curable when detected early through regular screen tests.

The facts are...

Colorectal cancer primarily affects men and women aged 50 years or older. For men colorectal cancer is the most common cancer after prostate cancer and lung cancer. For women, colorectal cancer is the third most common cancer after breast cancer and lung cancer.

(Electric Car, cont. from page 7)

“While serving as a pilot test site for the use of the electric vehicle, it provides the facility the opportunity to research and document cost savings that could be realized not only at Mabel Bassett but also other areas of the Department of Corrections and other state agencies.”

The cost effectiveness analysis will be determined by an analysis of data collected during this one-year program.



Mabel Bassett CC staff observing electric car.

“Time is the coin of life. Only you can determine how it will be spent.”

~Carl Sandburg

by Jerry Massie

Board of Corrections

The Oklahoma Department of Corrections was created by legislation in 1967, and in that legislation, the State Board of Corrections was created to be the governing board of the Department. The legislation stated that the Board shall consist of seven members appointed by the Governor with the advice and consent of the Senate. One member shall be appointed from each congressional district and any remaining members shall be appointed from the State at-large. The term of appointment is six years and the terms are staggered. No more than four members of the Board shall be of the same political party. Vacancies on the Board are filled for the unexpired term. Board officers include Chairperson, Vice-chairperson, and Secretary, which are filled annually.

The Board normally meets monthly with the Director to review the administration and activities of the Department. The meetings are conducted in accordance with Oklahoma's "Open Meetings Law." In addition to tours of facilities taken in conjunction with regular Board meetings, Board members are encouraged to conduct at least one unannounced visit to a facility or district probation and parole office per year.



Board of Corrections Members

(Pictured from left to right front row - Robert L. Rainey, Chairman, David C. Henneke, W. Mark Luttrull, back row - Ted Logan, Earnest D. Ware, Beverly Young, and Ernest R. Godlove)

BOARD MEMBERS

Robert L. Rainey
Chair

W. Mark Luttrull
Vice Chair

Ernest R. Godlove
Secretary

Ted Logan
Member

Beverly Young
Member

Earnest D. Ware
Member

David C. Henneke
Member

The power and duties of the Board include the following:

- To establish policies for the operations of the Department;
- To approve personnel matters including: appointing and fixing the salary of the Director, confirming the appointments of wardens, district supervisors, and other staff members as presented to the Board by the Director;
- To approve contracts and budgets including: selection of architectural firms if the fee is over \$200,000;
- The selection of sites for new institutions and community corrections centers and approve relocation of existing facilities;
- Review and approve the proposed DOC budget before it is submitted to the State Budget Office in the fall of each year;
- Review and approve emerging expenditures of money that exceed the Director's authority as allowed by law; and
- Review and approve contracts with private prisons.

Training & Staff Development

The DOC Training Unit provides a wide range of services to the agency. There are two academy training sites: the Employee Training and Development Center on the Oklahoma State University campus in Stillwater. These sites provide pre-service training for offender contact and non-contact job classes, case managers and probation and parole officers, as well as specialized in-service courses, training for trainers, and sponsorship of National Institute of Corrections (NIC) satellite conferences and training partnership programs. The Gene Stipe Correctional Training Academy located on the Eastern Oklahoma State College campus in Wilburton provides training for correctional officers, specialized instructor courses and CLEET certification. The Administration Unit in Oklahoma City provides a variety of services: oversight on training compliance and policy and procedure; in-service training opportunities for DOC administration and support staff; Leadership Development training; Oracle administration for training; support for the field training officers; specialized computer classes and instructional technology support.

The 22 employees of the Training Unit are as diverse as the services we offer. We have a combined 477 years of service to DOC and have served the agency in a wide variety of roles before coming to training. Taking a look at our experience, you can see why we bring much to the training table and have so much to offer the agency.

Our 22 employees have served in these positions:

Correctional Officer – 12	Probation & Parole Officer – 3
Case Manager – 8	Clerical – 7
Intelligence Officer – 1	Chief of Security – 1
Deputy Warden – 1	Assistant Superintendent – 1
Correctional Counselor – 4	Assistant District Supervisor – 1
Records Officer – 1	CERT Commander – 1
Employment Counselor – 1	Lieutenant – 3
Captain – 1	Unit Manager – 1
Case Manager Supervisor – 1	Food Service Supervisor – 1
Executive Assistant – 1	Staff Assistant – 1
District Supervisor – 1	Occupational Safety & Health Program Coordinator – 1
Sergeant – 6	

We would like you to get to know us better, so here is a chance to learn a little more about how we serve you, the employees of the agency, and maybe a few fun facts too!



Employee Training and Development Center

(Pictured from left to right - Terry Goodall, Dan Goodall, Gaylia Johnson, Bob Dibble, Jay Hodges, Darlene Hoyt, and Terri Vogt.)

Employee Training and Development Center

Training Manager – Bob Dibble

Mr. Dibble came to ETDC in 1990 as Assistant Training Director. From 1994-1998 he led the agency's safety program and returned to ETDC as Training Manager. He says his personal contribution to the training unit is in supporting talented staff as they prepare new employees to do their jobs safely, contribute to the agency's mission, and succeed in meeting personal and professional goals.

Terri Vogt – Administrative Programs Officer II

In 1988, Ms. Vogt helped coordinate the first DOC CLEET academy at the then George Nigh Staff Development Center – now Eddie Warrior CC – in Taft, OK. She came to the newly formed ETDC in 1980. She feels she contributes her extensive experience in coordinating and teaching the Training for Trainers course and in curriculum development in the NIC ITIP model.

Darlene Hoyt – Administrative Assistant

Ms. Hoyt began her DOC career at ETDC in 1989. She has earned a reputation for friendly and efficient service, helping students feel comfortable away from their homes and supporting training staff so they can concentrate on their jobs.

Gaylia Johnson – Correctional Training Officer II

Ms. Johnson joined the ETDC staff in 2004 as a coordinator for case manager specific preservice training with the view that the case manager's first priority is to help offenders succeed and not come back. She takes the role as the social planner for staff lunches meetings, etc.

Jay Hodges – Correctional Training Officer II

Mr. Hodges came from security work to ETDC in 2005 to serve as a class coordinator for preservice training and as the technology manager. He feels that his extensive background in security work enhances his ability as an instructor to help new employees be safe on the job.

Terry Goodall – Correctional Training Officer II

No newcomer to training, Ms. Goodall has been in training since 1985. She came to ETDC in 2001. Since that time she has served as class coordinator, ORACLE registrar and the state-wide coordinator for CPR/AED/First Aid training program. She enjoys sharing her vast experience in training, but particularly feels she has a great impact as a mentor and instructor for new CPR/AED/First Aid instructors.

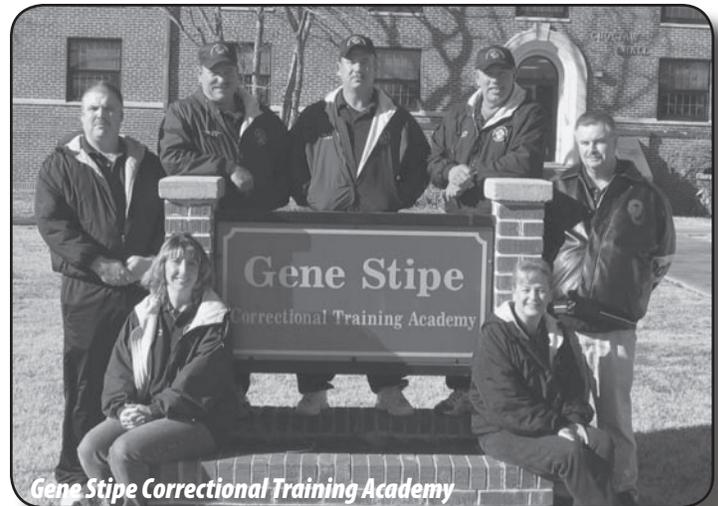
Dan Goodall – Correctional Training Officer II

A 29-year veteran of DOC, Mr. Goodall came to EDTC in 2002 to become the project development manager for the blended learning training program. He believes the project will streamline the timeframe and effectiveness of preservice training for new employees, and this will be his greatest contribution to the academy.

Gene Stipe Correctional Training Academy

Randy Cook, Interim Training Manager

Mr. Cook has been serving as Interim Training Manager since May of 2004. He believes his greatest contribution to corrections is helping other staff members reach their full potential. He knows the academy gives staff the knowledge they need to be successful in their roles in the agency.



(Pictured from left to right -Tammy Boling, DeWane Hoffman, Todd Lillard, Billy Moore, Johnny Nixon, Randy Cook, and Pat Foreman)

Tammy Boling – Administrative Assistant

Ms. Boling came to the academy in 2001. She has held a variety of positions throughout the agency and believes that experience has given her a better understanding of training needs. She stresses how important training is to accomplishing the agency's mission.

Todd Lillard – Correctional Training Officer II

Mr. Lillard has been training since 1989. He sees his role in preparing cadets, developing leadership, and teaching them to survive and promote in a very physically and mentally challenging career has been his most valuable contribution to the academy.

Billy Moore – Correctional Training Officer II

Mr. Moore worked all over the agency in a variety of positions before he came to the academy in 1998. There is no doubt this vast experience has enhanced what he feels is his greatest contribution to GSCTA: his people skills. He looks at the academy as setting a foundation for cadets to begin their career on the right foot.

Johnny Nixon, Correctional Training Officer II

Mr. Nixon brought experience in K-9 management and as a sniper and CERT commander to the academy in 1998. He says that having a genuine concern for each trainee as an individual, and giving them the best possible training they can receive is his greatest contribution.

(Continued on page 12)

Pat Foreman – Correctional Training Officer II

Ms. Foreman's background is ideal for her position at the academy as she has walked both the security and support sides of the road. Her contribution to furthering the use of technology at the academy has enhanced effectiveness for all the staff, and she feels her diversified background contributes to the ability to prepare cadets for their career in fulfilling the agency's mission.

DeWane Hoffman – Correctional Training Officer II

Having begun his training career in 2001, Mr. Hoffman brought a wealth of experience with him to GSCTA in 2005. He says his dependability and consistency is his greatest strength, and that to instill the importance of the mission to all new officers and how their jobs contribute directly to the mission, is the greatest contribution he makes.

Training Administrative Services

Bob Zapffe, Deputy Director of Administrative Services

It is hard to know where to begin when it comes to Mr. Zapffe's contributions to the agency, his experience is so vast. He brought that experience to the training unit in 2004. He feels his greatest contribution to training has been the development of a database that links DOC Operations Memoranda to various levels of American Correctional Association standards to produce a reference and resource for Ops authors and procedures officers.

Donna Miller – Administrative Assistant

Ms. Miller came to training from the West Central Region Administration in 2001. Her organizational skills, office management skills, consideration for others, and professionalism are her greatest contributions to the unit. She is tireless and dedicated in her pursuit of excellence.

Lynne Presley – Computer Specialist/Instructional Technology Specialist

Ms. Presley's 26 years with DOC have taken her in many different directions, but computer technology seems to have been a reoccurring theme. She came to the training unit from the Y2K Special Team when their mission was completed. She feels that her greatest contribution to the unit and the agency has been authoring a training web site and developing digital courses. Her efforts have placed a great deal of data and training courses directly at the fingertips of employees.

Etta Thomas – Training Compliance Specialist

Ms. Thomas' experience in the training field is immeasurable; as training officer and now in her current position. Ms. Thomas loves to research and find solutions to problems. She highly enjoys helping other employees with resources and strives to meet customer needs. Her valuable contributions include creation of the training approval process for the training website, maintaining agency compliance in in-service and orientation training curriculum, training policy and procedure, and monitoring agency mandatory supervisory training compliance, to name a few.

Charlotte Forh – Correctional Training Officer II

Ms. Forh's diverse background with the agency has enhanced her effectiveness in the training field. She feels one of her greatest contributions to corrections has been helping employees achieve their professional goals. She has established a cooperative agreement with the Office of Personnel Management/Continuing Education that provides the opportunity for departmental employees to access HRDS continuing education courses on-site, at no cost to the agency.

Julieta Glass – Administrative Assistant

In 1994, when Ms. Glass joined the training unit, she was responsible for recording the 5000 DOC employee's training records. With the inception of ORACLE Training Administration in 2000, she has become the ORACLE resource person and trainer for the field training officers, while still recording training records for many agency training sessions. She feels this expertise and support to the field is her greatest contribution to the unit.

Pam Ferguson, Leadership Development Specialist

Ms. Ferguson has been a trainer for different DOC units since 1987 and feels that her current position has afforded her the best opportunity to leave a legacy with the agency. She says that developing a successive leadership development curriculum and creating an effective, fun, value-added learning environment is her greatest contribution. Carpe Diem!

The ABC's of Work *Appearance, Behavior, and Communications*

"Appearance is your wardrobe and grooming; behavior is your etiquette and social skills; communication is your verbal, non-verbal, and written skills."

TRAINING QUIZ

Now you have had a chance to meet us, now, let's have some fun! Here's a matching game with some fun facts. See how much you know (or can guess) about the training unit family. Answers are on page 25.

- | | |
|--------------------|--|
| 1. Pam Ferguson | a. wife is a professional photographer |
| 2. Bob Dibble | b. ancestor is an old west U.S. Marshall |
| 3. Julieta Glass | c. developed the DOC website |
| 4. Terry Goodall | d. husband is a pastor |
| 5. Todd Lillard | e. rides Harley Davidson Motorcycles |
| 6. Jay Hodges | f. has adopted 6 children! |
| 7. Bob Zapffe | g. is a licensed cosmetology instructor |
| 8. Etta Thomas | h. has 2 little boys and 2 little Welch corgis |
| 9. Gaylia Johnson | i. has ridden 85,000 miles on a Honda Gold Wing |
| 10. Johnny Nixon | j. is a model train enthusiast |
| 11. Teri Vogt | k. is on the city council and the school board |
| 12. Charlotte Forh | l. has a daughter in pharmacy school |
| 13. Tammy Boling | m. has been a chief of security |
| 14. Randy Cook | n. has worked at both academies |
| 15. Lynne Presley | o. served in Desert Shield |
| 16. Darlene Hoyt | p. Roy Rogers is her hero |
| 17. Billy Moore | q. is a reserve police officer for 2 departments |
| 18. Donna Miller | r. plays the ukulele and sings songs in Hawaiian |
| 19. Dan Goodall | s. has their teacher's certificate |
| 20. Pat Foreman | t. is a published poet |
| 21. DeWane Hoffman | u. collects vintage jewelry and handbags |

TRAINING SCHEDULE

MARCH

- | | |
|---|--|
| HRDS: Performance Mgmt. Process (PMP)
March 6, 8:30 a.m. - 5:00 p.m.
Cameron Building, Oklahoma City | 1st Quarter Safety Training
March 15, 1:00 p.m. - 2:00 p.m.
Cameron Building, Oklahoma City |
| HRDS: Work Trends
March 8, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City | HRDS: Awards & Recognition
March 17, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City |
| Bloodborne Pathogens & TB
March 15, 9:00 a.m. - 10:00 a.m.
Cameron Building, Oklahoma City | M.E.E.T. on Common Ground: Speaking Up for Respect in the Workplace
March 22, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City |
| Emergency Plans & Fire Evacuation Procedures
March 15, 10:30 a.m. - 11:30 a.m.
Cameron Building, Oklahoma City | HRDS: Workplace Energy
March 31, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City |

APRIL

- | | |
|---|--|
| HRDS: Team Building
April 12, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City | HRDS: Managing a Multi-Generational Workforce
April 24, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City |
| 50 One-Minute Tips to Better Communication
April 14, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City | HRDS: Managing Diversity in the Workplace
April 25, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City |
| HRDS: Every Day Creativity
April 28, 9:00 a.m. - 4:00 p.m.
Cameron Building, Oklahoma City | |

Generational Differences in the Workplace

The Oklahoma Department of Corrections, like most workplaces, currently has four generations of employees working together. Employees have been exposed to diversity training and issues regarding race, religion, gender and a number of other factors. However, many of you may not have considered how generational differences bring a variety of cultural issues to the work site. Sometimes these differences are positive, in that they provide a variety of viewpoints and new ideas; other times they create frustration due to a misunderstanding of work habits and communication styles.

The four generations currently employed by the Oklahoma Department of Corrections include Veterans, Baby Boomers, Generation X, and Millennials. It is important to understand the life-shaping events that have affected each generation's thinking and behavior, so that we can more efficiently utilize the strengths of each generation.

Recently, surveys were sent out to employees who belong to the Millennial generation to solicit their ideas and opinions regarding issues related to working for the Department of Corrections and improving communication. Feedback from those surveys is currently being compiled and additional input will be solicited to gain a better understanding of our Millennial employees.

Look for more information in future editions of Inside Corrections.

by Todd Lillard

Who's Got Your Back

Tower Officers

They are responsible for ensuring the safety of staff and inmates, which may include firing a weapon to save a life. They watch for unauthorized activity around the perimeter, on the fence, in the parking lot and on the yard of their facility. They are responsible for operating the gates that allow access to the facility. Facility tours seldom visit their post. Their judgment and diligence to duty is something all staff takes for granted. They are seldom seen except at shift briefing or on their way to and from their vehicles. Who are these people that are responsible for so much of our facility and staff security? They are the tower officers. Seldom seen or heard from, they are often the "heads up" people that keep a small problem from becoming life-threatening.

Todd Lillard, C.T.O. II of G.S.C.T.A. recently visited the towers of our facilities. That visit was the inspiration for a series of articles which are to pay tribute to the officers who are assigned to those towers. Although their importance is seldom acknowledged publicly, it is important that these people know that they are not forgotten and that they are appreciated.

The first officer to be featured is **Betty Poarch, C.S.O. III** from Mack Alford Correctional Center. Officer Betty Poarch started her career with the Department of Corrections on March 03, 2003. Officer Poarch has worked security towers one and one-half years during her career with the department. She has also worked perimeter patrol and the Segregation Housing unit. Officer Poarch has one child and her hobbies are swimming, shopping and family activities. Her favorite food is a Southeastern Oklahoma favorite, pinto beans and corn bread. Officer Poarch's goals are to make a career in the Department of Corrections and work in different areas of the facility.

Corporal Alan Lewis is currently assigned as tower officer on the 8 to 4 shift at Dick Conner Correctional Center. Corporal Lewis started his career with the Department of Corrections at Dick Conner Correctional Center on February 24, 2002 as a cadet. Alan is honored and respected among his fellow officers and non-uniformed staff. He is known for his sound judgement and his ability to deal with any situation. Alan's commitment and dependability sets a good example for his fellow officers to follow.

Corporal Alan is a 1984 graduate of Barnsdall High School and still lives in his hometown of Barnsdall. He is a single parent with four children, one son and

three daughters, that live with their mother in Tulsa. He enjoys hunting and fishing and spending time with his children.

Corporal Alan says "I work with a group of wonderful people at Dick Conner Correctional Center and I am very grateful and happy to be a part of Dick Conner Correctional Center's working family."

Officer Randy Roden is a Corporal at Oklahoma State Penitentiary in McAlester, Oklahoma. He is currently assigned to Tower #8 on the 2 to 10 shift. He started working for the Department of Corrections in April of 1993 and has been in Law Enforcement for over 20 years. His hobbies include collecting guns, hunting, carpentry work, and building houses.

When asked what he thinks is the most important part of his job, Officer Roden replied "Protecting the Public...a lot of people just say that, but I truly mean it." He also states that to stay alert on a tower you need to pay close attention to your surroundings and keep moving around when you feel tired. Officer Roden says what he likes most about his job is the people he works with. Officer Roden proudly states that he has been married for 33 years and says that the support he receives from his spouse is vitally important and greatly appreciated.

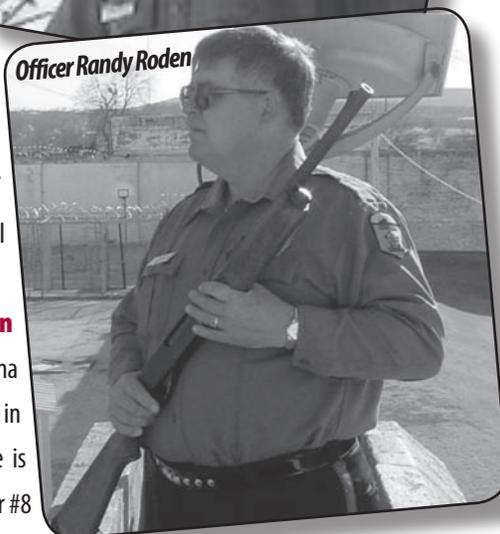
Officer Betty Poarch



Corporal Alan Lewis



Officer Randy Roden



2005 Longevity Ceremony

*Redlands Community College - El Reno, Oklahoma
December 12, 2005*



Wardens

New Appointments



Mike Mullin is warden of the Taft Unit - Jess Dunn Correctional Center/ Eddie Warrior Correctional Center. He previously served as warden of Oklahoma State Penitentiary. Warden Mullin has been married to his wife, Eunice for 37 years. They have three daughters, one son, eight grandchildren, and one great-grandson. Mike began

his career with the Department of Corrections in August of 1984 as a Probation and Parole Officer. Since that time he has also served in the capacity of Senior Case Manager, Team Supervisor, Assistant District Supervisor, Assistant Training Director, Unit Manager, Deputy Warden, Warden I, and Warden IV.

Prior to assuming the responsibilities of Warden of the Oklahoma State Penitentiary in March 2002, Mike served as the Warden of the Northeast Oklahoma Correctional Center in Vinita, Oklahoma. Mike is a member of the American Correctional Association, the Correctional Peace Officers Foundation, the North American Association of Wardens and Superintendents, and he is also a certified ACA Auditor.

Mike received his Associate Degree in Criminal Justice from NEO A & M Jr. College, Miami, Oklahoma and his Bachelor's Degree in Criminal Justice from Missouri Southern, Joplin, Missouri. Both his military background and his degrees in Criminal Justice have helped prepare him for his years of service in the Oklahoma Department of Corrections.

Weiler's Law

"Nothing is impossible for the man who doesn't have to do it himself."

Walter N. Dinwiddie is the new warden at the Dick Conner Correctional Center, Hominy, Oklahoma. He previously served as warden at the Taft Unit. He received his B.S. degree from Southern Nazarene University in 2002.

He began his career with the Oklahoma Department of Corrections in 1986 as a Correctional Officer Cadet after completing his training at George

Nigh Staff Development Center in Taft, Oklahoma. While at Oklahoma State Penitentiary, he was promoted to Correctional Officer I, Correctional Counselor, Correctional Security Lieutenant and Correctional Security Captain.

He then went on to become a Correctional Chief of Security at Northeast Oklahoma Correctional Center. From July 2000 to June 2002, he was employed at Dick Conner Correctional Center in the capacity of Deputy Warden II.

His years of military service include serving in the U. S. Army from 1966-1969, and in the 11th Calvary in Vietnam during 1967-68.



Marty Sirmons is warden at the Oklahoma State Penitentiary, McAlester, Oklahoma. He previously served as warden at Dick Conner Correctional Center. He began his state service in 1979 as a Budget Analyst at the Office of State Finance in Oklahoma City. In 1981, he transferred to the Oklahoma State Reformatory as Business Manager.

In 1989, he was promoted to Deputy Warden at Dick Connor Correctional Center, Hominy, OK. In November of 1997 he assumed the duties of Warden at Howard McLeod Correctional Center. In April of 2004, Warden Marty Sirmons was appointed as the warden of Dick Conner Correctional Center. Mr. Sirmons,

a native of Granite, Oklahoma graduated from Granite High School in 1973. Following his high school graduation, Mr. Sirmons attended the University of Oklahoma in 1974 and received his Bachelor of Business Administration Degree in 1978 from the University of Oklahoma. He is a member of the American Correctional Association and the Oklahoma Correctional Association.



Eric Franklin, former warden of James Crabtree Correctional Center, has taken the position of warden at Oklahoma State Reformatory.

Warden Franklin began his career with the Oklahoma Department of Corrections in 1984. During his career in corrections, he has held the positions of correctional officer, sergeant, correctional counselor, captain, unit manager, warden's assistant and assistant inspector general. Warden

Franklin served on the Department of Corrections Executive Staff as the administrator of Internal Affairs from 1996-1998. He served as deputy warden of the James Crabtree Correctional Center until he was asked to head a pilot project by serving as warden of the Jess Dunn and Eddie Warrior Correctional Centers, until his appointment as warden of the James Crabtree Correctional Center.

Warden Franklin is a member, an institutional auditor for the American Correctional Association. He is also a member of the National Association of Blacks in Criminal Justice, Southern States Correctional Association, Oklahoma Correctional Association, Northwest Oklahoma Peace Officers Association, Helena Lions Club and was voted the President of the Northwest Law Enforcement Association for 2006. Warden Franklin is a graduate of Southern Nazarene University, and was awarded the Distinguished Achievement Award.

Warden Franklin and his wife Shirley were recently named Helena Citizens of the Year for their many contributions to the community. They enjoy camping, fishing, music, their two Miniature Schnauzers and each other.



Greg Province is the new warden at Jackie Brannon Correctional Center. He leaves the position of District Supervisor, at the Tulsa County District Community Corrections.

Mr. Province received a Bachelor of Arts degree in psychology from the University of Oklahoma in 1979.

He began his career in corrections as a student intern on the Special Programs

Unit at Joseph Harp Correctional Center in 1978, and in 1979 he went on to work as an intern at the Norman Probation and Parole Office. In February 1980 he was promoted to Case Manager at Dick Conner Correctional Center and was subsequently promoted to Unit Manager.

In September 1982, Mr. Province transferred to District II Probation and Parole and worked up through the rank of team supervisor. In October 1987, he transferred to District I Probation and Parole and opened the sub-office in Claremore, Oklahoma. In April 1988, he was promoted to Case Manager Supervisor at Tulsa Community Correctional Center and in April 1989 he promoted to Assistant Superintendent.

After a short sabbatical to private enterprise, Mr. Province returned to the Department of Corrections in December 1991 as District Supervisor of Probation and Parole District II. In May 1997, he was promoted to Executive Assistant and his job duties were expanded to include Tulsa Community Correctional Center, District II Probation and Parole, Avalon, Freedom House and 12&12 halfway houses.

Mr. Province's work experiences will benefit him in his new capacity as Warden of Jackie Brannon Correctional Center, which became effective December 1, 2005.

The Board of Corrections confirmed the appointments of these fine wardens at the January 26, 2006 Board of Corrections meeting.

DOC LOGO SEARCH

Have you ever thought about leaving your "brand" on the Oklahoma Department of Corrections? This could be your big chance. We would love to have your input in developing a new design for the department's logo. The Office of Communications is looking for a new logo or "brand" to enhance our image. Please submit your design, no later than April 10, to the attention of Joyce Jackson, Communications Administrator.

“Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives.” - William A. Foster



Corrections Quality Assurance Bulletin

Promoting Quality Results-Driven Operations, Programs, and Services to Effectively Meet the Needs of the Public, Employees, and Offenders

The Oklahoma Department of Corrections is embarking on a new journey—Corrections Quality Assurance.

PROGRESS REPORT

- The Corrections Quality Assurance Unit became operational on January 17, 2006.
- Initial research has been conducted:
 - Review of 3-hour satellite broadcast from the National Institute of Corrections entitled “Better Corrections through Information” and contact with Dr. Jeannie Stinchcomb, one of the panelists who participated in the broadcast;
 - Materials review and contact with the Iowa Department of Corrections;
 - Materials review of Florida Department of Juvenile Justice Quality Assurance Program and Nebraska Department of Correctional Services Continuous Quality Improvement Program;

SYSTEM GOALS

The Corrections Quality Assurance System endeavors to:

- Ensure accurate and timely information and recommendations are provided to stakeholders so that organizational resources may be better allocated to meet organizational performance outcomes;
- Ensure accurate and timely information and recommendations are provided to stakeholders about the efficiency and effectiveness of operations, programs, and functions in meeting established performance outcomes so that the quality of such efforts may be compared and proactive improvements made on a continuous basis, training needs identified and addressed, and so that efforts not found to be efficient and effective may be modified, streamlined, or eliminated; and
- Ensure a system of accountability is provided so that quality (best-practice) results-driven programs and services are created and delivered to meet the needs of the public, the employees, and the offenders.

- Discussions with a representative from the National Institute of Corrections and the past-president of the American Correctional Association;
- Review of the Malcom Baldrige National Quality Program criteria; and
- Internet research regarding quality methodologies and tools.
- A Board of Corrections Policy Statement P-010600 has been developed.
- A Corrections Quality Assurance Business Plan, which provides the basic framework for the organizational review and evaluation component of the system, has been completed and includes an appendix listing of the agency’s core operations.
- A copy of the Corrections Quality Assurance Business Plan is available at: <http://www.doc.state.ok.us/Quality/index.htm>.
- Technical assistance from the National Institute of Corrections has been requested and awarded. Dr. John Eggers, a consultant with the National Institute of Corrections, Longmont, Colorado, will be traveling to Oklahoma to work with executive and upper management staff most likely during March.
- Two areas have been identified as “pilot projects” for beginning the Quality Assurance Organizational Review Process—Employee Assistance and Volunteer Services.
- The Quality Assurance Unit is in the process of assembling a review team for each of these two operations, and these review teams will be composed of people internal and external to the department.
- An Organizational Review Process Map has been developed to guide the evaluation team through the process. It includes several “communication checkpoints” with site representatives and other key leaders throughout the process.
- A copy of the Organizational Review Process Map is available at: <http://www.doc.state.ok.us/Quality/index.htm>.

- A timeline has been developed with the intent of delivering two assessments by mid-May 2006.
- Initial meetings have been held with each site representative for the two “pilot project” units. Each site representative is in the process of compiling materials for the evaluation team to review. Additionally, in an effort to ensure the evaluation team receives input from the site representative and all affected employees, the site representative and every employee have been asked to respond to a comprehensive survey.
- An environmental benchmark scan is also underway.
 - Benchmarking is defined as the “process of identifying, understanding, and adapting outstanding practices from organizations anywhere in the world to help your organization improve its performance. It is a highly respected practice in the business world—an activity that looks outward to find best practices and high performance and then measures actual business operations against those goals (Source: Benchmark Exchange).”
 - In order to gather benchmark information, a customized survey has been developed for each site currently under review. Benchmarks include nine Oklahoma state agencies; six state Departments of Corrections in contiguous states, the Federal Bureau of Prisons, several private companies in Oklahoma, and electronic list serve subscribers from various functional groups.
- A web site has been developed and includes a Communication section where progress reports and communication bulletins will be posted.
- A new Corrections Quality Assurance E-Mail “Hotline” has been established. The e-mail address is: improvementatwork@doc.state.ok.us. This “hotline” provides an additional avenue for employees of the area under review to submit confidential feedback and suggestions for improvement directly to the Corrections Quality Assurance office.

ORGANIZATIONAL REVIEW PROCESS

- A PowerPoint presentation which provides complete information on the Organizational Review Process is available at: <http://www.doc.state.ok.us/Quality/index.htm>.

Peter Drucker said, “Efficiency is doing things right; effectiveness is doing the right things.”

The Corrections Quality Assurance System will focus on doing the right things the right way with measurable results that demonstrate value to the agency and the taxpayers of the state of Oklahoma.

NEED FURTHER INFORMATION?

Debbie Boyer, SPHR
 Corrections Quality Assurance Administrator
 Phone: 405-962-6083
 FAX: 405-962-6102
debbie.boyer@doc.state.ok.us

Cindy Gill, Administrative Specialist
 Phone: 405-962-6100
 FAX: 405-962-6102
cindy.gill@doc.state.ok.us

WEB SITE: <http://www.doc.state.ok.us/Quality/index.htm>

QUALITY ASSURANCE HOTLINE: improvementatwork@doc.state.ok.us

Corrections Quality Assurance is a philosophy and a strategy for the continuous improvement of performance at every level in the organization.

JOB FAIRS

Oklahoma State Reformatory

Job Fair
 March 9, 2006
 10:00 am to 7:00 pm
 Western Oklahoma State College
 2801 N. Main
 Altus, OK

Tulsa Metro Job Fair

University of Tulsa
 April 5, 2006
 1:00 p.m. to 4:00 p.m.
 Reynolds Center
 11th and Harvard
 Tulsa, OK

Dick Conner Correctional Center

Job Fair
 March 15, 2006
 9:00 am to 3:00 pm
 Community Building
 220 S. Broadway
 Skiatook, OK

Northeastern State University

Social Service & Agency Fair
 April 26, 2006
 10:00 am to 12:00 pm
 Herb Rozell Ballroom
 612 N. Grand
 Tahlequah, OK 74464

Wes Watkins Technology Center

Opportunity Day 2006 Job Fair
 March 21, 2006
 9:30 a.m. to 2:00 p.m.
 7892 Hwy 9
 Wetumka, OK

Anniversaries

36 Years		22 Years			
5 Doris C. Sheppard	MCCC	1 Dannie L. Blevins	OSR	1 William L. George	WSKCC
34 Years		1 John K. Lewis	WSKCC	1 Craig A. Graham	JDCC
1 Michael A. Norcross	OSR	13 Lori Evans-Wilson	Legal	1 Kenneth M. Keith	ECCC
31 Years		16 Ted C. Durfey	BJCC	1 Jimmy W. Lane	MBCC
3 Connie R. Roberts	JCCC	21 Years		1 Russell L. Littlejohn	JLCC
13 Kathy L. Moore	CDCC	1 Ray A. Aldridge	SWDCC	1 James T. Martin	OSP
17 Louis G. Lee	LARC	1 Alan D. Howard	MACC	1 Garner L. Pettigrew	JLCC
24 Bobby G. Cooper	JLCC	11 Linda J. Haines	JCCC	1 John P. Somers	JHCC
24 George V. Jablonski	KBCCC	11 James L. West	Info. Tech.	1 Jerry D. Powell	JDCC
30 Years		19 Keith E. Baker	DCCC	1 Larry R. Swigart	WSKCC
1 Patricia A. Collins	SWDCC	19 Lumelia M. Mann	OSP	1 Esther L. Vaughn	EWCC
29 Years		19 Joel T. Sutton	DCCC	1 Jennifer M. Wills	JLCC
7 Becky S. Hart	NOCC	19 Phillip R. Wilson	DCCC	1 Terry L. Wills	WSKCC
16 Frank G. Mesarick	Comm.Corr.	20 Roger D. Ingram	JDCC	6 Denise G. Feltnor	Comm. Corr..
28 Years		20 Years		6 Norman Thomas, Jr.	Agri-Serv.
1 Carmen F. Buller	Comm. Sent.	13 James N. Williams	OSR	13 Carrie Bridges	WSKCC
1 Barbara A. Goff	HMCC	17 Debra K. Elledge	Medical	17 Yvonne N. McMorris	MBCC
1 Robert A. Vaughan	Agri-Serv.	19 Years		22 Rita G. Salmon	WSKCC
26 Years		1 Glenda Bradley	CDCC	16 Years	
4 Mance C. Morris	JHCC	1 Melvin Maxwell	Comm.Sent.	1 Carmelia A. Brossett	NEDCC
25 Danna L. Traylor	Sent. Admin.	2 Frances Wynn	OSR	1 Lynda S. Forrester	TCDC
25 Years		9 Kenny Holloway	Comm.Corr.	1 Verlin D. Hearod	EWCC
2 Kelly J. Morgan	NWDCC	11 Leslie P. Blankenship	LARC	1 Bret W. Tustin	SEDCC
11 Shon M. Bruesch	JEHCC	15 Robert E. Carter	DCCC	14 Herdon C. Aderhold	Medical/LARC
24 Years		23 M. Newton-Embry	MBCC	26 Ronald L. Shipman	NWDCC
1 Gloria J. Bond	Medical	18 Years		15 Years	
1 Jim W. Rabon, III	Sent. Admin.	1 Richard F. Blann	SWDCC	1 Tommy R. Gowens	LARC
7 Terrell E. Snow	Agri-Serv.	1 Ralph T. Brewster	OCI / MACC	1 Christie L. Kornele	BJCC
8 Patrica K. Ridgway	MACC	1 Dora L. Leuty	HMCC	1 Rita Sizemore	OSR
18 Patricia E. Davis	Class. Prog.	1 Daniel H. Orr	SEDCC	18 James W. Keithley	Medical / JHCC
23 Years		1 James M. Rudek	Comm. Corr.	19 Loren Wehrenberg	JCCC
14 Donna J. Burkhalter	WSKCC	1 Tory R. Stinnett	JLCC	25 Lavella Jackson	Comm.Corr.
14 Mark A. Shipman	JEHCC	1 Leslie O. Tollison	OSR	25 Lanre M. Karim	UCCC
15 Charles G. Riggs	MCCC	16 Daniel K. Pickett	CDCC	26 James D. Cotner	Medical
17 Years		22 Kathleen Pittman	SWDCC	14 Years	
1 John R. Croslin	JHCC	17 Years		3 Nancy S. Copple	OSP
1 Christopher J. Crouch	JEHCC	1 John R. Croslin	JHCC	3 Tessie A. Jackson	Medical
1 Sandra S. England	EWCC	1 Christopher J. Crouch	JEHCC	16 Lea A. Klingler	Private Prisons
1 Dave M. Fullbright	Agri-Serv./JLCC	1 Sandra S. England	EWCC	19 Thomas E. Gann	DCCC
		1 Dave M. Fullbright	Agri-Serv./JLCC	23 Donna G. Carter	Medical

13 Years

- 1 Toni D. Brown HMCC
- 1 Linda C. Satterfield EWCC
- 8 Cathy J. Pattison DCCC

12 Years

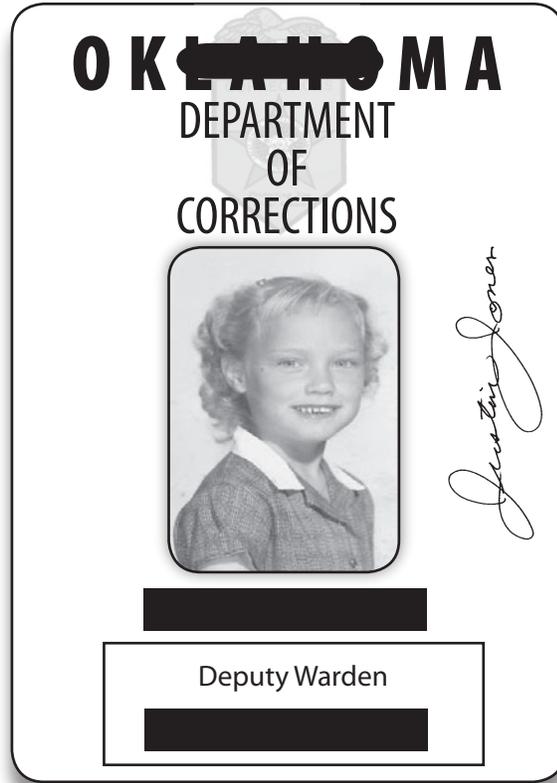
- 1 L.L. Combs-Hacklema MBCC
- 1 Sherry A. Decamp JHCC
- 1 David M. Young OSR
- 16 Betty S. Davis DCCC
- 25 Sherry Graham Waurika CWC

11 Years

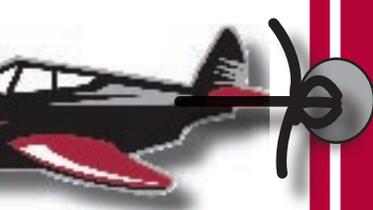
- 1 Rita J. Malone WSKCC
- 3 Terri J. Smith HMCC
- 6 Ralph V. Crampton JHCC
- 10 Darwin L. Roberts MACC
- 15 Glenna J. Frawner CTU
- 15 Judy M. Nelson MBCC
- 22 Darlene E. Robison JCCC

10 Years

- 1 Linda K. Eike WSKCC
- 1 Jack L. Romine DCCC
- 1 Patricia A. Wytch JDCC
- 5 Deborah S. Cox Comm. Sent.
- 9 Jason D. Ward JLCC
- 13 Josh M. Lee LARC
- 16 Jerry D. Seely JCCC
- 20 Robert L. Gwin SEDCC
- 20 Melissa J. Royal LARC
- 20 Jeffrey D. Weldon Ardmore CWC
- 20 Patrick J. Wray ERO
- 23 Richard E. Cook ECCC
- 27 David J. Lewis JDCC



*Who would have thought...
...that this little sweetie would grow up to be a
deputy warden?*



VISIT THE DEPARTMENT OF CORRECTIONS WEBSITE AT

www.doc.state.ok.us

Promotions

Andrew J. Mooring

Food Service Manager II
John Lilley CC

Bert A. Cooley

Correctional Security Manager II
Oklahoma State Penitentiary

Wanda J. Holding

Psychological Clinician IV
Programs

Aaron K. Murry

Correctional Security Officer IV
Eddie Warrior CC

Richard C. Orr

Correctional Security Manager I
John Lilley CC

Catherine J. Benjamin

Correctional Security Officer IV
Lexington A&R

Rosemarie L. Crawford

Correctional Security Officer IV
Lexington A&R

Ronnie D. Morton

Correctional Security Officer IV
Lexington A&R

Brandon T. Powell

Correctional Security Officer IV
Lexington A&R

Donnie D. Wann

Correctional Security Officer IV
Lexington A&R

Cheryl L. Frair

Correctional Security Officer IV
Lexington A&R

Kyle D. Wells

Correctional Security Officer IV
Lexington A&R

Natasha D. Mills

Correctional Security Officer IV
Mabel Bassett CC

Michael S. Rayner

Correctional Security Officer IV
Mabel Bassett CC

Lisa K. Barker

Correctional Security Officer IV
Mabel Bassett CC

Eric E. Mofield

Correctional Security Officer IV
Mack Alford CC

Mathew W. Hampton

Correctional Security Officer IV
Mack Alford CC

Richard W. Pugh

Correctional Security Officer IV
Mack Alford CC

Billy R. Arpealer

Correctional Security Officer IV
Mack Alford CC

Jarrold D. Grigsby

Correctional Security Officer IV
Jess Dunn CC

Linda M. Pendleton

Secretary V
Central District CC

Michael W. McMillen

Correctional Security Manager II

Mabel Bassett CC

Michael P. Hanson

Administrative Assistant II
Personnel

Karl L. Willett

Administrative Programs Officer II
Personnel

Cecilia G. Freeman

Correctional Case Manager I
John E. Hamilton CC

Malayna M. Scaling

Probation & Parole Officer I
Northwest District CC

Audrey A. Lasater

Food Service Manager I

James Crabtree CC

Rick D. Kelley

Correctional Security Officer IV
Muskogee CCC

Michael S. Cindle

Correctional Security Officer IV
John Lilley CC

Carl W. Fite

Correctional Security Officer IV
John Lilley CC

Chris B. Maker

Correctional Security Manager I
Dick Conner CC

RETIREMENTS

February

Ronald Anderson, Legal
Marvin Anderson, Sayre WC
Glyna Birch, Admin.
Jaquita Boatwright, LARC
Phillip Bradley, LARC
Melvin Calvert, CDCC
John Grubbs, JBCC
John Hudson, Medical
Ted McDaris, TCDCC
Phyllis Pamplin, JCCC
Billy Rhodes, JCCC
Judith Richardson, Medical
Arvin Walkup, JHCC
Larry Webb, EWCC
Gayle Wilson, LARC

March

Gregory Camp, SWDCC
Raymond Duncan, LARC-Class.
Verlinda Rhodes, JCCC
Terrell Snow, Agri-MACC
Bill Wallace, NEDCC

April

Leona Allwhite, JDCC
Frank Hudson, DCCC
James Ireland, NEOCC
Harry Mendros, Admin.
George Monse, JHCC
Barbara Pearman, Accounting
Wesley Ritter, NEOCC
Bob Ruzycki, Admin.
Emma Sowder, JLCC
Charles Stewart, MBCC
Wallace Warrior, JDCC

Welcome New Employees

Oklahoma State Penitentiary

Carl R. Brewer
Shawn A. Buchanan
Billy C. Ellis
Patrick S. Karr
Susan W. Key
Anita M. Killebrew
Floyd R. Maxey
Susan K. Mooney
Greg L. Porter
Greg Prock
Wayne A. Riley
Jason M. Salvatori
Doron B. Shreffler
Jeremy L. Willis

James Crabtree CC

Raven E. Whitcomb

Oklahoma State Reformatory

Everett E. Shaw

Lexington A&R

David S. Bentley
Brandon J. Campbell
Floy Fox
Gerlinde H. Jenne
Damien L. Williams
Jason D. Williams

Joseph Harp CC

Krystal A. Clark
Billie J. Compton
Penny M. Davis
Jenifer J. Duhamé
Charles R. Gomez
Michael Hooks
Lee O. Riley
John P. Sircy
Grady R. Taylor

Howard McLeod

John W. Cochran

Mack Alford CC

Barbara F. Culbreath
Cecil R. Gibbins
Jerica L. Thompson

Jim E. Hamilton CC

Rickie G. Snyder

Dick Conner CC

Debbie J. Day

Mabel Bassett CC

Van C. Becker
Clint W. Bennett
Richard A. Dehaven
James R. Jolley

Jess Dunn CC

Franchelle L. Burkhalter
Jack L. Jones
Jason R. Lane
Larry W. Masters
Tim R. Rice

John Lilley CC

Pamela R. Wright

William S. Key CC

Edwin G. Crouse
Tasha A. Kistler
Tammy D. Miller
Jonathan J. Murray
Chenel M. Penrod
Scott L. Reeves

Eddie Warrior CC

Paula J. Curtis
Roy E. Douglas
David Downie
Ayesha D. Gouthier
Billy B. Hadley
Nicole A. Travis
Lee A. Wimmer

Lawton CCC

Brooke M. Secoy
Martin E. Secoy

Kate Barnard CCC

Valerie A. Menifee

Tulsa County Dist. CC

Ann M. Gilbert

Ardmore CWC

Johnie D. Brown

Marshall County CWC

Donna A. Webb

Southeast Dist. CC

Trina D. Brown

Northwest Dist. CC

Danny J. Cloyd
Patrick E. Cooksey
Sheri M. Johnson
Kristen M. Long
Elizabeth A. Stafford

Director's Office

Joyce Jackson

Information Technology

Binuvi Philip

Security & Investigations

Rachael E. Rogers
Martin P. Solorzano

CALENDAR

March

17 St. Patrick's Day
21-24 Pardon and Parole Board Meeting
Hillside CC, Oklahoma City
20 First Day of Spring
24 Board of Corrections Meeting
State Capitol, Room 419C

April

3 Daylight Saving Time begins
12-15 Pardon and Parole Board Meeting
Lexington A&R
21 Board of Corrections Meeting
Mack Alford CC, Stringtown
27 Take Our Daughters & Sons to Work Day

Training Quiz Answers

1-p	12-t
2-a	13-s
3-f	14-m
4-l	15-r
5-o	16-g
6-j	17-k
7-c	18-i
8-u	19-b
9-d	20-e
10-q	21-n
11-h	

Remember When

Woman Parole Officer Enjoys Aiding Others



Ophelia Scott

Editor's Note: This article, published by Tulsa World on May 1, 1975, is reprinted with permission.

Ophelia Scott is the first black female probation and parole officer in the state of Oklahoma, but it was a long road for her to travel to get there.

A native of Porter, Oklahoma, and a graduate of Manual Training High School at Muskogee, Mrs. Scott worked for 20 years in California before moving back to Oklahoma. She worked in the early 1950's for 4-1/2 years with the California State Welfare Department during that time, which gave her some background for her present job.

The attractive Mrs. Scott said that she had trouble finding anything but domestic employment when she returned to Tulsa, in spite of her background.

"I couldn't find the kind of work I wanted to do so I went into domestic work," she said.

Through her husband Aaron Scott, she learned of the Concentrated Employment Program, located at 608 E. Apache and he encouraged her to get training there for another profession.

She began as a state probation and parole aide through CEP on January 20, 1969, for nine weeks. From April 7, 1969 to July 7, 1969, she worked in Oklahoma City's District 1 as an aide before returning to Tulsa's District 2.

She officially went on the state payroll on October 1, 1970 and became a full-fledged state probation and parole officer a year to the day later.

She did all of this while caring for her two step-sons at home and maintaining her home.

"My job is to conduct pre-sentence investigations and to collect pertinent information for the court's benefit to see if a person's qualified for probation," she said. She explained that probation is "when a person has been sentenced

by the court but is allowed the privilege from the court to serve their time outside the prison walls but under the direction of the State Department of Corrections on a reporting basis to the officer assigned to the case."

Parole, as she defined it, is "when one has been incarcerated in a penal institution and has served a portion of the time, he comes out as a parolee but under the supervision of our office."

She also carries a small caseload of women who are on probation whom she sees every 25 days. Although she works with juvenile officers in making pre-sentence investigations, she does not usually work with juveniles but with adult offenders.

A FORCE TO BE RECKONED WITH

Ophelia Scott was born and raised in Wagoner in a foster home, one of 10 brothers and sisters. She graduated from high school in Muskogee, and attended college for one year. She was married to Aaron Scott, and had no children, but many brothers and sisters. She still has one sister living in Muskogee. Today, Ophelia lives in Tulsa with her niece.

Written about in the newspapers upon her retirement from the Department of Corrections, Ophelia was a very positive influence on community children and their parents. She used her stories and experiences to share with others, because she remained ever invested to helping people change their lives after being involved in the criminal justice system.

Editor's Note: This article, published by the Adult Day Services Reflections Newsletter, August 2005 issue is reprinted with permission.