

# INSIDE

## CORRECTIONS

2006 Officers of the Year • DOC Employee Memorial Dedication • Probation and Parole



# INTRODUCING CUSP CHAIRS



Plush Leather/Vinyl Design



**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.

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**Justin Jones, Director**

**Editor**

Joyce Jackson  
Executive Communications  
Administrator

**Senior Editor**

Jerry Massie  
Public Information Officer

**Copy Editor**

Marcella Reed

**Graphic Designer**

Kim Rotelli

**Photographer**

Bill Broiles

**Contact:**

Email [marcella.reed@doc.state.ok.us](mailto:marcella.reed@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

**On the Cover**

Prototype of the  
Department of Corrections  
Employees Memorial  
Monument

# INSIDE CORRECTIONS

July/August 2007 • Volume 19, Issue 4

## features

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A Military Connection

Oops! In our May/June issue of *Part I - Those Who Have Served*, we stated that Samuel Terry joined the Air Force in 1968 and had two sons, when it should have stated that he joined in 1963 and he has two daughters (Delicia Terry-Sams and Twyla Terry-McCarrell) and one son (Samuel Terry II). Please accept our apologies.

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OKLAHOMA DEPARTMENT OF CORRECTIONS  
MISSION:  
TO PROTECT THE PUBLIC, THE EMPLOYEES,  
AND THE OFFENDERS

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All employees are encouraged to submit articles, letters, comments and ideas for future issues. Copy should be submitted to [marcella.reed@doc.state.ok.us](mailto:marcella.reed@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.

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# Welcome to *Inside Corrections*



## NATIONAL CORRECTIONS

I am sure that most of you are aware that correctional funding issues and all the collateral topics that spring from correctional funding are not unique to Oklahoma. In fact all but two states are having some level of correctional funding issues. Obviously many of these issues are related to overcrowding, antiquated facilities and increased operating expenses due to rising food, medical and energy costs. However, the largest financial impact is due to sentencing enhancements and federal enticement to states to pass mandatory 85% time served on certain offenses. No judgment is being made here on whether or not sentencing enhancement and mandatory increasing of time served necessarily increase public safety or serve as a deterrent. What is being recognized is that these changes have contributed to net offender growth and subsequent funding shortfalls in Oklahoma and elsewhere.

A recent study released by the Bureau of Justice Statistics indicates that only 12% of the prison population increases are attributed to increase in crime rates and 85% law and sentencing enhancement. The National Prison net offender growth is not necessarily because of new receptions but more so because few offenders are discharging each year.

As the agency prepares for a much anticipated and publicized legislative mandated audit, national trends and factors need to be considered. A thorough process/outcome audit should benchmark Oklahoma corrections against the rest of the nation. It should provide a gap analysis based upon that benchmarking. We are constantly benchmarking our operations through the American Correctional Association, Bureau of Justice, Association of State Correctional Administrators, American Probation and Parole Association and a host of other nationally recognized research entities. These benchmarks indicate many positive aspects of our agency.

Historically, to a large degree, correctional funding has been based more on political grounds than data, research and benchmarking. However, with correctional funding and growth in a national crisis, research and data based funding will become a necessity; maybe, just maybe Oklahoma will become a front runner/bellwether state that others will benchmark as a best practice in correctional funding.

A handwritten signature in black ink that reads "Justin Jones". The signature is written in a cursive, flowing style.

Justin Jones  
Director  
Oklahoma Department of Corrections

# In Other Words

Deputy Harrison,

I would like to thank you so much for taking the time out of your busy schedule to meet with me and the people from Serenity Baptist Church. It was a pleasure to meet you and I look forward to working with you and Chaplain Billingslea.

*Donna K. Thompson*

OKLAHOMA BAPTIST STATE  
CONVENTION PRISON MINISTRY

Warden Workman,

Thank you for your support of my students and class. I appreciate you sharing your knowledge about prison gangs and other issues involving the inmates at the Lexington Correctional Center. The students appreciated the presentation and tour on prison gangs.

We wish you well for any future endeavors you may have and may you continue being successful in assisting others as well as educating others about your facility. Again, your time, cooperation, and assistance are well appreciated. I hope you enjoyed your visit with the students.

*Dr. Alberto G. Mata*

PROFESSOR  
THE UNIVERSITY OF OKLAHOMA

To Whom It May Concern,

I would like to take this time to thank the following people for their involvement with our school and the community: District Supervisor Stormy Wilson, Chief Eddie Bell, and Sergeant Rickey Kelley, and the four inmates who worked on our school parking lot.

The cleaning and painting of our school parking lot has been a project that we have been in need of having completed for some time now. With the volunteer work of Mr. Kelley and his workers, this project was com-

pleted quite quickly, and it looks great.

I enjoyed being able to visit with the inmates about the mistakes they have made and what they have done and are doing in order to make their lives and others better.

Thank you again for allowing this project to happen.

*Kimberly Fleak*

MUSKOGEE ALTERNATIVE PROGRAM

Deputy Director Mahaffey,

I am writing to convey to you and many persons within the department my gratitude as an adjunct seminary professor and that of my students for what was done so this course could be taught in January of 2007. Because of the weather, we were not able to be involved at Dick Connor Correctional Center, Eddie Warrior Correctional Center or Oklahoma State Penitentiary as planned. Nevertheless, I am grateful to staff at all these facilities who had prepared to receive the students.

This year I particularly recognize the contribution of Warden Millicent Newton-Embry and the staff at Mabel Bassett Correctional Center who received us on days not originally scheduled and allowed our participation in activities on very short notice. We are also grateful to Chaplain Larry Adams at Lexington Assessment and Reception Center for a facility tour and lunch, to Chaplain Kathy McCollum for a luncheon visit with students about the life of a female prison chaplain, and to Lydia McBride and staff for a tour at Oklahoma City Community Corrections Center. Elvin Baum and Joyce Jackson allowed the students to attend a task force meeting that was a new course experience. Administrative Chaplain Leo Brown made the new proposed Volunteer policies available for the Correctional Advisory Committee on Voluntarism and Programs meeting so the students could experience a stakeholder review process.

This course is a unique educational opportunity. Because of your efforts and the support of this agency, I am convinced there is nothing else taught in another theological seminary that is comparable. My gratitude extends to you and everyone throughout the department who made this possible.

*Stan Basler*

CRIMINAL JUSTICE  
AND MERCY MINISTRIES

Deputy Director Hines,

I would like to take the opportunity to commend the Department of Corrections for facilitating the excellent Job Fair held last week in Lawton. Especially, Ms. Anita Alford, Re-Integration Specialist, for her tireless efforts in helping clients in DOC custody.

As a substance abuse provider under contract with DOC, we have known for years that a holistic, comprehensive approach must be used to assist those men and women recently incarcerated. Successful re-integration is beneficial to ALL citizens, cost effective and just the right thing to do.

The response from my clients has been overwhelmingly positive. I would highly recommend that this program (Job Fairs) be expanded statewide.

*Robert Duncan, M.Ed.*

LAWTON AREA COORDINATOR  
NEW HOPE OF MANGUM

*Inside Corrections* welcomes the views of readers. Letters are subject to editing and must include name, address, and a daytime phone number. Send letters to Inside Corrections, Attn: Editor, 3400 Martin Luther King Avenue, Oklahoma City, OK 73111, or fax to (405) 425-2502. Address electronic mail to [marcella.reed@doc.state.ok.us](mailto:marcella.reed@doc.state.ok.us).

# “WORLDS ONLY BEHIND THE WALLS PRISON RODEO”

OKLAHOMA STATE PENITENTIARY  
AUGUST 17 - 18, 2007

CELEBRATE  
**July 4<sup>th</sup>**  
Independence Day



**T**his rodeo isn't only for Oklahoma State Penitentiary rough riders, it features inmate cowboys from correctional facilities across Oklahoma and free cowboys from the International Professional Rodeo Association (IPRA). It's where real life tough-as-nails cowpokes compete for big thrills and medium-sized bucks. Capitalizing on fear, danger and the public's taste for spectacle, the rodeo is as American as our justice system. It features thrill-a-minute, death defying acts that we've all come to know and love: calf roping and bull riding, steer wrestling and barrel racing, and, of course grandstanding.

**Tickets available now!!**  
[www.mcalester.org](http://www.mcalester.org)





# Council on Law Enforcement Education & Training

## AWARD RECIPIENTS

**THOMAS McCLENDON**  
William S. Key Correctional Center  
Highest Academic Achievement

**WOODIE DON CALDWELL**  
Central Transportation Unit  
Class Speaker

**GERALD DUNCAN**  
Central Transportation Unit  
Outstanding Performance  
Custody Control

**WOODIE DON CALDWELL**  
Central Transportation Unit  
Outstanding Performance  
Firearms

The Correctional Training Academy in Wilburton hosted a graduation ceremony on March 28, 2007, for Correctional Officer Cadet Class WC011507. Kendall Ballew, Chief Agent, Fugitive/Warrants Unit was the graduation speaker. The 32 cadets in this class successfully completed the required 240 hours of pre-service instruction. Fourteen dif-

ferent facilities ranging in security level from maximum security to community security had students in WC011507. The staff of the Correctional Training Academy in Wilburton would like to commend the Class of WC011507 on a job well done and wish them the best of luck in their careers with the Department of Corrections.

## congratulations on reaccreditations

**Oklahoma State Penitentiary** received 100% on mandatory standards and 99.3% on non-mandatory standards. This is the highest score ever achieved by the Oklahoma State Penitentiary.

**Oklahoma County Community Corrections/ Residential Services** received 100% on mandatory standards and 100% on non-mandatory standards.

## new appointments

Congratulations to **Greg Province** on his appointment to Warden II at Mack Alford Correctional Center.

Mr. Province began his career with the Oklahoma Department of Corrections in 1980 as a case manager at Dick Conner Correctional Center. He later transferred to District II as Probation and Parole Officer, and promoted through the ranks to District Supervisor. Mr. Province was promoted to the position of Warden I at Jackie Brannon Correctional Center on December 1, 2005. He has been serving as Interim Warden at Mack Alford Correctional Center since December 11, 2006.

Mr. Province has a Bachelor of Arts Degree in psychology from the University of Oklahoma.



# 2006

## OFFICERS OF THE YEAR

“One of the functions I most enjoy as director is that of honoring departmental employees. This agency has many outstanding and dedicated employees and I consider it a privilege when I have the opportunity to recognize those who have been acknowledged and put forth by fellow employees. I especially enjoy saluting the rank of correctional officer and probation and parole officer as they represent the backbone of the agency. Thus, it is with honor and pride that I proclaim the 2006 Oklahoma Department of Corrections Officers of the Year:”



Above: Director Jones presents the 2006 Officers of the Year (L-R: Paul Bailey, Eddie Bell, Jackie Linville, Steven Paul, and Debbie Hacker) to the Senate.

**Steven M. Paul**, Correctional Security Officer IV, Joseph Harp Correctional Center, the 2006 agency Correctional Officer of the Year, was born in Norman, Oklahoma and raised in Little Axe. He graduated from Little Axe High School in 1997 and from St. Gregory's University in Shawnee with a degree in Social Science in 2001.



Steven M. Paul

He became interested in working for the Department of Corrections after his father met a lieutenant from Joseph Harp Correctional Center who advised his father that the agency was hiring and sent him an application packet. He started his career at Joseph Harp Correctional Center in 2000.

He gives credit to his father for having the biggest influence on him and being a mentor. He stated one of the best aspects of his job is there is always an opportunity to learn something new everyday. He is not sure at this time what his future career plans are

with the agency. He enjoys hunting and fishing, particularly bow hunting. He also works with his family in their cattle and farming operations near Noble.

**Eddie A. Bell**, Chief of Security I, Muskogee Community Corrections Center, the 2006 Agency Correctional Officer Supervisor of the Year, was born in Muskogee, Oklahoma and raised in Checotah. He graduated from Checotah High School in 1988 and attended Connors State College where he graduated with a degree in Criminal Justice in 1991. He developed an interest in law enforcement in high school and had a goal of becoming a state trooper. While working at Wal-Mart in Muskogee until he met the age requirement to apply to the Highway Patrol, he met a DOC employee who worked for Jess Dunn Correctional Center. The co-worker, Jean Wells, encouraged him to apply for a correctional officer position and in August of



Eddie A. Bell

1991, he was hired at Eddie Warrior Correctional Center. He has also worked at Lexington Assessment and Reception Center, Jess Dunn Correctional Center, and Central Oklahoma Correctional Center (a private prison). He was appointed Chief of Security at Muskogee Community Correctional Center in May 2003.

He gives credit for his professional development to his first two Chiefs of Security positions, saying they put him in positions that gave him the opportunity to grow, and to Jane Standifer, one of his unit managers, who taught him to have balance. He is interested in obtaining his bachelor's degree and would like to advance to the positions of Deputy Warden and then Warden.

He has three daughters, who, like him, are big sports fans, particularly of OU football. He enjoys taking his daughters to the OU women's softball and basketball games. He helps coach his daughters' softball team as well.

During his career, he states he has seen an increase in professionalism and in accountability. He is proud of his 12 years participation in the Guard and his nine years participation as a CERT member.

His advice to people coming to work for the agency is to be open-minded, open to change, and most importantly, staying professional.

**Paul Bailey**, Probation and Parole Officer III, Tulsa County District Community Corrections, the agency's 2006 Probation and Parole Officer of the Year, was born in Ardmore, Oklahoma but grew up in Tulsa where he graduated from East Central High School. He graduated from Tulsa Junior College in 1976 with A.A.S. in Police Science and from Northeastern State University, Tahlequah, OK in 1982 with a B.S. in Criminal Justice. His interest in Law Enforcement led to going to work for the Tulsa County Sheriff's Office as a deputy.



Paul Bailey

Friends recommended that he look at probation and parole as a career move and in October, 1998 he began his career with the Department of Corrections as a probation and parole officer in the Tulsa District. During the course of his career he has worked in both the Tulsa and Northeast District Community Corrections.

# Officers of the Year Luncheon

## Oklahoma City, Oklahoma

### May 8, 2007



David Henneke, member, Board of Corrections, and J'me Overstreet, Associate Director, Administrative Services



Ted Logan, member, Board of Corrections, and Dan Reynolds, Assistant Deputy Director, Community Corrections



Eddie Bell, Correctional Officer Supervisor of the Year, Beverly Young, member, Board of Corrections, and Steven Paul, Correctional Officer of the Year



Jari Askins  
Lt. Governor



Mike Addison, Warden, Josph Harp Correctional Center, Bruce Howard, Warden, Jim E. Hamilton Correctional Center and Ed Evans, Associate Director, Institutions



Kevin Ward, Cabinet Secretary, Department of Public Safety

He stated one of the most rewarding parts of his career was supervising a gang caseload for 10 years in the Tulsa office. The specialized training he received from gang experts made him a highly respected source of knowledge in this area, and taught him to treat people as you would like to be treated and to get respect you should give respect.

Paul gave credit to his supervisors, Bill McCollum, Greg Province and Stormy Wilson for being mentors and providing motivation and guidance during his career. To him the most rewarding part of his job is client success. Changes in technology during his career, such as cell phones and laptop computers have added greatly to being able to do his job. He is extremely pleased about the direction policy has developed during his tenure, where not only how often you do something is stated but how you do it is also spelled out. He strongly believes in evidence based practices because they really define what works.

Paul has been married for 29 years and has two sons, both attending graduate school, a fact he is proud of. When he retires, he plans on starting another career and using his retirement income from the agency to pay for school loans. ■

# Quality Oklahoma Team Day 2007

Oklahoma State Capitol  
Oklahoma City, Oklahoma  
May 8, 2007



Hank Batty, Deputy Administrator of Programs, Oklahoma Personnel Management (left), and Ken Case, Ph.D., Professor Emeritus, Oklahoma State University (right), present Debbie Boyer (middle) the Quality Crown Award for the Quality Assurance Unit's display entitled, "Corrections Quality Assurance System."



Hank Batty, Deputy Administrator of Programs, OPM (left), and Ken Case, Ph.D., Professor Emeritus, OSU (right), present Dan Goodall Boyer (middle) the Governor's Commendation for the Training Unit's display entitled, "A Blended Learning Approach to Pre-Service Training."



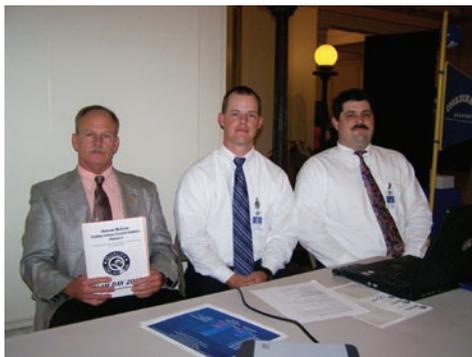
Ann Toyer presented the Division of Community Corrections' display entitled, "Correctional Officer Uniform Appearance Process Action Team."

Quality Oklahoma Team Day 2007, "Team Day in the Centennial" was held Tuesday, May 8, 2007, at the State Capitol. The Department of Corrections was represented by six teams including Northeast Oklahoma Correctional Center Safety Program which had an informational booth. Exhibitors included Howard

McLeod Correctional Center Garden Project, Corrections Quality Assurance System-the Quality Assurance Unit, Correctional Officer Uniform Appearance Process Action Team-Community Corrections, A Blended Learning Approach to Pre-Service Training-Training Unit, and Recruitment Display "Moving into the New Millennium"-Personnel Unit.

Governor's commendations were given to several exhibitors during the ceremony including the Training Unit and the Quality Assurance Unit. Four exhibitors were nominated for the top honor of the day including three from the Department of Corrections - the Community Corrections team, the Training Unit, and the Quality Assurance Unit.

The Quality Crown Award was won by Treatment & Rehabilitative Services Division Quality Assurance Unit for their Corrections Quality Assurance System. Exhibitors are judged primarily on their application and that the use of quality tools and techniques are being utilized. Congratulations to Debbie Boyer and Cindy Gill for a job well done!



Warden Haskell Higgins, Jeff Culbreath, and Barry Daniel presented Howard McLeod Correctional Center's Garden Project display.



Leong Chew presented Northeast Oklahoma Correctional Center's Safety Program display.



Karl Willett and J.C. Colbert with their recruitment display entitled, "Moving into the New Millennium."



Members of the Oklahoma Correctional Employee Memorial Foundation Board during a meeting with Director Justin Jones, Joyce Jackson and J'me Overstreet (not pictured).

**W**hat was once one man's abstract vision is now an important step closer to becoming a reality, thanks to a beautiful Oklahoma day and the Oklahoma Correctional Employee Memorial Foundation (OCEMF).

The OCEMF is a not-for-profit 501(c)(3) organization charged with creating and maintaining a memorial to honor correctional employees who have died in the line of duty or while serving the citizens of Oklahoma, and to create a living memorial in the form of scholarships and awards. In addition, the foundation is to undertake appropriate public awareness programs to educate the public about the valuable service performed by correctional employees, reminding all Oklahomans of the tremendous sacrifices made by correctional employees. Plans now include a museum which will feature a history of Oklahoma corrections, a gift shop, meeting spaces, and the possibilities are

endless! Foundation President Phil Ross said plans for all the projects are just beginning, even though the final results are still a long ways off. "Our desire is to

**Department of  
Corrections  
Memorial  
Ceremony  
Honors  
Employees**

by Robbie Fullerton

see something as soon as possible. And even though we are all committed and dedicated to the vision, we all know the hard work is just beginning and there is a tremendous amount of work to do."

Friday, May 18<sup>th</sup>, the First Annual Memorial Ceremony was held on the front lawn of the Department's administration building. The excitement was contagious, although the atmosphere was very respectful. Lt. Governor Askins, Senator Corn, Senator C. Johnson, past and present Board of Corrections members, other state agency directors, executive directors of law enforcement associations, retired department employees, and many other dignitaries and employees joined family and friends of those identified thus far as being on the memorial. Some of the surviving family members of our fallen heroes spoke of their loved ones and of the support of the corrections family. The foundation will continue attempts to locate family of everyone honored, and continue to identify those employees who may fit the criteria to be added to the memorial.

Former Directors Larry Fields and Larry Meachum spoke of their pride in leading the department, and echoed the feelings of current Director Justin Jones. "I believe public service is a calling as it requires an expression of dedication, leadership and passion well beyond normal expectations. Correctional employees exemplify the definition of public servant," said Director Jones. "Now the time has come for all of Oklahoma to remember and honor the sacrifices made by those correctional employees who have died in the line of duty while serving the citizens of Oklahoma."

The ceremony featured the Departments Honor Guard and agency Chaplain Leo Brown. OSR Warden Eric

*"I think it will be a wonderful, peaceful, respectful reminder."*  
- Lt. Governor Jari Askins

Franklin and his wife Shirley provided the most beautiful music, and the ceremony ended with Oklahoma Correctional Industries, Hillside Community Corrections Center, Oklahoma County Community Corrections Center and Kate Barnard Community Corrections Center preparing and serving lunch on the grounds, which was wonderful.

All in all, the dedication and memorial ceremony was a historical event to be remembered, thanks to everyone who played a part.

Perhaps Lt. Governor Jari Askins said it best when she said of the memorial and museum, "I think it will be a wonderful, peaceful, respectful reminder."

May we never forget the sacrifice.

## **BOARD MEMBERS**

Phil Ross  
Administration

Robert Watson  
Lexington Assessment  
& Reception Center

Wendell Davis  
Lexington Assessment  
& Reception Center

Robbie Fullerton  
Victim Services

Carrie Croy  
Probation and Parole

Ann Tandy  
Community Corrections

Tonita Taylor  
Joseph Harp Correctional Center

Ron Sharp  
Oklahoma State Reformatory

Patrick Loscalzo  
Probation and Parole

Joyce Dill  
Oklahoma State Penitentiary

Preston Marshall  
Northeast Oklahoma Correctional Center

Anne Brooks  
Oklahoma State Reformatory

Pam Carter  
Jess Dunn Correctional Center

## **WORKPLACE ETIQUETTE**

**M**ost of us spend more time with people we work with than we do with our own family. Sometime that leads to misunderstandings and workplace tension. Unfortunately, these little stresses decrease both productivity and employee job satisfaction. These are just a few reminders of how to get along in the workplace.

### **SOUND**

**Monitor the volume of your conversations.**

**Keep personal telephone conversations brief and at a minimum.**

**In some workplaces, privacy is difficult to find.**

**Sharing professional information is wonderful, gossiping is not.**

### **SCENT**

**Be sensitive to scents and smells surrounding you.**

**When eating at your desk or in shared areas,  
avoid foods with strong smells and aromas that will travel throughout the office.**

### **SIGHT**

**Keep your personal workspace clean and neat at all times.**

**Use shared areas with respect and courtesy.**

**Restrooms run a close second to kitchens as annoyance spots.**

**Maintain all shared items in "like new" condition and return borrowed supplies.**

# Memorial Dedication Ceremony

## Oklahoma City, Oklahoma

### May 18, 2007



Phil Ross, President of the Oklahoma Employees Memorial Foundation, presents Al Kelly, Food Service Manager at the Lawton Community Corrections Center, with a plaque recognizing him for his work on the design of the Employee Memorial



Gary Parsons and Mark Kelly, CEO, Oklahoma Employees Credit Union, who donated \$2,500 to the memorial foundation



Michael Roark, former Board of Corrections member, Beverly Young, member, Board of Corrections, and Robert Rainey, Chair, Board of Corrections



David Henneke, Board of Corrections member, and Gary Parsons, former Department of Corrections' Deputy Director



Karl Willett, and Clarence Powers, retired Oklahoma City Police Officer.



Elvin Baum, Administrator of Employee Rights & Relations, Karen White, District Supervisor, Central District Community Corrections, and Joyce Jackson, Administrator, Executive Communications



John Grider, former Department of Corrections' Associate Director, and Oklahoma County District Attorney David Prater



Honored guests at the Memorial Dedication Ceremony



Bobby Strunk, Human Resource Assistant, and Grayson Roulston, Human Resource Specialist, Oklahoma Correctional Industries



Larry Fields, former Director Oklahoma Department of Corrections



Board of Corrections' members Earnest Ware, David Henneke, and Ted Logan with Senator Constance Johnson

# Memorial Dedication Ceremony

Oklahoma City, Oklahoma  
May 18, 2007



Leon Preston, Executive Communications, and Ron Lock, Director, Oklahoma County Community Sentencing



Cecil Cox, family member of Albert Cox, Department of Corrections' employee, killed in the line of duty



Justin Jones  
Director  
Department of Corrections.



Honor Guard



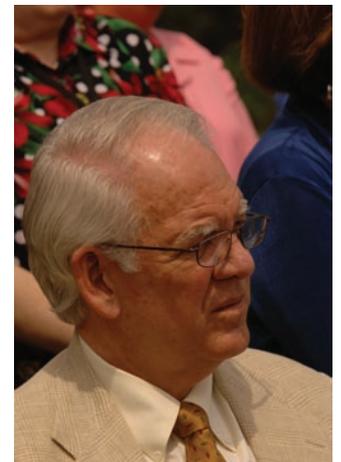
Matthew McBee, member  
Board of Corrections



Tom Lovelace  
Former Department of  
Corrections Inspector General



Jari Askins  
Lt. Governor



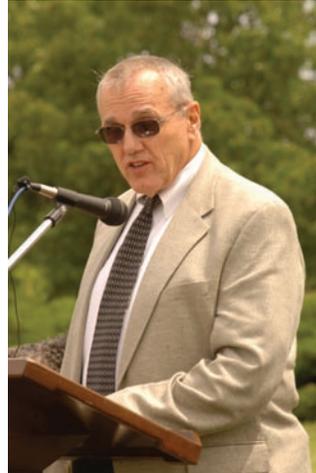
Ernest Godlove  
Board of Corrections member



Shirley Franklin  
Soloist  
*"Wind Beneath My Wings"*



Robert Rainey  
Chair  
Board of Corrections



Larry Meachum  
Former Director  
Oklahoma Department of  
Corrections



Senator Kenneth Corn  
District #4

# PROBATION & PAROLE

## A Long Road's End

by Michael Dunkle

**O**n Wednesday, November 22, 2006, Southeast District proudly held its new District Office Open House, closing the chapter on a nearly 9 year project to relocate the staff. The building came in at a final cost of \$481,062 which was approximately \$150,000 over what the legislature granted the department in its 2001 bond for the construction of the office. The project itself began when it was determined that money could be saved by relocating the district operations and turning the area into bed space.

The real story of this project is one of Murphy's Law, at its best, in action. After two efforts in '98 and '99 to move into the community were thwarted, then State Representative Lloyd Fields inquired about how the district could be helped. This was the first time an outside stakeholder was consulted about building an office on state property. He, and then

State Senator Gene Stipe, co-authored the legislation in the 2000 legislative session to provide a \$330,000 bond to the Department of Corrections. Word was that they both had influence on an unsympathetic legislature to get the bill to pass and succeeded in the end.

With this success it was felt that we had overcome all obstacles to move staff into a new environment. How mistaken we were because it was here where Murphy's Law became an active participant in the process. After the bond

was passed, we went before the Bond Oversight Committee which approved the sale of the bond. It wasn't until later that we found the

*The real story of this project is one of Murphy's Law, at its best, in action.*

committee's authority challenged because of its composition. The Attorney General agreed and ruled the decision made by the standing board was unconstitutional. A new committee was established

and again we appeared before the committee and received approval. At that time in the lending community, such a small bond was not an attractive commodity and it took more time to get anyone to purchase it. We had now gone almost two years since the bond was passed and there had been several hurricanes that consumed and drove up the prices of building materials and China was buying every bit of steel that was available. Both conditions caused the cost of the project to require additional funding.



Southeast District Community Corrections' new office.

We entered into the bidding and approval process for the building. The awarded contractor deserted the project at slightly over 75% completion and it required months of repeated calls before he would honor most of the contract, with the final bit of the project paid for by the contractor but done by staff and inmates. Prior to the construction company departing the project, it was found that the windows weren't to specifications and all had to be replaced. Additional delays were caused by no one bidding on the sewer system, and being told that we were using the bond money too quickly. Additionally, we waited for AT&T and the department's legal divisions to come to terms with a phrase about liability in the contract for the phone system.

Over the project period there were two legislative leaderships, the leadership of three directors and three deputy directors. Over and above the dollar figures, thousands of hours of employee time and inmate labor too were required to complete the building. All withstanding, completion was at a very reasonable \$64 per sq. ft. building cost. This project is historic in that this is the first free standing, state owned district office in the history of the department. This is even more meaningful when the tireless efforts and patience of the employees involved, is considered.

## Applying Evidence Based Practice

By Senior Probation and Parole Officer Ricci Cross

*I recently saw a Pirate-themed T-shirt with a phrase emblazoned across the front, along with the typical pirate skull and cross-bones, the phrase said: "The beatings will continue until morale improves!" While humorous, this phrase has a familiar ring to it. What parent at one time or another hasn't threatened a spanking in order to gain cooperation from a child? Or, what Probation/Parole Officer has not threatened jail time or some other sanction in order to gain compliance of an offender? The problem is that the parent knows better, he or she may just be frustrated, tired, or worn out looking for a solution to get the child to cooperate, and fully knows that a spanking will only exacerbate the situation. However, the underlying hope is that the threat alone will suffice.*

The same goes for a Probation/Parole Officer, who is also probably frustrated with the "pre-contemplative" offender who absolutely will not cooperate. It is at that moment, however, that our motivational interviewing skills and college education should kick in, right? Do we break out our "Tools of the Trade" manual in the middle of the office visit to look for guidance, or maybe flip through the first few pages of the LSI scoring guide for some quick motivational interviewing pointers? In the book, *The 7 Habits of Highly Effective People*, Stephen R. Covey compared this to a student; "cramming" your way through school. The student may get by, and even get good grades, but without "paying the price day in and day out, you never achieve true mastery of the subjects you study..." Covey goes on to illustrate his point of the ineffectiveness of cramming by comparing it to a farm; what if you "forget to plant in the spring, play all summer, and then cram in the fall to bring in the harvest"? There is

no shortcut to achieve true prosperity on a farm, or for that matter, cooperation from an offender in the office.

Stormy Wilson, NEDCC District Supervisor, recognized that there was a missing link, so to speak, between the knowledge officers have and information that is available, and the application of that knowledge and information into practice. In other

words, how can officers improve office visits with offenders AND have that translate into comprehensive, yet also concise case notes? Mr. Wilson and his Assistant District Supervisors then turned to the Treatment Improvement Protocol (TIP) Series, book 35, entitled, "Enhancing Motivation for Change in Substance

Abuse Treatment," chapters 4-7, which cover the Stages of Change and Motivational Interviewing Techniques. They realized this information would benefit all Probation/Parole officers. Therefore, a plan was developed for implementation and incorporation of Evidence Based Practices through the use of this TIP manual.

*(continued on page 18)*

*How can officers improve office visits with offenders...and have that translate into comprehensive, yet also concise case notes?*

First, Mr. Wilson met with his Assistant District Supervisors and each Team Supervisor. Team Supervisors were given two weeks to read chapters 4-7 in the TIP book and:

- Review random case notes of team members looking for examples of evidence based practices.
- Draft a Caseload Quality Assessment tool that includes a rater-box system to score for EBP usage.
- Identify areas of supervision to be rated.
- Select case notes from team members that demonstrate the Officer's use of Evidence Based Practices.

Team Supervisors submitted their rater-box ideas before the next scheduled meeting. District Supervisor Wilson and his staff then prepared a Caseload Quality Assessment tool for review at the next meeting. The next meeting included District Supervisor Wilson, the Assistant District Supervisor, Team Supervisors, and one officer from each team. At this meeting, field files and case notes were provided and the attendees were separated into smaller groups to review the example cases and identify areas needing improvement, as well as areas of strength.

The reviewed Caseload Quality Assessment tool included the following sub-categories for assessment:

- Risk and Needs
- Enhancement of Intrinsic Motivation
- Stages of Change
- Targeted Interventions
- Increased Positive Reinforcement
- Ongoing Support from Significant Other/Capable Guardian or other Social Support System
- Timeliness of Action

The next phase of training began with Team Supervisors meeting with District Supervisor Wilson and Assistant District Supervisors to structure "homework" assignments for the teams. The mission ultimately is to provide the officers opportunities for learning and "true mastery" of the Stages of Change, as well as increased knowledge and ability to move offenders more effectively and achieve success. Team Supervisors met with their individual teams and provided each officer with a TIP-series 35 manual. Officers were then assigned to read a chapter at a time starting with chapter 4 of the TIP book. The team meets at set intervals to review each chapter and discuss the strategies of identifying offenders' current stage of change, as well as approaches to help offenders move through each stage successfully.

*The mission ultimately is to provide the officers opportunities for learning and "true mastery" of the Stages of Change, as well as increased knowledge and ability to move offenders more effectively and achieve success.*

This is an ongoing process. Teams continue to work through each chapter, and the results are showing up in case notes as well as in the overall atmosphere in the offices.

In closing, another thought from the book, "The 7 Habits of Highly Effective People," Stephen R. Covey points out that it is important to "Sharpen the Saw." Sometimes we find ourselves so busy working and toiling away at our jobs, that we forget to sharpen the tools that will make our lives easier.

While it has been challenging to open our minds and our schedules to this program, we know the effect will be long lasting for both the officers and the community. We invite anyone interested in the program to contact the Northeast District Community Corrections Administrative Office for further information.

## Southeast District Community Corrections Hosts Training Session

by Brad Brogdon

Southeast District Community Corrections hosted a training seminar on November 15, 2006, entitled, "Understanding the Change Process," at the Pontotoc County Technology Center in Ada, Oklahoma. The guest speaker was Dennis Auld, the Director of the Ada Family Crisis Center and also the Executive Director of the Oklahoma Drug and Alcohol Professional Counselors' Association. Mr. Auld is an internationally certified drug and alcohol counselor and has extensive expertise as an addiction specialist.

The purpose of this event was to further educate staff on the six stages of change and the principles of evidence based practices in conjunction with the department's supervision policies regarding community offenders.

The core components of behavior change include a new series of interactions that provide the offender the opportunity to learn about their behavior, acquire new skills to address problematic issues, and develop tools to ensure long-term success.

During the change process, of-

fenders are not passive participants. Offenders must be actively involved in their own treatment and must receive immediate negative consequences if not involved or if they become disengaged.

There are two basic offenders, those who made poor decisions which resulted in criminal behavior and those who are criminal thinkers and do not see fault with their actions. Criminal thinkers often have poor self-control skills in addition to the following characteristics: History of alcohol and other drug use; pro-criminal attitudes, values, and beliefs; pro-criminal peers; poor family support relationships; and a callous personality. Probation and parole officers, when faced with the criminal thinker offender, must challenge the offender's life script.

When trying to determine the offender's degree of motivation for change, it should be noted that every interaction between the offender and the officer provides information regarding the offender's degree of motivation and what stage of change they are in. The officer's first objective is to take every opportunity to engage the offender in the change process. This sets the premise for the offender to assume full responsibility for a pro-social lifestyle. The change process is not always fluid from one step to the other and may regress depending upon the individual offender's problem solving ability.

The six stages of change consist of pre-contemplation, contemplation, preparation, action, maintenance, and relapse. Offenders who are in the pre-contemplation stage

deny that a problem exists. It is important for the officer to assist the offender in looking at the discrepancy between their current behavior and future goals. When this discrepancy is recognized by the offender, motivation to change occurs and the offender moves into the contemplation stage.

An offender in the contemplation stage realizes that a problem may exist but is ambivalent about the problem. The goal is to reinforce the offender's reasons to change and move him toward the preparation stage.

The offender who has reached the preparation stage is recognizing the problem behavior and begins to make a commitment to change. The officer and offender work together to develop a plan.

The next step in the change process is the action stage. An

offender who is in this stage of change implements the negotiated plan of change and requires continuous positive reinforcement from the officer. Once the offender has successfully worked the plan for a period of six to nine months, he or she will normally progress to the maintenance stage.

When the offender has met this stage, a reward of new behavior now outweighs the reward of old behavior. The old behavior has been extinguished but may resurface.

The relapse stage is where an offender either has a one time lapse but regains control or fully falls back into the criminal lifestyle (relapse). Each slip requires the officer, offender, and treatment provider to develop a plan to address the people, places, or situations that triggered the slip.

## Interstate Commission for Adult Offender Supervision

by Milton Gilliam

The Interstate Commission for Adult Offender Supervision (ICAOS) is the governing body coordinating all transfers of community supervised offenders between states. The makeup of the Commission consists of a voting representative from each member state. Responsibilities of this organization are: to manage the operation of the Commission, to promulgate rules which have the force of federal law, and to manage compliance issues involving

states not adhering to the established rules.

ICAOS held its annual business meeting October 1-5, 2006, in Phoenix, Arizona. Oklahoma was represented at this meeting by Milton Gilliam, Administrator of Parole and Interstate Services, and Frank Mesarick, Deputy Compact Administrator. The theme of the meeting was: returning to the "Spirit of the Compact." States were encouraged to consider public safety issues, as well as the risk and needs of the offend-

ers transferring, when making decisions to accept or deny a case. The goal of the Commission has always been to successfully reintegrate the offender back into society while maintaining public safety.

Highlights from this year's meeting included: training for the Deputy Compact Administrators, amendment of rules, and discussion of NACIS, a national database being developed by the Commission. The meeting saw the first use of the compliance policy, when sanctions were

proposed and voted on by the Commission, due to violation by the States of Texas and Pennsylvania.

Training on rule updates from the meeting is being prepared and will be presented to the field in the near future. If you would like to follow up on the interstate compact, and stay current, check out the national website at [www.interstatecompact.org](http://www.interstatecompact.org), or contact the Oklahoma Interstate Compact Office.

137<sup>TH</sup> CONGRESS OF CORRECTION  
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## Tulsa County District Community Correction's Probation and Parole Teams

by Rick Parish

### Sex Offender Team

The Tulsa County District Community Corrections' Sex Offender Team is comprised of four (4) officers who supervise approximately two hundred (200) offenders divided into sections of the county. Case assignments consist of any offender who has a current conviction for an offense required by law to register as a sex offender, offenders with a history of sex related offenses and cases that contain a sexual element, but were plead to an offense that does not require registration. The officers are responsible for regular supervision, but their duties also include registration and registration updates, assessing client risk using specific tools focused on sex offender's issues and conducting pre-sentence and pre-pardon investigations. The officers conduct an average of two (2) pre-sentence investigations per month and conduct an average of thirty-two (32) home visits per month.

In supervising sex offenders, the Tulsa County District Community Corrections' Sex Offender Team uses the containment approach, which was adopted by the Depart-

ment of Corrections as best practices in managing this type of offender. The containment team is comprised of the officers, treatment providers, polygrapher, victim advocate and local law enforcement. Each month the officers meet with members of the containment team to identify potential problems and determine when and how to intervene.

### Drug/DUI Court Program

Tulsa County District Community Corrections' Drug/DUI Court program is comprised of four (4) officers assigned to Drug Court and one (1) officer assigned to DUI Court. They all supervise approximately seventy-five (75) clients each. These officers appear in court each week for staffing with the Drug/DUI Court team and appear in court each week for review hearings with their clients.

### Parole/Area Team

Currently, the parole team is comprised of two officers that specialize in parole cases. Due to the special population, we have the added resources of indigent parole contracts with numerous providers in our

community. These providers help our offenders address numerous issues not limited to substance abuse, mental health, anger management, and educational needs.

As a group they work to make consistent decisions in reference to violations. They utilize numerous intermediate sanctioning options on offenders in lieu of revocation and have placed offenders, temporarily, into work centers. They have streamlined all the residence verifications through this unit to ensure that home offers are appropriate and adequate for offenders. They have also worked with transition coordinators to help bridge the gap to assist offenders with their transition back into the community.

In Tulsa County, there are several suburbs that contain offenders and, to consolidate fieldwork in those areas, we have created area officers. Those areas are Broken Arrow, Sand Springs, Jenks, Glenpool, Liberty Mounds, Bixby, Owasso, Skiatook, Sperry, and Collinsville. These officers supervise offenders in portions of Tulsa and work to locate employment, treatment providers, and other resources in those communities to better aid supervised offenders.

Officers in this unit work well together and work hard to help offenders become contributing members of the community. They utilize appropriate referrals for treatment, and other need areas, as

well as other case management tools to ensure their success.

### **Pre-Sentence Investigation Unit**

This unit consists of five case managers who write the majority of pre-sentence investigations ordered out of the Tulsa County District Courts. The exceptions are Sex Offenders and Hispanic investigations. The Pre-Sentence Investigation Team writes the in-custody Delayed Sentence reports and the subsequent required update reports. Judicial Review reports for Tulsa County are also done by this team.

The unit also conducts LSI-only reports for District Judge Millie Otey as a part of the Accountability Court in Tulsa County. The case managers are required to conduct home visits on all out-of-custody-pre-sentence investigation reports.

### **Global Positioning System**

Tulsa County District Community Corrections currently has three officers supervising approximately 133 inmates assigned to the GPS caseload. The officers complete all GPS residence verifications and parole residence verifications for the GPS inmates. Officers are responsible for hooking up the equipment and making sure it is all in working order. Violations are checked daily and the inmates are continuously

monitored utilizing global positioning satellite monitoring technology. The officers are responsible for having the GPS inmates report monthly in the office and a home visit is also completed monthly. Case management is also the officer's responsibility, to include; answering request to staff, earned credits and level promotions and demotions. Transfer packets are completed for inmates returning to higher security and to other districts. Officers also produce a monthly parole tracking report.

### **Hispanic Caseload**

Tulsa County District Community Corrections has one officer that specializes in the supervision of Spanish speaking offenders in the Tulsa County area. This officer supervises all Spanish speaking offenders on supervision. The officer works closely with treatment providers as well as court interpreters to supervise these offenders. This officer also ensures all foreign-born offenders' reports are submitted to the Department of Homeland Security for possible deportation.

### **Generic Caseloads**

Nineteen officers in the district supervise the remaining probation cases (known as generic). These officers are located in the four specialty team areas and seven officers are assigned to a "generic team."



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# Northwest District Community Corrections Expands Probation and Parole Operations

by Mike Carr

**N**orthwest District Community Corrections (NWDCC) recently completed work on bringing two new probation and parole sub offices on line in Custer and Osage County. The new Custer County Sub Office, located at 201 S. 5<sup>th</sup>, Clinton, Oklahoma, houses a Probation and Parole Officer Supervisor and three Probation and Parole Officers. Staff assigned to the Clinton sub office provides community corrections services to the courts to include the supervision of adult offenders who reside in Clinton and surrounding communities. Located



Pawhuska Sub Office.

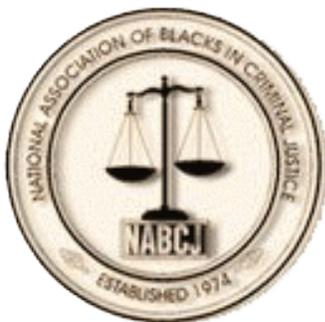


Officers outside the Clinton Sub Office.

at 1007 Grandview Avenue, Pawhuska, Oklahoma, the new Osage County sub office houses two Probation and Parole Officers. Staff assigned to the Pawhuska sub office benefit from sharing office space with the Osage Nation Counseling Agency. The Pawhuska sub office is responsible for the community based supervision

of adult offenders who reside in Northern Osage County.

In addition to the opening of new Probation and Parole sub offices in Clinton and Pawhuska, NWDCC is in the process of relocating and/or expanding office space in Elk City, El Reno, Enid, Perry, and Woodward, Oklahoma.



## NATIONAL ASSOCIATION OF BLACKS IN CRIMINAL JUSTICE

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# Central District Community Corrections

by Chris Hudson

In May, 2006, as part of our evidence based offender management philosophy and transition efforts, Central District Community Corrections entered into a partnership with Career Tech, Workforce, and Francis Tuttle Vocational School, with the goal of providing quality vocational training to youthful offenders in a community setting. The partnership developed after the Department of Career Tech was awarded a federal grant to fund vocational training in Oklahoma County for male offenders between the ages of 18 and 21. The program accepts of-

*...providing quality vocational training to youthful offenders in a community setting.*

fenders with non-violent and non-sex related offenses.

After months of planning, the first group of offenders, totaling 13, began their training on September 1, 2006, at Francis Tuttle Vocational School in Oklahoma City. The training, valued at \$6,300, is provided at no cost to the offenders, and covers several areas of commercial construction. Training in-

cludes sheetrock installation, metal door framing, suspended ceilings installation, door hanging, and drywall finishing. Classes take place each Monday – Friday from 8:00 a.m. until 4:30 p.m. Students are required to ad-

*...offenders who do not have a high school diploma spend approximately 4 hours each week working toward achieving their G.E.D.*

here to structured attendance, behavior, and academic standards set by the training and vo-tech staff or face possible removal from the program.

The first semester concluded on January 25, 2007, with 11 offenders participating. Students who successfully complete the entire program and the required number of hours receive a career path certificate of completion, to include a Key Train Application and Work Keys Certificate. Students also receive an Occupational Safety Health Administration (OSHA) U.S. Department of Labor card and their National Center for Construction Education of Research (NCCER) card/license. Upon completion of this program the participants can earn up to \$12.00 per hour, with the possibility of

making \$17.00 per hour after a few years of experience. One of the unique advantages of this career tech program is the availability of on-site construction advisors that refer and recruit participants for local construction company

employment. Another great benefit of this program is that offenders who do not have a high school diploma spend approximately 4 hours each week working toward achieving their G.E.D.

*One of the unique advantages of this career tech program is the availability of on-site construction advisors that refer and recruit participants for local construction company employment.*

Central District Community Corrections Officer Dustin Quinton is assigned to this program and supervises all training participants. In this capacity, he serves as both officer and mentor, spending a great deal of time discussing

the program with not only the offenders, but their family members and capable guardians to reinforce the benefits of successful completion.

Officer Quinton utilizes a number of supervision incentives to increase the likelihood of successful completion. Offender supervision fees are waived while in the program, as offenders are expected to devote 40 hours each week to educational, life skills, and training programs. As warranted, this officer works with the sentencing court to modify court ordered stipulations that interfere with the offenders' ability to attend training. Non-traditional on-site reporting hours are available to participants. Officer Quinton visits with his clients each week to monitor their progress. When an offender's attendance or progress is less than satisfactory, the offender and/or their family are contacted, so that obstacles hindering their success may be addressed and overcome.

Central District Community Corrections is pleased to be a part of this unique partnership and looks forward to the continued offender success of this program. The most recent class commenced during February, 2007.

## Part II

# Those Who Have Served A Military Connection

As a Midwest City teenager during the 1960's, and being the son of a career Marine, Jim Harris was quite familiar with the concept of military service. Jim joined the military and began his 22 plus years of service by enlisting in the U.S Army in June 1967. He was discharged in December 1970, having served approximately 3 ½ years - 16 months of that service in Vietnam. He re-enrolled in college in January 1971 and graduated in May 1973 by going year round and carrying high class loads from the University of Oklahoma with a BBA degree in accounting. He subsequently earned an MBA in finance and accounting while in the military in 1979.

In September 1973, only three months after graduating from OU, he re-entered the military - this time with the U.S Air Force where he served approximately 19 years. After completion of pilot training in May 1975

he was assigned to flying the KC-135 conducting world wide air-refueling missions and also, for about two years, was dual qualified in T-37 and T-38 aircraft. Jim's Air



Jim Harris

Force assignments saw him stationed in Texas, Maine, Kansas, Washington D.C and finally Oklahoma. While assigned to Headquarters Air Force Systems Command (HQ AFSC) in Washington D.C., he initially worked with foreign military and various Washington D.C. area embassy staff as a Political Military Affairs Officer.

He later utilized his accounting and finance education as the HQ AFSC Science and Technology budget sub-panel chairman overseeing the development and execution of a \$1.2 billion dollar Air Force Laboratory Basic Research and Technology Development budget. His final Air Force assignment was to Tinker Air Force Base, OK where he returned to flying and finished his last two years of military service, but not before flying in Desert Storm.

As a military pilot he accumulated over 3,000 hours in turbojet aircraft serving as co-pilot, pilot, instructor pilot and evaluation pilot first with the Strategic Air Command and later the Tactical Air Command. He was instrumental in bringing the re-engined KC-135R into the Air Force inventory and was one of the initial cadre of pilots to fly that aircraft in an operational setting. He retired as a Major on August 31, 1992.

Jim's military experiences took him to places he never envisioned he would see. In addition to locales already mentioned, his service saw him on temporary duty assignments to the Far East, Western and Central Asia, England and the European Continent, Central America, Australia, Japan, Guam, the Indian Ocean, Alaska, and Canada. He was exposed to both the operational side of the military as well as the business side. The military taught him self discipline; respect for diversity; and an appreciation for the talents, skills and dedication that everyone must bring to the equation to accomplish the assigned mission.

Many who know Jim may not be aware that he likes classical guitar music and used to play the classical guitar. He also, in his youth, was a drummer in a rock and roll band called the Pastels - and for a few brief years that endeavor helped him pay his college expenses.

**R**on Anderson's dad retired from the Army after 28 years of service. While his dad was serving, Ron and his family twice traveled to Germany, where his father was stationed, and lived there for almost 5 years. A younger brother was born in Germany. Perhaps military service is "in the Anderson blood" because Ron and two of his brothers also served in the Army. While his brothers' military experiences were short, Ron served 6 years in active military status followed by 16 years in the National Guard and/or the Army Reserve. He is a retired Lieutenant Colonel. It is interesting to note that both Ron, one brother and his dad all served a period of time in Vietnam at the same time. He and his dad met face to face on two occasions.

Ron enlisted in the Army in 1967, because he thought it was "the right thing to do." In addition to serving in Vietnam, Ron was also stationed for a period in Germany and Thailand. His assignments included the Signal Corps, Military Intelligence and Infantry. Ron credits the Army for enhancing his organizational and problem solving skills. Service also broadened his view of the world and has contributed to his conservatism.

One interesting fact about Ron, that many others may not be aware of, is that he collects old guns and has been doing so for many years.



Ron Anderson



Tom James

**T**om James spent the early years of his life living in a small Iowa town. Wanting to "see the world," Tom enlisted in the Air Force in 1974. He was first sent to Lackland AFB in San Antonio, Texas for basic training and then Sheppard AFB in Wichita Falls, Texas, for finance training. He subsequently served at: Peterson AFB in Colorado Springs, Colorado, Hurlburt AFB in Ft. Walton Beach, Florida, and Norton AFB in San Bernadino, California, where he graduated from Chapman College, Orange California with a degree in finance in 1979. He was next sent to San Antonio, Texas, for officers training school then transferred to a base in Minot, North Dakota, serving as Deputy Finance Officer. Tom's next stop was Ankara, Turkey, where he was a Disbursing Officer. Returning to the United States, he was stationed at Ellsworth AFB in South Dakota, first as Finance Officer, and later as Missile Crew Commander in Minute Man II Missiles. In 1987, Tom was sent to San Antonio, Texas, in the capacity of an auditor for the Air Force Audit Agency. His last assignment occurred in 1991, when he was transferred to Tinker AFB as Finance Officer. He retired from Tinker in 1995, electing to remain in Oklahoma.

The military provided the means for Tom to obtain a college degree and the opportunity to apply that education and further develop financial skills. His many travels, within the United States as well as abroad, have vastly enhanced his perspective of people and their cultures.



Gregory Davis

**T**he Lawton Community Corrections Center had two Correctional Officers, SSG E6 Gregory Davis and Sgt E5 Matthew Schoolfield that served our Country in Operation Iraqi Freedom.

SSG Davis has served a total of twenty (20) years and eleven (11) months with both the Army and Oklahoma National Guard. He served eight (8) years active duty with the Army and twelve (12) years and eleven (11) months with the Oklahoma National Guard Unit 1/158 FA. SSG Davis will retire from the military when he is released from active duty status. Greg was stationed at Fort Riley, Kansas for six (6) years and he served two (2) years in Graphenwohr, Germany. He is a veteran of the Gulf War and has now completed a tour of Operation Iraqi Freedom. His tour in Iraq was the longest tour being fifteen (15) months. SSG Davis doesn't speak much about his military experiences because he doesn't want his family and friends to worry. His tour in Iraq was very stressful on his wife and family. As a family they had a difficult time with his absence because his wife, children and grandchildren see SSG

Davis as the "strong man" who deals with our everyday situations. The family was very confident that he would come home safe because they knew God gave him the knowledge to deal with any situation that he might encounter.

Sgt Schoolfield has served a total of eight (8) years all of them being with the Oklahoma National Guard Unit 1/158 FA. He served one tour and that was Operation Iraqi Freedom for fifteen (15) months. Sgt. Schoolfield didn't mention any particular experience that he might have had while on tour, but he did comment that he felt the people back home might take for granted what we have here in the United States. Sgt. Schoolfield said that it was really hard being away from his seven (7) month old daughter. He feels he missed out on watching her grow and seeing the little things that she would do. She will be two (2) years old in a couple of months. It has also been quite an adjustment for both him and her since his return.



Matthew Schoolfield



Judy Shipley

**I**raq is a country known around the world as being the most volatile place on earth. For the past five years the United States has committed military forces to this region and as young men and women go off to war not only is it hard on the troops but it is especially hard on the families they leave behind. The stress is probably greater for the mothers that see their child leave to perform their service to this country. It is hard enough to have one child serving in a war zone but just imagine for just one moment being a mother and having both of your sons go to war at the same time.

At Mabel Bassett there is a mother that has faced this reality. Sergeant Judy Shipley, one of Mabel Bassett's correctional staff, lived this reality. Her two sons, Corporal Thomas S. Nelson and Sergeant Scott T. Nelson, served with the United States Marine Corps in Iraq serving three tours spanning from 2003 until 2006. When her sons left home Judy felt that time had stopped and she was serving her sons tours right along with them. Day after day she tried not to watch the news about Iraq, but always wondered if she did would she catch a glimpse of one of their faces on the TV waving or just walking by. Every



Corporal Thomas S. Nelson

face she saw she prayed would be one of hers to give her just a little peace and comfort for the moment knowing that tomorrow would be a repeat of today.

Sergeant Shipley went about her job at Mabel Bassett daily with the thought of Thomas and Scott on her mind quietly saying a prayer for their safety. It is

hard to talk to someone about the feelings you have says Judy unless they have experienced something like this because most people would not understand what any parent having a loved one serving in a war zone today is going through.

Both Scott and Thomas have completed their time in the Marines with Scott having been awarded two Purple Hearts for being wounded in combat. Sergeant Shipley is glad they are home and has never been more proud than when she wears a t-shirt of the Marine Corps. Veterans see it they immediately start chatting with her. She proudly tells them that she has two sons that wore the uniform of the Marines and served in the Gulf Region. Sergeant Shipley said the response is overwhelming, as people congratulate her for the sacrifices

her sons made and for the sacrifice she made as a Marine Corp. Mother. Her prayers go out to all the other mothers facing the same situation today. She says that her sacrifice is small compared to the mothers that have loved ones that have given the ultimate sacrifice.



Sergeant Scott T. Nelson

**E**ddie Powers graduated from Heavener High School in May 1978 and enlisted with the U.S. Navy in May of 1978. Eddie started his military career at boot camp in Orlando, Florida. From there he attended Submarine School in Groton, Connecticut, Advanced Technician School at Dam Neck, Virginia, where he was assigned to the USS Stonewall Jackson SSBN 634G in Portsmouth N.H. He advanced to E-5 in August 1980 and to E-6 in August 1983. Eddie attended the Instructor School at Norfolk, VA and BUDS in Little Creek, VA. Eddie was assigned Fleet Ballistic Missile Submarine Training Center and the USS Simon Bolivar SSBN 641B in Portsmouth, NH. In September 1987 he advanced to chief Petty Offi-

cer, from there he was assigned to Polaris Missile Facility Atlantic, Goose Creek, SC, B.S. Engineering Clemson, Fleet Training Center, King's Bay, GA, USS Nebraska SSBN 731B King's Bay, GA. He then retired from the US Navy on September 30, 1996.

Eddie began his employment with the Jim E. Hamilton Correctional Center in Hodgen, OK in March 1997. He started as an officer cadet and attended the Officer Cadet School at the Gene Stipe Training Facility in Wilburton, OK. He is currently a Sergeant assigned to the Key/Tool Officer.

Eddie is a very dedicated employee who is always willing to help out where ever he is needed. He has worked virtually every position at the facil-

ity that a Correctional Security Sergeant could be assigned including acting shift supervisor. He has worked in all housing units, yard positions and in ground crew positions on all three shifts as well as a ground crew supervisor with duties as the acting property officer due to shortage of staff. He has greatly improved the function of each of these positions with his organizational abilities. His willingness to go above and beyond the regular duties assigned is one of his outstanding qualities. He goes out of his way to show care and concern. Through his efforts and calm manner, he ensures that security is maintained through out the facility.

Eddie has had a wide variety of experiences in his life. He

is the type of employee that other employees enjoy working with. He is fair and consistent in his dealing with staff and inmates alike. He is well respected by all and displays those leadership skills which make him a superb role model. Eddie is an excellent asset to the facility and to the Department of Corrections.



Eddie Powers



Joshua Boyer

Joshua Boyer an officer at John Lilley Correctional Center for one and a half years is also a member of the National Guard, 120<sup>th</sup> Engineering Company out of Okmulgee, Oklahoma.

In February of 2004 Officer Boyer's unit was mobilized and sent to Iraq for a year. While in Iraq, Joshua was involved in the operation of heavy equipment and providing security for convoys at night in and around Baghdad and Fallujah in central Iraq.

For safety and security reasons the convoys moved mostly at night. The American forces possessed the technology to see and detect hostile activities and road side bombs during the hours of darkness. The Iraqis did not have this advanced technology.

Officer Boyer said most of the Iraqis he met welcomed them. However, the average Iraqi's value system appears to be substantially different than an American's. Electricity is rationed. Also it is apparent that even without the war, shops and markets are significantly less convenient and shopper friendly than the average American is accustomed to.

In addition to the year in Iraq, Officer Boyer also served on Border Patrol duty in September of 2006. While Officer Boyer was serving his country in Iraq, his son was born.

Officer Boyer signed on for six more years with the National Guard in 2006. He says he is proud to serve his country in Iraq or anywhere else deemed necessary.

# Communications News



Jennifer James McCollum, Public Information and Marketing Manager, Department of Airports, and Jerry Massie, Public Information Officer, Department of Corrections, at the April PIO Meeting where Ms. McCollum was the guest speaker.



Christopher Hill and K.C. Moon, Director, with the Oklahoma Criminal Justice Resource Center present Kim Rotelli with a plaque recognizing her for designing the cover to the 2004 Report on Felony Sentencing.

## SAVE THE DATE

EMPLOYEE RECOGNITION  
CEREMONY AND TRAINING

OCTOBER 30 - 31, 2007

SHERATON REED CENTER  
MIDWEST CITY, OKLAHOMA

# Take Our Sons and Daughters to Work Day

Oklahoma City, Oklahoma  
April 26, 2007



Take Our Sons and Daughters to Work Day participants gathered on the front lawn at the Department of Corrections' Administration Building



Cecilia Grant, Sentence Administration, with daughters



Ramona Duncan, Division of Community Corrections, with grandson



Donovan Michie, Case Manager, Mabel Bassett Correctional Center, with son



Scott Crowe, Field Services, and son



Jeff Spaulding, Finance and Accounting, with daughter



Kathy Davis, Finance and Accounting, with grandsons



Pam Anderson, Sentence Administration, with daughter and a friend

# OKHealth NEW BENEFIT FOR STATE EMPLOYEES!

Would you like...

- Extra cash in your pocket?
- A waived PCP office visit co-pay (\$25) with free lab work specific to OKHealth?
- A discount on a fitness center membership?
- To feel better, reduce stress, and have more energy?
- Free access to a personal professional health mentor?

Yes, then OKHealth is for you – **and it's free!**

All active DOC employees have the opportunity to participate in the state's wellness mentoring program offered by the Employees Benefits Council State Wellness Program. The goal of OKHealth is to give you the right tools to help you feel better and improve your health.

## LETTER OF APPRECIATION - TUITION ASSISTANCE PROGRAM

I would like to thank the Oklahoma Department of Corrections and the Tuition Assistance Program personnel who worked to help me attain my Bachelor's in Arts Degree this May from Southeastern Oklahoma State University in Durant, Oklahoma.

Without the assistance of the Oklahoma Department of Corrections and this program, I would not have been able to attain a higher education degree. As the head of a large household with four children, money would have been very difficult to set aside for this expensive endeavor. I am proud to say that I have finally been able to achieve my goal that I thought almost impossible to reach financially and owe much of my success to the Tuition Assistance Program funding.

I have personally talked with many of my peers about the program and how it helped me with my higher education goals. Many of my co-workers are now enrolled in a college or university program or will participate in the fall. Hopefully, with a higher education degree, I will promote within the Department and have another positive example to attribute to the Tuition Program.

I hope the Oklahoma Department of Corrections continues to fund this program and consider expanding it in the near future to help employees attain a Master's degree. I know I would be interested in a Master's degree with the Oklahoma Department of Corrections' assistance.

Again, the staff of the Tuition Assistance Program has my deepest appreciation.

*Lt. Leonard A. Howard, Jr.*

Lt. Leonard A. Howard, Jr.  
Jackie Brannon Correctional Center

To enroll in the OKHealth Program, the first step is to complete an online health risk assessment (HRA) and submit Orientation Packet A. Next, an OKHealth representative will call and help you set up an initial visit with your Primary Care Physician for some basic measurements and labs. As a program participant, the initial cost to visit your physician and receive lab work (specific to OKHealth) will be waived by your health care provider.

Following your initial PCP visit, you will receive your first Orientation call from a professional health mentor. Your mentor will work with you to establish personalized, twelve-month goals and action plans tailored to your specific health needs. Areas of focus in the program are:

- physical activities
- healthy nutrition
- smoking cessation
- stress management
- diabetes management
- cardiovascular disease prevention and control

The Department of Corrections is offering a pay incentive to OKHealth participants of **\$500** for successfully completing the program. The pay incentive consists of three separate payments payable to a participant upon completion of the (1) initial enrollment, (2) twelve week follow up, and (3) achieving goals at the twelve month follow up.

As your benefits office, the Employees Benefits Council has coordinated several incentives for OKHealth participants. The incentives are:

- three levels of pay incentives (contingent on agency participation),
- no co-pay or deductible for initial PCP visit/lab work (specific to OKHealth),
- discounts on selected fitness centers throughout Oklahoma.

**Let's get started with the Program!**

Additional program information can be obtained by contacting the Employees Benefits Council's State Wellness Program Office at: 405-232-1190 or 800-219-8115 or email us at [okhealth@ebc.state.ok.us](mailto:okhealth@ebc.state.ok.us). **Or contact Karl Willett, DOC Wellness Coordinator, at (405) 425-2504.**



# APRIL ANNIVERSARIES

<b>35 Years</b>	Sharon Neumann	Community Sent/ Off Info Svcs	Ken Klingler	Operational Services	Patricia Franklin	JBCC	
			Kerry Kendall	OSR	Jeff Bridges	Agri-Svcs/WKCC	
			Michael Gwin	LARC	Calvin Bagley	MACC	
			Cecilia Green	DCCC	Sandra Adkins	JDCC	
<b>32 Years</b>	Jesse Sutter, Jr.	NOCC	Krista Cobb	JCCC			
	Margaret Branch	WKCC	Brenda Brooks	OSR	<b>17 Years</b>		
			Sheryl Brock	NOCC	Cecil Whalen	Operational Services	
<b>31 Years</b>	Paul Preston, Jr.	UCCCC	Charlene Bredel	JCCC	Michael Scoggins	JDCC	
	Charles Harris	OCI Mfg/DCCC	Rebecca Bowen	JHCC	Brian Holden	OSP	
					Pamela Fink	JBCC	
<b>30 Years</b>	Ted Miser	Agri-Svcs/LARC	<b>22 Years</b>	John Webber	ECCC	<b>16 Years</b>	
	Elvin Baum	Director's Office		Michael Davenport	JLCC	Deborah Romine	Div. of Community
				James Bode	SWDCC	Corrections	
						James Hunt	Finance & Accounting
<b>29 Years</b>	Glenda Herell	JHCC	<b>21 Years</b>	Tony Rea	OSP	<b>15 Years</b>	
				Tami Grogan	Sent Admin	Theda Suchy	JHCC
<b>28 Years</b>	Kenneth Standifird	Agri-Svcs/JDCC	<b>20 Years</b>	Cathy Wilkerson	LEGAL	Jerry Parker	DCCC
	Mark Smith	Programs Unit		Marvin Vaughn	OSR	Daniel Owens	DCCC
	Lynne Presley	Training		David Templin	HCCC	Wendell Davis	LARC
	Sherol Norwood-Darko	MBCC		Walter Simco	CDCC	Terence Bolt	DCCC
	Ray Booher	JLCC		George Plavchak	JHCC		
				Jimmy Nichols	JCCC	<b>14 Years</b>	
<b>27 Years</b>	Carla Martin	Community Sent/ Off Info Svcs		Ricky Moham	JBCC	Eric Vincent	OCCCC
				Charles Michael	OSP	Sandra Rodriguez	NOCC
				Andrew McKinzie	SEDCC	Donovan Michie	MBCC
				Patrick McCollum	MACC	Kenneth McBride	OSP
<b>26 Years</b>	James Gibson	OCI Mfg/DCCC		Jesse Masters	JBCC	Patrick Jackson	JCCC
				Kevin Hodgson	JCCC		
<b>25 Years</b>	Wendell Williams	JLCC		Raymond Fuchs	Mental Health/JHCC	<b>13 Years</b>	
	Lori Smith	Info Tech		Robert Calvert	Agri-Svcs/MACC	James Weaver	WKCC
	Laquitta Reynolds	Finance & Acctg		Teresa Butler	JDCC	Brian Thornburgh	SWDCC
	Vicky Goodson	LARC		Victoria Bond	Div. of Community	George Floyd	Info Tech
	Roberta Fullerton	Treat & Rehab Svcs		Corrections		Patrick Cychosz	OSP
	Steven Bears	DCCC		Donald Ammann	LARC		
	Johnny Antu	Agri-Svcs/JDCC	<b>19 Years</b>			<b>12 Years</b>	
				Blake Roberts	Agri-Svcs/OSR	Danny Owens	WKCC
<b>24 Years</b>	Bonnie Yarbrough	Sent Admin		Jerry Richard	MACC	Sharon Murphy	EWCC
	Joe Thomas	Medical Admin/JEHCC		Phillip Reuss	JCCC	Scott Hairrell	JEHCC
	Philip Ross	Procurement Unit		Michael Reed	DCCC	David Glaze	WKCC
	Pairrish Meadors	TCDCC		Marvin Holmes	NEDCC		
	John Loomis	OCI Mfg		Leonard Hamilton	Sent Admin	<b>11 Years</b>	
	Terry Alexander	JDCC		William Canaan	JCCC	Jeanie Witchey	WKCC
				Bradley Bailey	Agri-Svcs/JCCC	Kenneth Townsend	WKCC
<b>23 Years</b>	Stephanie White	JDCC		Lea Allen	BJCC	Haskell Taylor	OSP
	Eddie Walker	Agri-Svcs/OSR	<b>18 Years</b>			Sarita Simon	Education/BJCC
	Michael Wade	JLCC		Bobby Winn	Operational Services	Michael Hicks	NOCC
	William Taylor	EWCC		James Turner	MACC	Clifton Hayes	JHCC
	Anthony Stokes	LARC		Randy Smith	MACC	Jean-Marc Hache	Info Tech
	Damon Smoot	OSR		Michael Oakley	Legal	Donald Givens	JHCC
	Venoy Shields	HMCC		Alex Lunn	OCI Mfg	Lisa Drew	EWCC
	Woodrow Miller	OSR		Harold Land	Educ/JHCC	Scott Crow	Institutions
				Jack Kelly	Comm. Sent./Off. Info. Svcs.	Clyde Cothran	JDCC
				Marie Herrman	WKCC	Thomas Champion	JBCC
						Scott Benton	NWDCC

## 10 Years

Randy Titsworth	JLCC
Velvin Thomas	JLCC
Joan Spitzer	NWDCC
Kristopher Shipp	EWCC
Ray Schmidt	JCCC
Landis Ricketts	Idabel CWC
Johnny Richerson	JDCC
Loretta Parker	BJCC
Brent Owens	JBCC
Matthew Oldham	JCCC
Doris Oebermann	JDCC
Sharon Morgan	EWCC
Famous Marshall, Jr.	JLCC
Kelly Kennedy	SEDCC
Sammie Johnson	OSP
Gaylia Johnson	Empl Trng & Dev Ctr
Robert Humphrey	TCDCC
Steven Hiser	EWCC
Stephen Hembree	JEHCC
Patrick Harris	BJCC
Leroy Harris, Jr.	OSP
Gloria Green	HCCC
Ronald Grant	JHCC
Jeromey Gaster	WKCC
George Garner	MACC
Denise Engram	EWCC
Mona Elliott	Medical/OSR
Lori Eaves	OSP
Janet Clincy	EWCC
Tammy Cartwright	DCCC
Noel Boyd	JLCC
Paula Bethea	OSR
Casey Bennefield	JDCC
Lawrence Bell, Jr.	JCCC
Ralph Anderson	JEHCC
Francis Alcorn	JDCC

# Promotions

## JACKIE BRANNON CC

Billy Howell, Unit Manager I

## MACK ALFORD CC

Brenda Reed, Secretary III

Mark Aumiller, Correctional Security Officer IV

Cathleen Diggs, Correctional Security Officer IV

Steve Mazey, Correctional Security Officer IV

Curtis McComb, Correctional Security Officer IV

Eric Pittman, Correctional Security Officer IV

Tammie Sanders, Correctional Case Manager I

## JOSEPH HARP CC

Donald Givens, Correctional Security Manager II

## CENTRAL TRANSPORTATION UNIT

Everett Hutcheson, Correctional Security Officer IV

## TULSA CO. DISTRICT COMM CORR

Jackie West, Human Resources Management Specialist I

## AGRI-SERVICES

Ganeal Burk, Accountant IV

## JESS DUNN CC

Francis Alcorn, Correctional Case Manager I

## FINANCE AND ACCOUNTING

Nakita Root, Accounting Technician III

## OKLAHOMA STATE REFORMATORY

Jeremy Callahan, Correctional Security Manager I

Ronald Sharp, Correctional Security Manager I

## SOUTHWEST DISTRICT COMMUNITY CORRECTIONS

Jennifer Hinton, Administrative Programs Officer I

## OPERATIONAL SERVICES

Grayson Roulston, Human Resources Management Specialist IV

## **OKLAHOMA CORRECTIONAL ASSOCIATION**



**21<sup>st</sup> Annual Conference**  
*"Brand New State"*

October 17 - 19, 2007

Crowne Plaza Hotel  
Oklahoma City

Visit [www.myocaonline.org](http://www.myocaonline.org) for  
more information.

# Retirements

## JULY

*Dorris Levy, Central Transportation Unit*

*Barbara Mills, Dick Conner Correctional Center Medical*

*Erika Amtmann-Dunn, Lexington Assessment & Reception Center*

*James Williams, Education*

## AUGUST

*Harold Cantrell, Oklahoma Correctional Industries*

*Kim Hardcastle, Southeast District Community Corrections*

*Marty Hinds, Jim E. Hamilton Correctional Center*

*Charles Roberts, Oklahoma Correctional Industries*

*Vada Wright, Tulsa County District Community Corrections*

*Ernest Schneider, Tulsa County District Community Corrections*

*Leonard Edwards, Dick Conner Correctional Center*

*Johnny Morris, Jim E. Hamilton Correctional Center*

*Linda McKinney, Mack Alford Correctional Center*

*Vernon Hill, Central Transportation Unit*

## NEXT ISSUE

### HEALTH CARE

Medical Services

Mental Health Services

### PART III

Those Who Have Served  
- A Military Connection

# Calendar

## August

14-17 Pardon & Parole Board Mtg.  
Hillside CCC

17-18 OSP Rodeo

*(No scheduled Board of Corrections Meeting for August.)*

## September

3 Labor Day

11-14 Pardon & Parole Board Mtg.  
Hillside CCC

19-21 NABCJ Conference

20 Board of Corrections Meeting  
Holiday Inn OKC North

## October

9-12 Pardon & Parole Board Mtg.  
Hillside CCC

17-19 OCA Conference

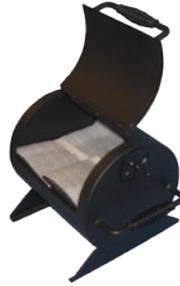
25 Board of Corrections Meeting  
Northeast Oklahoma CC

30-31 Employee Recognition  
Ceremony and Training

Lack of planning on your  
part does not constitute an  
emergency on my part.

*-- Unknown*

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