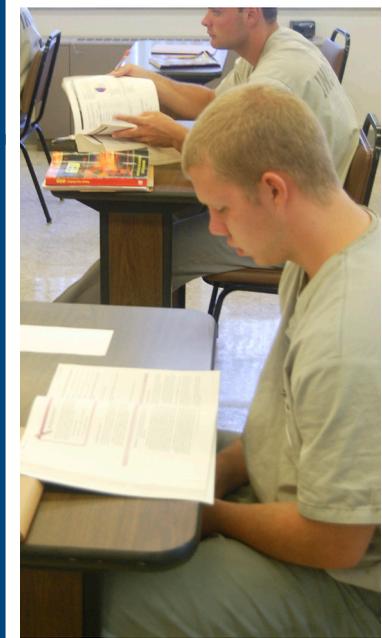


INSIDE

CORRECTIONS



Programs, Mental Health, Medical & Education



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The Program That Works For Oklahoma



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\$ 86.87



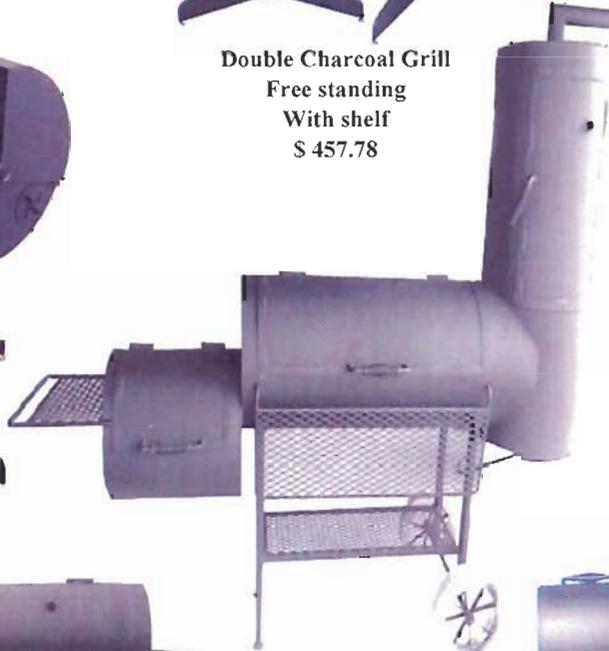
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Inside Corrections is an Oklahoma Department of Corrections bi-monthly publication distributed to employees, retirees and friends of criminal justice, to enhance communications and provide information on the development and achievements of this agency.

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On the Cover

Pictorial of Programs, Mental
Health, Medical & Education

INSIDE CORRECTIONS

July/August 2011 • Volume 23, Issue 4

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OKLAHOMA DEPARTMENT OF CORRECTIONS

MISSION:
TO PROTECT THE PUBLIC, THE EMPLOYEES,
AND THE OFFENDERS

All readers are encouraged to submit articles, letters, comments and ideas for future issues. Copy should be submitted by e-mail to marcella.reed@doc.state.ok.us or CD. All articles are subject to editing, with every effort made to preserve the integrity of the submission.

This publication is issued by the Oklahoma Department of Corrections as authorized by the Executive Communications Administrator. Starting with the July 2010 issue, this document will no longer be printed, but will be posted to the Oklahoma Department of Corrections website. Due to the cost of printing, this publication will be issued in an electronic format only. Access to copies can be made from the Oklahoma Department of Corrections website (www.doc.state.ok.us).

Welcome to Inside Corrections



This edition of Inside Corrections will certainly reinforce that the agency is always on the innovated edge of our profession. We continue to seek out innovations and best practices even when it would probably be acceptable to the public and other stakeholders for us to just maintain the status quo while waiting out the recession and budget cuts. Of course the status quo for us is already having one of, if not the best, state correctional systems in the nation. So we continue to raise the bar which is detailed in this edition where you can read about our automated offender records, quality treatment programs, educational excellence and an excellent view of maximum security mental health services through the eyes of a mental health professional new to such an environment.

Our rich employee diversity is also celebrated in pages of photos from our diversity series and we take time to recognize our award winning employees.

With a new fiscal year and a more workable budget there does appear to be light at the end of the tunnel. As I write this, we are on 17 straight days of over 100 degrees and numerous breakdowns of equipment, and yet our key indicators of a successful operating correctional system remain high. Our employees are the best in the nation and continue to demonstrate that on a 24/7 basis.

Justin Jones

Justin Jones
Director
Oklahoma Department of Corrections

Kristin Tims,

I would like to thank you for allowing me and 2 of my team members to tour your facility last Friday. I would also like to compliment Chief John Hart on the way he conducted the tour. His knowledge of DOC and all of the different levels of security, case management, and general operations was very impressive. His professionalism and demeanor represented the DOC well.

Thanks again for allowing us to take the tour. I believe that by seeing a center in operation will help my team better assess applicants education and experience when they apply for DOC jobs. The

experience of seeing the DOC staff in person is invaluable.

Please feel free to contact me if you ever have questions or if I can be of any service for your recruiting needs.

Sincerely,

Tom Impson

DIRECTOR, APPLICANT SERVICES
DIVISION, OFFICE OF PERSONNEL
MANAGEMENT, STATE OF
OKLAHOMA

BJCC Trainee Program,

(BJCC Regimented Treatment Program
Offender Organization)

Your generous donation to our
Longfellow students was greatly

appreciated. We were able to provide a fitted helmet for every student along with teaching them important bicycle safety rules they can use the rest of their lives. Our students were so excited to learn that they could keep each helmet that was fitted just for them. Later that day we had a drawing for the two bicycles you so generously donated. The looks on the two students' faces that were drawn were priceless. The words thank you does not seem to be enough for your acts of kindness.

Sincerely,

LONGFELLOW ELEMENTARY
FACULTY AND STAFF

Inside Corrections welcomes your comments. Letters must include name and contact information. We reserve the right to edit all submissions. Send letters to Inside Corrections, Attn: Editor, 3400 Martin Luther King Avenue, Oklahoma City, OK 73111, or fax to (405) 425-2578. Address electronic mail to marcella.reed@doc.state.ok.us.

REACCREDITATIONS

Mabel Bassett Correctional Center

received 100% on mandatory standards and
99.8% on non-mandatory standards.

National Probation, Parole, and Community Supervision Week

Governor Mary Fallin and the Oklahoma Department of Corrections recognizes and appreciates the work that Probation, Parole, and Community Supervision professionals do to enhance public safety.

Probation and Parole Officer of the Year



Nathan A. Rhea
Probation and Parole Officer II
Tulsa County District
Community Corrections

Nathan A. Rhea, Probation and Parole Officer II, Tulsa County District Community Corrections, is the Agency Probation and Parole Officer of the Year for 2010.

Officer Rhea began his career with the Department of Corrections in April 2007. He received his Bachelor's degree in Sociology/Criminology from the University of Oklahoma in 2005. He is now working on his Graduate degree in Human Relations at the University of Oklahoma – Tulsa campus. Officer Rhea is a dependable professional who is willing to help others on his team and, as a result, is highly respected by his peers, supervisors and clients. In addition, he conducts an average of 25 discretionary home visits each month. The large number of letters in support of his nomination substantiates the proficiency he demonstrates on the job and the reputation for excellence he maintains. Officer Rhea is certified as a Self Defense Instructor and OC Instructor for the agency. He was also selected by the Drug Court Team to attend the National Drug Court Conference in June 2010. Officer Rhea volunteers in his church, is a member of the National Helping Individuals with Criminal Records Re-enter through Employment Network (H.I.R.E. Network), and participated in the Hurricane Ike disaster relief efforts in Galveston.

CONGRATULATIONS

on your continued education
Redlands Community College
Scholarship Awardees

| | |
|---|--------|
| Vicki Caesar - Howard McLeod Correctional Center | \$1000 |
| Valerie Hale - William S. Key Correctional Center | \$1000 |
| Linda Monks - Oklahoma State Reformatory | \$1000 |
| Amanda Weber - Bill Johnson Correctional Center | \$1000 |
| Timothy Wilcox - Oklahoma State Reformatory | \$1000 |

TREATMENT AND REHABILITATIVE SERVICES

Programs Unit

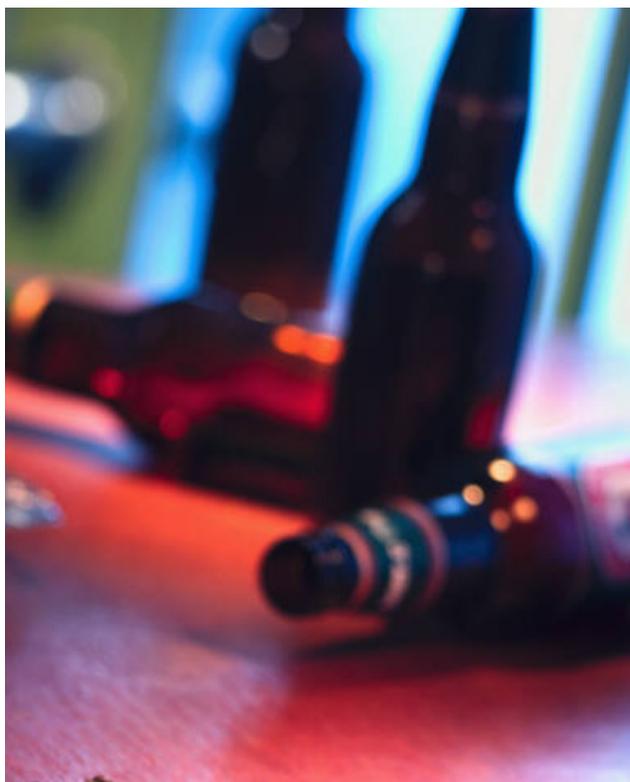
by Clint Castleberry, Administrator

Programs within the agency have seen many changes in the last eighteen months. Budget reductions and voluntary buyouts have led to a decrease – and in some cases, elimination – of programmatic services throughout the agency. While programming has seen a decrease, programs continue to provide services in an effort to address the assessed needs and interests of the offender population. Programs also produce a desired by-product, in that they provide structured activities that assist with managing the offender population. DOC treatment programs strive to address thought processes that lead to criminal behaviors.

SUBSTANCE ABUSE TREATMENT

There are currently 13 residential substance abuse treatment programs in DOC facilities. The majority of these programs are funded through federal grants or through partnership with the Oklahoma Department of Mental Health and Substance Abuse Services. At the peak of the economic downturn, DOC had discontinued or decreased substance abuse treatment programming by 295 program slots. Programs at NOCC, MBCC-med., ECCC, JHCC and DCF were eliminated. Due to our budgetary crisis, other strategies for providing quality treatment programming were

(continued on page 8)



Treatment and Rehabilitative Services - Programs Unit

(Programs Unit, cont. from page 7)

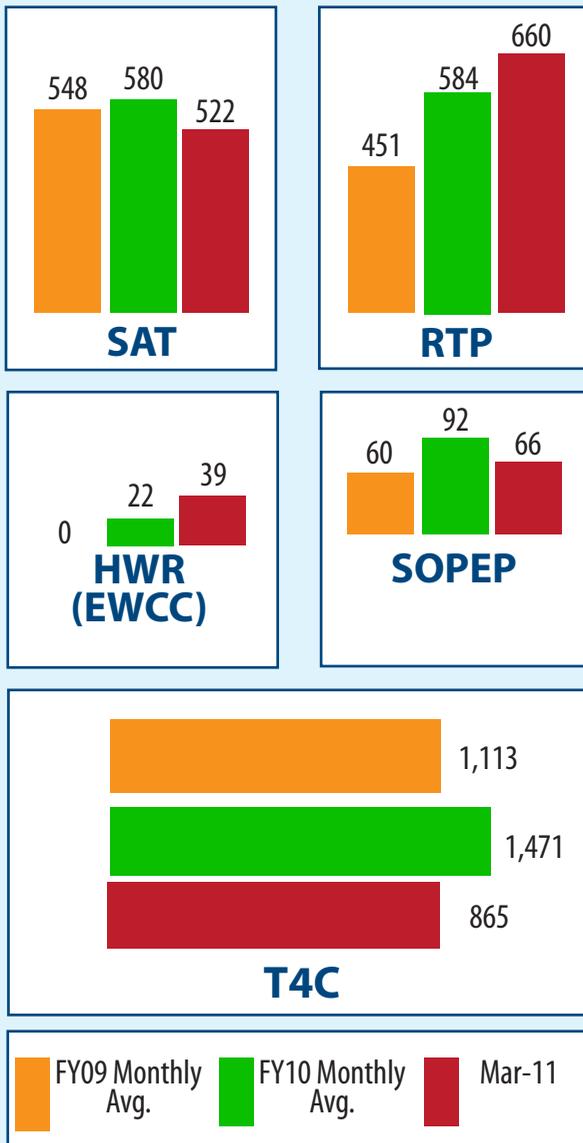
pursued. Private funds secured through the Kaiser Foundation increased the substance abuse treatment capacity for female offenders substantially. DOC mental health staff members are providing substance abuse services at JHCC. A new substance abuse program began providing services to offenders at Union City CCC in March 2011, and 10 programmatic slots were

restored at ECCC through a community-based provider.

All DOC-approved substance abuse programs are evaluated with the Correctional Program Checklist (CPC) assessment tool to ensure adherence to best practices and effective treatment delivery. Researchers at the University of Cincinnati have assessed over 400 correctional programs nationwide with this tool and have developed a large database on correctional intervention programs. DOC-approved substance abuse treatment programs have an average score higher in every component of the CPC, including overall program scores, than that of the reported national average scores of programs assessed nationwide.

The chart below depicts cognitive behavioral and treatment program participation for March 2011 compared to FY 09 and FY 10 monthly participation averages.

Cognitive Behavioral & Treatment Program Participation



SEX OFFENDER TREATMENT

Sex offender treatment programs ceased operation in March 2010. In lieu of sex offender treatment, qualified mental health staff deliver psycho-educational groups (SOPEP) designed to motivate and prepare offenders for community-based treatment in the community.

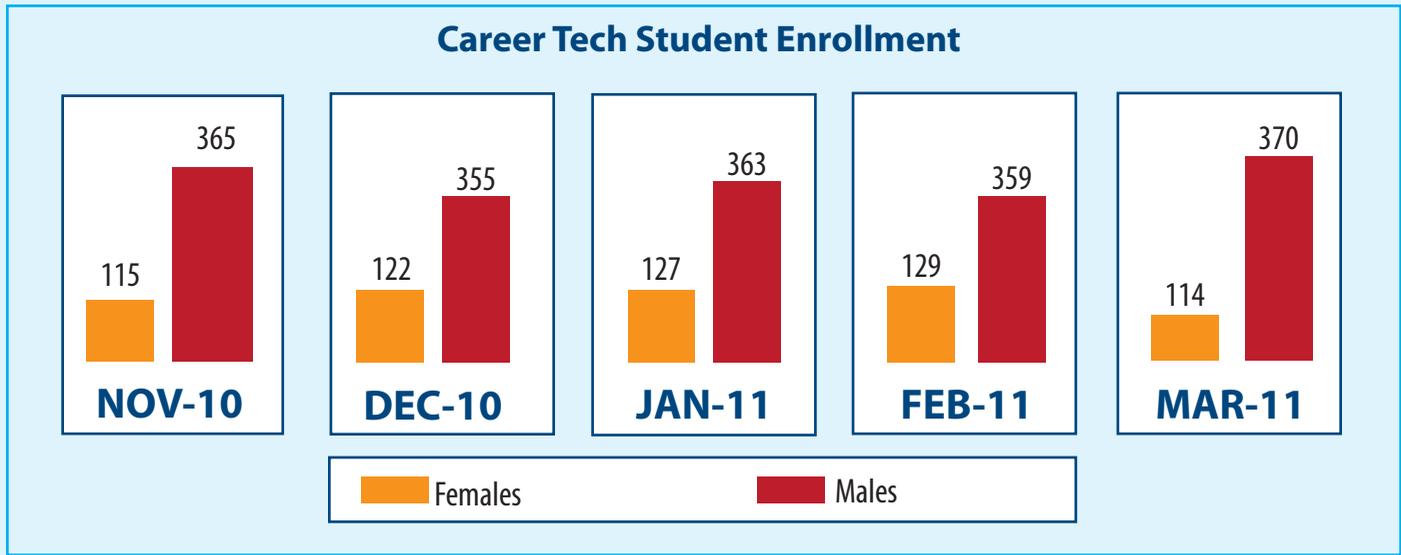
VOCATIONAL TRAINING

Vocational training programs are offered through the Oklahoma Department of Career Technology and Education (CareerTech) at correctional sites across the state through the Skills Centers School System. Both male and female, and medium/minimum security offenders who meet the entrance criteria are eligible to benefit from the vo-tech experience. Career and technical training education programs allow offenders the opportunity to learn a skill prior to discharge. A variety of training programs are available throughout the Department at multiple sites and security levels. Programs offered by Career Tech have also been impacted by budgetary issues resulting in the loss of 90 training slots. This reduction has resulted in all medium security skill center programs to be discontinued except for the LCC Electrical Trades program.

SECOND CHANCE

In October of 2009, DOC received a federal Second Chance grant to address the complicated needs of offenders returning to Oklahoma County and the surrounding areas. Oklahoma

The chart below reflects Career Tech enrollment over a five month period.



City Community Corrections Center was chosen to house the Second Chance services as the location is central to the community in which participants will be releasing. Participants are provided programming on center that focuses on changing criminal thinking patterns and helping develop more positive ways of handling challenges. Services through Second Chance also provide opportunities for the offenders to reintegrate into the community by participating in religious activities, job fairs, employment, and substance abuse services in the community. The grant also funds a probation and parole officer through Central District Community Corrections who begins working with offenders prior to their release. This effort is intended to create a more constructive and informed supervision relationship. Along with the probation officer, family members and other natural supports are included in reentry planning meant to help address the offender’s needs as they prepare to reenter the community. DOC has partnered with the City of Oklahoma City (OKC) and HOPE Community Services to assist the offenders in obtaining essential items to assist with their transition into the community such as state identification, clothing, food, bus passes, tools, and housing. DOC has also collaborated with Career Tech to provide skills training on center. In addition to skills training, Career Tech

staff members help participants look for jobs. Arrangements have been made with two local vocational training centers to provide vocational training to offenders once they are in the community. Through the Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS), substance abuse services are provided to participants on center and grant funds provide for substance abuse services and aftercare in the community. Outcomes of the services associated with the Second Chance grant will be closely evaluated in terms of its impact on reducing recidivism, misconducts, and supervision violations.

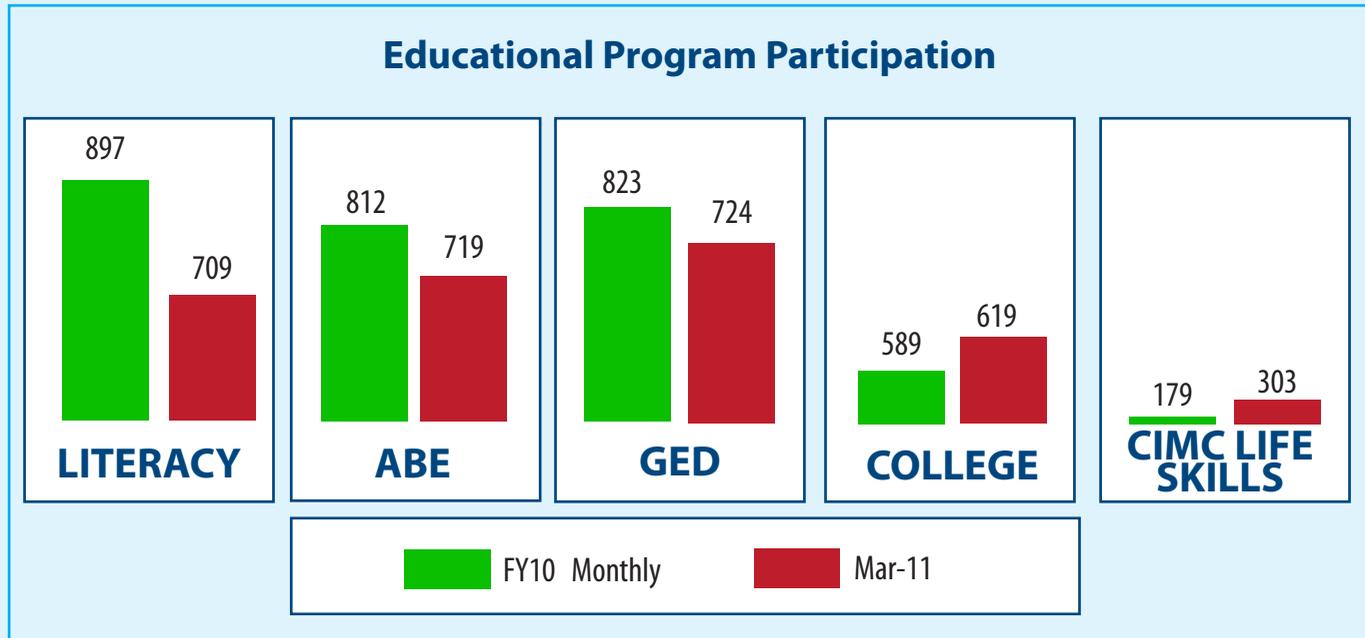
EDUCATION

The Oklahoma Department of Corrections Education Program has remained among the top in the nation. Education is an opportunity for offender development and growth and has been positively correlated with reducing recidivism. Education continues to focus on providing the best possible educational program to the offenders incarcerated in our prisons. Lakeside School, based at the Oklahoma State Reformatory, is the “umbrella” site for all seventeen facilities across the state, and it must meet requirements for accreditation through three entities: AdvancEd (formerly NCA CASI, North Central Association Commission on Accreditation and School Improvement), State

(continued on page 10)

(Programs Unit, cont. from page 9)

The chart below depicts current education participation totals compared to monthly average participation for FY's 2009 and 2010.



Department of Education, and ACA. Budget cuts have also impacted correctional education. Over the last year and a half, voluntary buyouts, retirements and attrition has resulted in a reduction from 91 educators to 60 full-time education staff.

Grant funding continues to assist in providing educational programming. These funds assist the Department in providing books and supplies in the classroom, student computer labs, and professional development for staff. Professional development

is required by the State Department to remain certified.

It is the goal of Programs Unit to provide quality, evidence-based programs, education and services to the offender population in an effort for the offender to prepare for successful return to the community. Programming provided is directed toward supporting long term behavioral change with the goal of reducing recidivism. Achieving this goal helps the Department meet the mission: protect the public, protect the employee, and protect the offender. ■

Southern States Correctional Association

Annual Conference July 17-20, 2011 Biloxi, Mississippi



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ELECTRONIC HEALTH RECORDS:

ODOC is ahead of the curve

by Don Suttmiller, D.O., Chief Medical Officer



“Only 20 percent of doctors and 10 percent of hospitals use even basic electronic health records,” said Kathleen Sebelius, Secretary of Health and Human Services (New York Times, 2010)

The American Recovery and Reinvestment Act of 2009 authorized financial incentives for private physicians to begin the “meaningful use” of electronic health records. Those financial rewards began this year. In 2015, physicians not using electronic health records will begin to be financially penalized. Before the 2009 legislation had been penned, the Oklahoma Department of Corrections was already in the process of establishing an electronic health record (EHR).

During 2008, a Request for Proposal (RFP) was prepared and bid for an EHR. This RFP required many hours of research into this new area of health and information technology. The Okla-

lahoma Department of Corrections desired an EHR that was designed for corrections, understanding that a generic EHR would be quite cumbersome and not really suitable for the unique needs of a prison clinic. Following site visits to view samples of electronic records and evaluation of the leading contenders, Medunison was chosen to supply the electronic health record for Oklahoma's DOC.

Medunison had produced an EHR for Kentucky's DOC. Their record was web-based, meaning that the patient's electronic record could be opened from any site that had web access. Their record was hosted, meaning that expensive servers would not need to be purchased to accommodate the electronic record.

And their record was changeable, meaning that the record would not be one size fits all, but could be designed and modified to the needs of Oklahoma's DOC.

Following the choosing of the Medunison EHR, early in 2009, the real work began. Every paper medical, dental, optometric, and mental health form had to be considered for conversion to an electronic format. Every process had to be examined in minute detail, to produce an electronic workflow that accurately mirrored the paper trail that had been the norm for so many years. Staff from central medical and mental health services and staff from various field locations came together to help guide this process. Medunison and DOC Information Technology (IT) provided technical guidance. The anchorperson for medical services became the nurse manager who had been most involved in electronic reports and other computer related work. That nurse is Judy Brinkley. Ms. Brinkley worked long hours producing work flows and "smart forms" for the developing electronic health record, doing multiple revisions (Judy is this year's ODOC Employee of the Year). Finally, after many hours of designing forms and workflows that would be used by DOC, it was time to pilot the electronic health record. The work was about to be tested. Every piece of the EHR would not be deployed in the first round of implementation, but most major forms, used to produce the great majority of work by medical and mental health services, were ready.

Early October, 2009, the EHR was implemented at Mabel Bassett Correctional Cen-

(continued on page 14)

So, what difference does any of this IT magic make to clinicians and patients?

- Immediate health record access statewide wherever web access is available
- Outside medical visit records scanned into health record
- Instant lab values
- Instant Medication order entry
- Vital signs section with side-by-side comparison values
- Chronic illness flow-sheets with prompts for tests and treatments
- Nursing notes and protocols with clinical prompts
- Problem lists, allergies, and alerts all readily available
- Reminders for future actions built into system
- Reports can be extracted from EHR for quality reviews
- Some quality reviews can be performed from computer, saving valuable travel time
- Grievance reviews can be performed without "sending for the chart"
- Family, legislative, and legal inquiries can be researched immediately
- Multiple medical, mental health, dental, and optometry clinicians and nurses can all work on the "same" patient chart simultaneously

MANAGEMENT OF MEDICAL CLAIMS

for the Oklahoma Department of Corrections

by Janet Bolton, Business Services Manager

Most people probably never think about how medical services are provided to offenders incarcerated in the Department of Corrections, much less about how those services are provided and paid for when an offender receives treatment in the community. Much like our own state medical coverage, the Department has a network of providers who have agreed to pre-determined charges for various medical procedures. Rather than our business offices receiving and paying an insurmountable number of bills for medical services, all billing is passed on to our third party administrator who processes claims and ensures timely payment is made.

Since June of 2001, the Oklahoma State and Education Employees Group Insurance Board (OSEEGIB) has developed and separately managed the Department of Corrections (DOC) Provider Network which includes more than 13,773 providers across Oklahoma. OSEEGIB also provides DOC, and its estimated 18,000 eligible inmates, with a myriad of other services.

OSEEGIB contracts directly with a third party administrator, HP Administrative Services (HP), to process the offender health insurance claims. A third party administrator is a prominent player in the managed care industry and has the expertise and capability to administer all or a portion of the claims process.

The method by which offender claims are processed is similar to claims submitted for any individual with insurance coverage. After an offender visits the doctor, hospital or other medical provider, the resulting claim is submitted to HP who is charged processing the claim for payment. HP is responsible for reviewing the medical claim for accuracy and validity. Once the procedure and diagnosis codes are determined and approved, HP transmits the claim to DOC for payment.

In 2010, HP Administrative Services processed 32,299 offender claims totaling \$13,500,150.92.

(Electronic Health Records, cont. from page 13)

ter. MBCC had been chosen as a pilot site because of the relatively fewer number of female vs. male offenders in the DOC system, with the thought to expand to all female facilities fairly quickly, thus testing the EHR from an assessment and reception facility to community corrections.

MBCC was the pilot. The reason for a pilot is to find the glitches. And there were glitches. As they were identified, Medunison swept in and made changes which greatly improved the system, settling some of the angst being felt by the initial users at MBCC. It had been anticipated that conversion from paper to electronic records would slow productivity by half for up to a month and that users would gradually get back up to speed over 2-6 months. Both assumptions proved to be true, but those first few weeks were painful for all involved. As the EHR moved on to EWCC and HCCC, it improved technically, and users improved their performance. Expanding to male facilities and moving on at a pace of a few facilities per month, the EHR was deployed across all DOC facilities by July of 2010. Private prisons were added by February of 2011. In December 2010, a satisfaction survey of EHR users revealed an overall satisfaction of 77%. Results of the survey were used to guide further improvements of the system.

During implementation, medical and mental health forms have been added

(continued on page 34)

BILL JOHNSON CORRECTIONAL CENTER CHAPEL DEDICATION

April 22, 2011 • Alva, Oklahoma



Left to Right: Richard Ryerson, Judge Dean Linder and wife, Wylodean, Teresa Sutter, Ed Sutter, and Fred Neuman



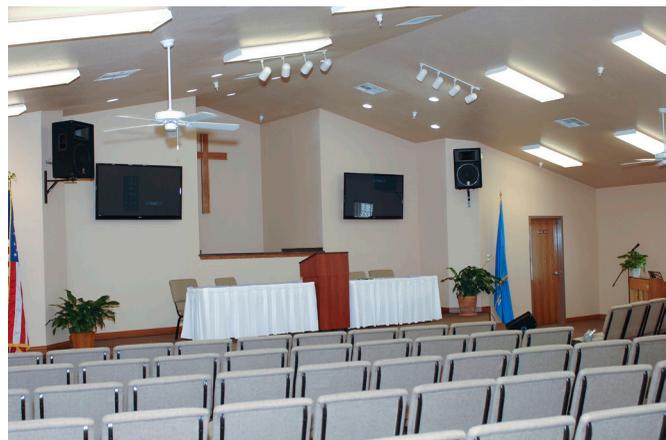
Chapel Coalition Committee Members: (Front Row L-R) Freelin Roberts, Judge Dean Linder, Dr. Janet Cunningham, Terry Martindale, Kyle Hughbanks, (back Row L-R) Kirk Washburn, Ed Sutter, Stan Kline, Richard Ryerson



Left to Right: David Henneke, member, Board of Corrections, and Bobby Boone, Deputy Director, Institutions.



Ribbon Cutting Ceremony



Above: An outside view (left) and an inside view (right) of the newly constructed chapel at Bill Johnson Correctional Center.

I started working on H-Unit armed with what was at first, my then certain knowledge that supermax units were black holes of despair with little hope of relief. The “experts” in the literature had warned me that the officers would be cruel and petty and the offenders manipulative and destructive and dangerous. Another pundit predicted that everyone was expected to decompensate and languish with nothing but their own distorted thoughts and fantasies of violence to keep them company. For those who were severely, persistently mentally ill, they were expected to become more so...psychotic, suicidal, homicidal, self-injuring, desperately clawing at their bodies and the walls seeking blessed release or death. Also there was death row. I wondered how I would reconcile my own personal values and provide services to those who were about to die. Would I be mired in the anger when I learned the details of the crime? Would I become so caught up in pro-life reasoning that I failed to understand pain, justice, or vengeance? I anticipated becoming quickly and thoroughly overwhelmed and disillusioned. In fact, I started working on an exit strategy that I could use at a moment’s notice to preserve my sanity....

Mental Health Services on a Supermax Unit

By Dr. Shalom Palacio-Hollman

Contrary to everything I imagined and feared, H-Unit had much to offer. There was much to be learned and much to be taught. There were moments of despair and there was decompensation. But there was so much more. Much that could not be seen from the outside looking in, and could only be appreciated by those in the trenches, immersed in the reality.

H Unit is conceptually a “time out”. Offenders are sent there to be separated from friends, creature comforts, and the familiar. The existence is supposed to be Spartan. Physically, H-Unit is separated from the rest of the facility and partially underground, little more than a tomb. Rather than generating hopelessness and malaise, it offers opportunities found nowhere else.

The first lesson of H-Unit was camaraderie. Because of the

nature and intent of H-Unit, it is understood that everyone there is marginalized. If you are on H-Unit, you are a misfit of some sort. There is some testing to ensure that you are enough of an outcast or nonconformist to belong. Once accepted, there is camaraderie akin to that of Knights of the Round Table. The table is round so there is no head...Yes there is a leader but we are all fundamentally equal with equal power and respect. Each individual is invested in protecting each other and the whole. Whatever cliché you apply “Brothers in arms” or “Into the breach...”

Another H-Unit value quickly learned is endurance. There is this powerful spirit that is not broken. It is captured by a statement made by an offender being evaluated during a hunger strike. When asked if he believed the consequence was worth it he stated with a proud smile “They can’t beat me.” Similarly, staff endures.

Resiliency is another surprising discovery. Despite limited resources and chaos, there is always a quiet voice that says “Give me your best or your worst, I’ll still be here.” Be it a display of machismo or unadulterated stubbornness, the attitude on H-Unit is always “I will get back up.”

Because of limited access to resources or technology, staff and offenders are inventive and tenacious. There is a can do attitude in which anything can be accomplished and the word impossible is meaningless. If it cannot be found, it can be made. Everyday you encounter some new, fascinating creation pieced together from the most improbable things...Ovens from soda cans and 100 watt bulbs, tattoo rigs, sculptures, heaters, coolers, Christmas trees and ornaments made of bread. Of course many of these attitudes taken to the extreme are not useful in a world outside supermax, which is the challenge that I faced. Providing services in that environment proved to be

a challenge at times but tenacity and invention were helpful. Treatment was provided over the phone in the noncontact rooms or at cell doors and in the most bizarre and desperate cases the lieutenants’ office or the programs’ room.

As with any population, there are those who want and seek out treatment, those who are happened upon, and those who are sent. Providing successful treatment was contingent on the readiness of the offender AND this provider knows who was being dealt with. Knowing an offender is much more art than science. It does not depend primarily on diagnosis, medication, or insight. Rather, it is where the offender finds himself in the H-Unit social strata. H-Unit is a dynamic society so the rules can change from day to day.

First, H-Unit is housing for Death Row, Administrative Segregation, and the Disciplinary Unit. The needs of these

groups are different. Death Row is unique. Most of the residents are waiting. Waiting to come, waiting to go. Waiting. They have been sentenced to die. Some are fighting that sentence; others are not. Regardless, most are neutral and content. The only thing worse than despair on Death Row is hope. For these offenders, their focus is primarily legal. They are invested in being exonerated or having sentences commuted and dedicate much of their time to productive pursuits that humanize them for juries and the public. They read, write, do art,

drawing, sewing, sculpting. They meet with counsel, exercise regularly, pray, consult with spiritual advisors, have regular doctor’s appointments, and floss daily. They avoid creating any extensive mental health records that could further muddy their already complex legal situations. Because of the way in which their cases are handled, and because DOC staff cannot affect the outcome of their cases, there is little need or desire to manipulate staff. If there is a problem, it is discussed, it is resolved. Mental Health involvement with these offenders

(continued on page 18)

As with any population, there are those who want and seek out treatment, those who are happened upon, and those who are sent.

(Mental Health Services, cont. from page 17)

is often most complex when they are seeking justification for single cell placement. Mental Health becomes involved because the alternative method for being single celled is contraindicated for their ultimate goal of clemency. For a security based single cell, the offender must have a pattern of repeated assaults or be repeatedly assaulted with a documented injury. Fighting ruins the case for being reformed. Consequently, the offender has to prove that double celling causes extreme distress and relies on mental health staff to make the determination.

Another Death Row focus is "closure." Many offenders are making peace with their pending death and strangely find that life with a foreseeable end has meaning. Many offenders do reminiscence work; discuss finding the right way to explain the process to their families. Others struggle with their legacy - whether it is pain for the victim's family or shame for their own family or even pride for doing something they ultimately believe was altruistic. Despite what one might imagine, it is not morbid, there is no anger, fear or angst. There is usually a surprising calm. Death Row is a world unto itself but ultimately similar to practice in the community, where clients choose to seek services.

Offenders on the Disciplinary unit are those on lock up for various violations of the facility rules. These offenders are placed in cells with other offenders they may not know, whom they may fear, or hate. D/U is terrifying for many because of the unknowns. Offenders are often angry at placement on D/U and may destroy the cells, damaging light fixtures, flooding, breaking the toilet. The offenders who follow the destruction are at times forced to live in squalor. Consequently, D/U offenders have many demands and many crises. Because they can be reminded that

the situation is temporary, they are generally easily calmed and barring any assault by cell mates or staff, adjust quickly and return to general population from whence they came.

The most complex group by far is Administrative Segregation (AS). AS is housing for those who are considered unmanageable in the general population. Unfortunately, for some offenders, H-Unit on Administrative Segregation is the zenith of a criminal career. To have proven to be dangerous

enough or bad enough to not only be in a maximum security prison, but to prove so unmanageable among other criminals that special housing and management are needed, is an accomplishment to be sure. These offenders bask in the glory that is H-Unit. They are like infants swaddled and secure. They have few needs or demands. They rarely engage actively in the madness and serve as consultants to underlings and at times the administration. For these offenders, providing a book to read to pass the time was plenty. It validated that someone remained aware of their existence and treatment for these individuals boiled down to staving off boredom and sensory deprivation.

On the other extreme are those offenders who have engaged in so many annoying, inconvenient, and generally ridiculous behaviors that they are placed on H-Unit where their behavior does not adversely impact the successful operation of the facility. For these offenders, they are safe

and in a single cell where no one can get to them. They are content and act out only enough to ensure that they remain disruptive enough that they will not be returned to general population. These offenders tend to be high maintenance not because they desire or engage in treatment but rather because of the constant need to document the latest shenanigans. They

They also avoid treatment because having insight into their behavior creates the need for change and accountability which goes against the ultimate goal of remaining on H-Unit.

(continued on page 34)

OLDER AMERICAN DIVERSITY TRAINING

April 28, 2011 • Hillside Multipurpose Room • Oklahoma City, Oklahoma



William Whited, Deputy,
Oklahoma Long-Term Care
Ombudsman Program, OK
Dept Human Services



Amani Smiley, Health
Educator & Trainer
HIV/STD Service
OK State Dept of Health



Dan Hudman, Executive
Director, Areawide Aging
Agency, Inc.



Patricia Ormerod
Human Resources Benefits
Manager Administrative Services



Matthew Craig, Shirley Cole, and Sam Sangaran, Information Technology



Sharon Harrison
District Supervisor
Female Offender CC/RS



Laura Custer
Information Technology



Michelle Nolen
Administration Training



Lydia McBride
Asst District Supervisor
Female Offender CC/RS



Faye Tucker
Transitional Coordinator
Clara Waters CCC

Helping Women Recover:

A Substance Abuse and Trauma Recovery Treatment Program

by Melanie Spector, Ed.D, MS, LPC, LADC



Development of Helping Women Recover

An estimated 63% of incarcerated females in the state of Oklahoma have an assessed need for substance abuse treatment when they enter the Department of Corrections (Journal Record, 2011). Substance abuse is recognized as a pathway to crime that can be treated and interest in gender-specific substance abuse treatment is increasing (Bloom, Owen and Covington 2004). A substantial portion of research during the last twenty years has summarized the unique differences between incarcerated men and women and the importance of recognizing these differences to enhance treatment and to reduce recidivism. For example, female offenders report higher rates of childhood trauma and abuse,

addiction and interpersonal and physical violence. Mental and physical health problems are also considerably higher among female offenders. Fortunately, current research publications (Messina, Grella, Cartier and Torres, 2009) and female offender conferences are focusing on the issue of gender specific treatment for incarcerated women and are providing a forum for prison staff to learn about effective and emerging evidenced based models.

Utilizing the groundbreaking perspective known as female developmental theory (Jordan, Kaplan, Miller Stiver and Surrey, 1991) we know that women grow and develop within the context of women's relationships and their connection to others. This conceptual framework is different for men, who

are thought to grow and develop through independence and autonomy. Therefore, understanding this body of literature is essential and offers treatment providers and prison staff an opportunity to help incarcerated women learn about addiction and trauma within the context of female development. In addition, acknowledging the female offender's experiences and creating a safe environment theoretically promotes therapeutic transformation and is the foundation for the Helping Women Recover Program.

Recognizing that the history of female abuse has the potential to increase the likelihood of addiction, prison administrators gave permission to utilize the Helping Women Recover and Beyond Trauma curricula (Stephanie Covington,

An estimated 63% of incarcerated females in the state of Oklahoma have an assessed need for substance abuse treatment when they enter the Department of Corrections

...includes domestic violence and relapse prevention interventions and participants receive 11 hours of group treatment each week for four months and up to six individual therapy sessions

2002). The new curricula were chosen because they addressed root causes of substance abuse and trauma specific to women involved in the criminal justice system. The materials were introduced and pilot tested (through statistical and focus group methods) at Dr. Eddie Warrior Correctional Center in 2006 and found to fit the need and problem areas specific to female offenders. The curricula, group and individual therapeutic counseling services addressed substance abuse, trauma and mental health issues to high risk female offenders and were provided through a generous grant from the George Kaiser Family Foundation. Program goals included: 1) to provide a gender-specific treatment program for women who abused alcohol and other drugs, 2) to provide an integrated treatment of substance abuse trauma and recovery, and 3) reduce recidivism through substance abuse treatment and the practice of pro social behavior.

Program Implementation

To implement the Helping Women and Beyond Trauma treatment program systematic assessment tools were useful to select high risk participants. In addition, licensed therapists who were

experienced with and also licensed in alcohol and drug counseling were hired to be positive role models and to conduct group and individual therapeutic services for participants. Therapists were also eager to provide a strength-based model of treatment delivery focusing on skill acquisition rather than symptom management and acknowledged the importance of what happened to the female offender rather than what was wrong with her. The Stephanie Covington manualized curricula and facilitator guides were studied to learn how to best conduct the intervention services and staff training was provided. Dr. Covington provided consultation as therapists progressed through the written material and she eagerly answered our questions. Program policy was followed, and fidelity checklists were developed to be certain that program design was faithful to curriculum theory. And, of course like all other new knowledge paths, many new lessons were learned.

One such lesson was the realization that Department of Correction's substance abuse treatment programs had to be certified through an audit conducted by the University of Cincinnati known as the Community Programs Checklist

(CPC). The CPC is used to assess how closely correctional programs meet the known concepts of effective intervention (Latessa, 2006). Another lesson learned was that higher CPC scores had a direct relationship to lower levels of recidivism. And thirdly, our substance abuse and trauma interventions needed to be augmented with additional curriculum and provide a minimum of nine treatment hours each week for a minimum of four months. Determining additional curriculum meant seeking the advice of subject matter experts, speaking to the women in treatment about their needs for sobriety, and discovering additional assessment instruments to determine treatment intensity. A quality assurance plan was developed and implemented that addressed the following concepts: program planning, offender recruitment and engagement and an evaluative process that measured intermediate and long term objectives.

Current Status

Today, Helping Women Recover: A Program for Treating Substance Abuse and Beyond Trauma: A Healing Journey for Women is conducted at Dr. Eddie Warrior Correctional and Mabel Bassett Correctional Centers. Both are approved

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2010

EMPLOYEE AWARD RECOGNITION

Each year, employees throughout the department are recognized at various levels within the organization for their outstanding contributions and dedication in completing their division's goals. At the conclusion of each calendar year, nominations for employee recognition awards are put forward through the chain of command and ultimately for executive staff review to determine which individuals most deservedly have met the established criteria for each award category.



Division *Outstanding Employee of the Year* Recipients



ALICIA K. MADDOCKS
Internal Affairs

Alicia Maddocks has assisted with the development and implementation of the Department's Intelligence Unit. Ms. Maddocks assists outside law enforcement agencies in conducting investigations involving Department of

Corrections offenders through her attendance with the Oklahoma County Gang Task Force and the FBI's Joint Terrorism Task Force. Maddocks provides training regarding Security Threat Groups to internal (warden's meetings, community corrections's district meetings and the correctional officer academy) and external stakeholders. Ms. Maddocks is the DOC Liaison to the State Fusion Center.

Alicia Maddocks maintains a pleasant and professional attitude when working with internal and external stakeholders. Ms. Maddocks is readily available to assist with any assignment or situation, and offers assistance in difficult situations. Ms. Maddocks is a valuable asset to Internal Affairs and the Department of Corrections.



WILLIAM W. MCCOLLUM
Community Sentencing/
Offender Information Services
Division

Bill McCollum's commitment to the public, other employees, and offenders is evidenced by his extensive history of personal financial commitment to the United Way and by his serving for 25 years as State Charitable Contribution Campaign coordinator at his various work assignments. He also has donated a substantial amount of time as a CASA volunteer, receiving the Tulsa County CASA Volunteer of the Year Award in 1999.

Mr. McCollum, who joined the Department of Corrections December 16, 1974, as a Probation and Parole Officer, following

a period of military service as a Vietnamese linguist, has ably served the agency, with loyalty and dedication, in a variety of capacities. Positions include Interstate Compact Officer, Probation and Parole Assistant District Supervisor, Probation and Parole District Supervisor, and Assistant Regional Director.

In 1998, Mr. McCollum assumed his current role as the agency's first Grants Administrator. Under his committed leadership, grant awards received by the agency have increased from \$1.7 million in 1998 to more than \$4 million in FY10. Supplementing the agency's resources with grant monies is particularly important during these fiscally difficult times. Grants currently fund various institutional and community evidence-based programs, which in all likelihood, could not be supported by the agency's limited budget.

Bill has a rich history of exemplary performance and demonstrated commitment to the agency's mission. Effective grants administration requires a special skill set. Mr. McCollum exhibits an ability to focus on detailed reporting requirements and numerous deadlines while also maintaining the personal relationships necessary for networking and grant development.

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2010 Employee Award Recognition

(2010 Employee Award Recognition, cont. from page 23)

This nomination recognizes not only Bill's noteworthy performance in grants administration during FY10 but also his career in corrections panning more than 35 years. Further, he has committed to 6 months of full-time volunteer work immediately following his January 1, 2011 retirement to ensure smooth transition and the continued success of his grants program.



JANNA B. HILL
Field Operations Division

Janna Hill exemplifies the role of "team player" by always rising to the occasion to accomplish whatever needs to be done. She expresses this not only in a professional sense, but also personally in the countless number of instances where she has taken it upon herself to help her relatives, friends and co-workers at whatever the cost or inconvenience. Ms. Hill is very active in her church and the lives of her children, Crystal and Jennifer, as well as her grandchildren, Hannah, Holly, Ethan and Wyatt.

Ms. Hill has been employed by the State of Oklahoma for 30 years, with 26 years of dedicated service to the Oklahoma Department of Corrections. Ms. Hill has held many positions during her tenure, most recently as the administrative assistant to the associate director of Field Operations, a division since 2005.

Ms. Hill is often referred to as the "Air Traffic Controller" due to the vast complexities that go along with working in a division that oversees four major divisions, that includes 17 institutions, female offender community corrections, private prisons, procedures and accreditation, safety administration, and Operations Support, who directly supervises Agri-Services, OCI, Construction, Classification and Population, and

Sentence Administration.

During the time frame of mid 2009 through early 2010, the associate director's office experienced a significant reduction in staff due to temporary staff re-assignments and FMLA absences, one of which was the assistant deputy director who was named an acting warden. Ms. Hill was one of two remaining staff in the office that was responsible for maintaining the daily operations of the office, while also maintaining the responsibilities of her own position. This was a monumental task which at times appeared overwhelming due to the complexities of the Associate Director's Office. Although Ms. Hill was not asked to assume additional duties, she saw a need and forged ahead which allowed her unrelenting commitment to task to perform critical functions of the associate director's office in order to continue operating efficiently, while also saving the Oklahoma Department of Corrections resources, in both money and staffing.

The work ethic demonstrated by Ms. Hill sets an example for all staff. She is reliable, dependable, trustworthy and an intricate team member.



JOHN BOOE
Finance and Accounting
Administrative Services Division

John Booe has demonstrated exceptional leadership ability and initiative by his excellent management of Accounts Control and decisions made during the lengthy absence of his supervisor due to illness. He developed a way to create month-end financial reports and distributed said reports to the field and key management staff within one day instead of three. He ensured that all deadlines were met in his complex multi-tasked environment while maintaining attention to detail and accuracy.

AWARD

Mr. Booe is always looking ahead to what might be needed in the future and offering suggestions for improvement in his unit and the OBS canteen processes that facilitate changes that lead to more effective processes.

Due to Mr. Booe's excellent networking abilities, he was able to suggest and coordinate improvement of the process to close purchase orders and purchase order lines that allows unused funding to be available for immediate use or carryover of lapsing funds. This has been especially critical for managing the Department's \$264 million in operating and professional services resources that were being drastically reduced by revenue failures this year.

This change not only expedited year-end close and daily correction processes while maintaining efficiency within his own unit, it also was a cost savings to the Agency as the field business units no longer mail paper copies of change orders to close purchase orders or lines to Acquisitions and Contracts. It is now done by e-mailing a worksheet created by Mr. Booe to Accounts Control for review, logging, and reconciliation of the

purchase order before it is forwarded to purchasing to close.

Mr. Booe's proficiency and dependability places him in high demand by field, auditing and administrative staff for assistance and guidance with the financial system, problem resolution and offender banking canteen problems. His professional attitude and dedication are strongly demonstrated in the way he works and communicates with others, sharing knowledge he has acquired and recommending improvement in current methods.

Mr. Booe was also called upon during this time to orient and train a newly assigned accountant in account's control's vacant position. This included the day to day processes and reconciliation of the agency's cash funds.

Mr. Booe's commitment, diverse skills and abilities make him an outstanding employee any year but especially this year with the challenges that he handled with ease. His exemplary and professional attitude at all times makes him an asset to our agency.



CARRIE D. CROY
Central District
Community Corrections
Community Corrections
Division

Carrie Croy, a finalist for the Central District Community Corrections 2010 Outstanding Employee of the Year, is a truly selfless person with an unquestionable commitment to her agency and the community. She gives freely of her time and is actively involved in a number of professional and community activities. During 2008, she was trained and certified as a YWCA Sexual Assault Advocate/Counselor and has since volunteered countless hours as a Rape Crisis/Domestic Violence Hospital Advocate. In this role, she

has accompanied and offered support to victims during sexual assault examinations and assisted them with locating needed recovery services. Ms. Croy also provides support and guidance to victim family members during this traumatic process. She is a 2010 graduate of the Attorney General sponsored Victims' Assistance Academy.

In addition to her work in the community, Officer Croy has also been actively involved in professional activities. Since January 2009, she has served on the American Probation and Parole Association's (APPA) Victims' Issues Committee and the Oklahoma Public Employee Association's (OPEA) Board of Directors (Secretary); she was also elected Regional Director (Region 5/Oklahoma City) of OPEA during 2009. In addition to these important roles, she has served as the agency representative on the Oklahoma County Community Coordinated Response Team (CCRT) since May 2008; this group provides leadership on domestic violence issues by promoting an effective systems response through

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2010 Employee Award Recognition

(2010 Employee Award Recognition, cont. from page 25)
interdisciplinary community collaboration.

Carrie Croy began her employment with the Oklahoma Department of Corrections during October 2003, and has consistently exceeded standards in her job responsibilities, which has included supervision of a sex offender caseload since January 2005. She has served on the Oklahoma Coalition for Sex Offender Management since 2009 and has participated in countless presentations, panel discussions and media interviews related to sex offenders and the challenges associated with their supervision. Ms. Croy has presented at the agency's Citizen Leadership Academy three times since 2009 and provided a speech on sex offender management and associated residential obstacles at the Oklahoma Prison Re-Entry Initiative held during 2010.

Officer Croy understands the critical role training plays in staff development, and because of this, took the initiative to complete CLEET Basic Instructor School during March 2010 and will soon be assisting the Department of Corrections with staff training. Officer Croy also does a great deal of researching evidence based sex offender supervision practices to ensure she

is employing techniques that offer the greatest likelihood of success. During May 2010, Officer Croy attended the national Symposium on Sex Offender Management and Accounting in Portland, Oregon, and upon her return, immediately briefed her chain of command on developing national trends and unique supervision strategies other states had put into place.

Officer Croy is a truly selfless employee who can always be counted on to provide assistance with any project that comes up; her willingness to go above and beyond the call of duty to make the agency shine is unquestionable. In addition to tirelessly serving her employer and the community, Officer Croy also faithfully served her country in the United States Navy from February 1992 until January 2001, where she served as a hospital corpsman providing direct patient care to active duty personnel. Officer Croy received her Bachelor's of Arts in Criminal Justice in 2003 and her master's of Science in Human Services in July 2010.

Officer Croy has truly earned her nomination for the Central District Community Corrections' 2010 Outstanding Employee of the Year.

AGENCY *Outstanding Employee of the Year* Recipient

Judy Brinkley is a nurse with the heart of a nurse. She volunteers her time to offer care to others in the community. She is also a wife and mom who cares for her family.

Ms. Brinkley has been the "tip of the spear" for the Department of Corrections and the development and implementation of an electronic health record. Ms. Brinkley researched and developed work flows and templates for Department of Corrections medical processes, and developed dozens (if not hundreds) of forms and other methods of electronic documentation. Ms. Brinkley has worked long hours providing training for users. She has then gone home at night and made an improvement in a process to allow for better ease of use. Ms. Brinkley has been available for consultation with users and has also worked closely with vendor, encouraging a better and better product.



JUDY H. BRINKLEY
Medical Services
Treatment and Rehabilitative
Services Division

DIVISION *Professional Excellence* Recipients



DEBORAH K. ROMINE
Oklahoma City Community
Corrections/Residential Services
Community Corrections
Division

Deborah Romine is a member of the Oklahoma Correctional Association and the American Correctional Association. She has been a member of the Child Abuse Training Council and the Homelessness Committee. She is also a part of the Offender Management System Committee and has been Acting Assistant District Supervisor for the Clara Waters Community Corrections Center.

Ms. Romine has participated in committees with community leaders as well as task force groups with state agencies and law enforcement representatives. She is always willing to volunteer to assist in making the Department look good. During the Community Corrections Division's recent American Correctional Association (ACA) audit, Deborah was asked to assist the Division Office in preparation for the audit.

She helped coordinate the process for getting the documentation for the accreditation files, reviewed the documentation to ensure it fit the standard, helped with preparation for the actual audit, and assisted with the auditors during the process. During this time she spent countless hours working on the audit and at the same time continued to ensure her regular job was being done. Her knowledge of Community Corrections and dedication to doing a good job were invaluable leading up to and during the audit. The Division of Community Corrections received a 100% on both Mandatory and Non-Mandatory Standards during the audit. Deborah consistently volunteers to assist when needed and is a great asset to the Division of Community Corrections.



DR. BRUCE MEYERS
Medical Services
Treatment and Rehabilitative
Services Division

Bruce Meyers is a past member of the Alva City Council. In that capacity, he was very involved in the Alva Recreation Commission as a coach and an official. He is very involved in sports, not only with his own children, but he can be seen supporting the Alva Goldbugs and the Northwestern Rangers at various sporting events. He is also an active member of the First Baptist Church. He has been a sponsor at Falls Creek Church Camp. He has also taught Sunday school classes. Dr. Meyer is board certified in Family Practice.

Dr. Meyer is the facility physician for Bill Johnson Correctional Center. He has also provided coverage for Enid Community Corrections Center, James Crabtree Correctional Center and Oklahoma State Reformatory. Currently, he is providing coverage for William S. Key Correctional Center one day a week and on-call as needed. He is always available to the nurses for questions, concerns and orders.

When Dr. Meyer sees an offender, you can be assured that the offender's needs have been met. He listens to the offender and is very thorough in his assessment. WSKCC Health Services have had no offender grievances since Dr. Meyer has been seeing our people. Dr. Meyer is always cognizant of finances and the medical budget. He provides constitutional care to the offender population in the most cost-effective way possible. He does this by utilizing the DOC formulary and contract lab tests whenever possible. He also performs minor procedures,

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(2010 Employee Award Recognition, cont. from page 27)

preventing costly trips to the emergency room or outside consultations to Lindsay or University Hospital. He has returned to his facility several times after-hours to examine an offender

or perform a procedure.

Dr. Meyer is a very dedicated and loyal employee. He is always willing to help other facilities, not just his own.

AGENCY *Professional Excellence* Recipient

Rita Cooksey is a lifetime member of the National Association of Blacks in Criminal Justice, a member of Oklahoma Correctional Association and American Correctional Association. She is an active volunteer at the National Cowboy Hall of Fame, providing many hours of service to the museum annually. Most impressively, Rita has established and held the "Kids At Risk Rodeo and School Supply Giveaway" for the past 15 years. Originally held in Spencer, Oklahoma, Ms. Cooksey expanded the rodeo to include the Boley area last summer, providing more than 35 children with school supplies and self confidence! Approximately 75 children were involved at the Spencer, Oklahoma location. Ms. Cooksey has been actively working for parity in the area of Female Corrections for many years and has served on various task forces to enhance this area of corrections.

Rita Cooksey is a 29 year veteran with the Oklahoma Department of Corrections. She has an extensive correctional background including positions in Institutions, Probation and Parole, Training, House Arrest, Community Corrections and Administrative experience. Ms. Cooksey has faced many challenges within the department and has met each challenge with determination and a positive attitude. Over the years, Ms. Cooksey has established a network of alliances throughout state government and is able to call on them for information or assistance at a moment's notice. When Ms. Cooksey was assigned as deputy warden at John Lilley Correctional Center, the employees embraced her openness and her professional manner. She has improved the classification audits, organized job assignments, assisted with transition to a secretarial pool and has generally been a cheerleader for the staff as well as offenders.



RITA COOKSEY
John Lilley Correctional Center
Field Operations Division

2010

Teacher of the Year



PHIL COLLINS
Howard Mcleod
Correctional Center

I always wanted to make a difference in the world. As a young man growing up in southwestern Oklahoma, this was my dream. I am so fortunate that my dream has been achieved. I make a difference everyday in the lives of the adult offenders that I interact with in the classroom. People outside of corrections often ask me what it is that I do. I tell them that I give my students hope and encouragement. The vast majority of offenders in the correctional classroom lack the belief in themselves that they can succeed in either academia or in life. My role is to help them achieve that success. I make a difference in the world by interacting in a positive way in the lives of the offenders I serve and by helping them to change their world.

I grew up in Lawton, Oklahoma. Lawton is an Army town. This means that everybody in town is either active duty military, retired military, or a civil service employee working for the military. In fact, most people are a combination of the three. My parents were serving officers in the US Army when they met. I grew up in the Army. I went to Army schools, Army doctors, Army movie theatres, and Army stores. In fact, the crossing guard at my elementary school was a uniformed MP with a loaded 45 on his hip.

The US Army sent my family across the United States and across the Atlantic Ocean. I spent the decade of the 60's in Germany. I enjoyed an education that featured numerous opportunities and field trips to experience a foreign culture in a

truly unique way. I remember living in quarters at Dachau in 1963. I remember 1968 when the Red Army invaded Czechoslovakia. Our Kaserne was about 40 kilometers from the border and everyone was worried that the Russians would not stop. I saw the Berlin Wall in 1969 while East German Border police watched our every move. I particularly remember the midnight train ride to Berlin when our train was stopped three times and searched by the East Germans. I mention these memories in detail because these are the elements that helped to shape and mold my life.

Upon retirement, we returned to our home in Lawton. I became very active in the Boy Scouts of America. I obtained my Eagle Scout award in 1972 and made my first trip to Philmont Scout Camp in Cimarron, NM. During high school, I spent every summer working as a camp counselor at Camp George Thomas in Apache, OK. I have always been very proud of my accomplishments in Scouting. Upon graduation from high school, I entered the University of Oklahoma as a freshman. I graduated from OU with a BA in History in 1981 and a MED in Education in 1999. Since graduation I have completed another 24 hours in School Administration.

I went to work for the Oklahoma Department of Corrections in 1984 as a Food Service Supervisor. I had worked my way through college as a food service worker, and was a full time supervisor upon graduation. My plan was to pass my probationary period, and then transfer to the education unit. Unfortunately, my plan didn't happen any time soon. I spent seven years as a food service worker before I could even get an interview with the principal. In retrospect, those seven years grounded me in corrections. I understand the convict mindset in a way that most program providers never can. The fundamental relationships are completely distinct.

I have been married to my wife Karen for twenty-eight years. I met Karen when she lived in Norman, OK and I was a student

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2010 Employee Award Recognition

(2010 Employee Award Recognition, cont. from page 29)

at the university. We currently reside in Boswell, Oklahoma. We have two children. Our son, David Higginbottom, and his wife, Brandy, live in Boswell with their three daughters, Mackenzie, Brooklyn and Abby. Our daughter, Kelli Stephens, and her husband, Chris, live in Cincinnati, Ohio with their two children, Rowan and Garrett. We spend as much time as we can with our grandchildren. We want our grandchildren to have many enjoyable memories of their Nannie and Papa. Karen and I are active in our church in Antlers. We currently attend the United Pentecostal Church. Our relationship with God is the most important thing in our lives. Because of this spiritual foundation, our relationship with each other and our family is very deep and satisfying. I spend my leisure time reading and collecting baseball memorabilia. I enjoy reading historical novels, histories, and baseball biographies. During the fall, I root for the Oklahoma Sooners and the Pittsburgh Steelers.

In December of 1991, I transferred into the Education unit as a teacher. In the past twenty years, I have taught ABE, GED, Literacy, and facilitated College courses. I assessed new receptions at the reception facility, and I spent time managing the correctional library. I am currently my facility's GED Examiner. I have fulfilled whatever role or duty was necessary to serve our students. I spent twenty-two years working at a men's medium security facility and the last five years at a men's minimum security facility. I have discovered that custody level

makes a huge difference in the nature of the offenders we serve. I have seen corrections change from a lock them up mentality to a perspective that says we need to effect change while we have the opportunity because a large percentage of our clients will be returning to their communities.

In the previous twenty years, Oklahoma corrections have worked very closely in conjunction with the Correctional Education Association. During this period, our state has emerged as one of the leaders in Correctional Education. Partly, this is because Oklahoma is one of the leaders in American corrections. Our Education unit is a reflection of this larger trend. But mainly, Oklahoma has emerged as a leader in correctional education because of the leadership of Dr. L. Owen Modeland. A graduate of the University of Oklahoma, Dr. Modeland gave us direction and leadership. He hired a lot of exceptional teachers who like to teach, and then he got out of the way and let those teachers do the work for which he hired them. Some of those exceptional teachers were Maren Kinslow, Marguerite Goodwin, Pat McCoy and Jim Tilly. There are a lot of others who deserve to be mentioned, but each of these four took a special interest in my development as a professional educator. Because of their efforts, I feel the need to acknowledge them publicly.

While I may be receiving this recognition, I know that it is shared by the other teachers at my facility and those at other facilities across Oklahoma. This is our award.



Volunteer of the Year



GENESIS ONE NETWORK

GENESIS ONE NETWORK, founded in 2000, is a Christian, faith-based reentry program that links an offender's personal growth and positive development while inside to the availability of resources on the outside. A spiritual transformation is essential to the successful transition from incarceration back to society.

Genesis One's chapters within DOC facilities develop individual Life-Plans for its members that encourage change and growth in the important elements of their life: Spiritual growth, vocational growth, educational growth, living skills, positive behavioral change, as well as preparing them for successful reentry. All members are required to attend weekly group accountability sessions. G-1's Life-Plan utilizes all available programs and drives up the attendance in each: faith based programs and DOC sponsored programs.

Genesis One's outside team partners with those that can provide resources to Genesis One graduates as they are released. These resources include housing, employment, food and clothing banks, substance abuse recovery programs, legal, medical, and church/mentors. The overwhelming positive relationships with G-1 graduates have created a very receptive resource base.

Special Productivity Incentive Award



BECKY GUFFY
Warden's Assistant
James Crabtree
Correctional Center

After placing her higher education on hold to become a full time mother and home maker, Becky returned to college in 2000 where she completed her Bachelors of Science degree in Psychology in 2002 where she immediately entered the field of corrections.

Her career began at the Bill Johnson Correctional Center as a Drug and Alcohol Counselor but she did not stay stagnant for long. She quickly promoted into the clerical ranks, then to

case manager and then to Warden's Assistant all within a four year period.

Becky seems to have found a place where her multiple talents can all be applied. Since taking that position she has composed approximately twenty-five special reports. Each report contained sufficient evidence and documentation to aid the courts in dismissing each lawsuit. These dismissals potentially save the agency untold revenue.

Through her job, not only does she draft special reports to aid the defense of the Warden's Office, she also handles all grievances filed by offenders. Through this task she noticed the overall cost of religious diets the agency was providing due to a 10th Circuit Court of Appeals ruling. Through research she was able to locate and facilitate the purchasing of a pre-packaged kosher meal at a savings of over \$22,000.00 per year to the agency.

(continued on page 32)

For the facility and community she has organized the following:

- Legislative Townhall Meeting (for the facility and the public)
- Hosted annual Northwest Oklahoma Law Enforcement Banquet
- Maintained the Oklahoma Correctional Association website for 2 years at no cost
- Annual Children's Drug Prevention "Pawsitively Drug Free" Coloring Contest which has reached more than 4000 area elementary school students
- Annual JCCC Kids Fishing Derby for the children of JCCC employees

- Annual facility sponsored fishing derby for the Northern Oklahoma Resource Center for the mentally challenged.
- Participates and organizes annual fund raisers for the Amorita-Byron Volunteer Fire Department
- Organized and digitized JCCC Historical Records

The list is too in-depth to complete.

In closing she continues to serve her community after work hours where she is one of only a handful of rural female volunteer firefighters. Many area residents still have their homes and property because of the bravery her and her fellow firefighters displayed fighting wildfires.

Medal of Valor



DONNIE R. MARTIN
Community Sentencing/
Offender Information
Services Division

August 21, 2009, at approximately 6:15 p.m., Donnie Martin was traveling south on US 75 in a State vehicle as he returned from a day of work in Tulsa to his assigned office in McAlester. He observed a vehicle in front of him, traveling in the same direction, move to the west shoulder and then into the ditch. No brake lights were noted. Donnie lost sight of the car over the crest of a hill but saw the top of a tree shake from an impact. He pulled over to the shoulder, turned on the emergency flashers, and called 911. He then proceeded to the sight of the crash. Donnie observed that a fire had started in the engine compartment of the wrecked vehicle and that the driver was still in the car. He returned to the State vehicle, retrieved the fire extinguisher, and attempted to put out the fire. The extinguisher depleted before the fire was completely out. After determining the male driver was the only occupant of the vehicle, Donnie checked the neck of the driver for a pulse and found none. He reported that information to the 911 operator and passed his phone to another person

to maintain contact. Donnie then attempted to open the driver's side door but found it was jammed. Next, he tried, unsuccessfully, to pry open the door with his hands. Donnie then returned again to his vehicle to search for a tool to help with the door. Finding nothing, he went back to the wrecked car and continued attempts to open the door. Another man showed up with a digging bar, which was used to pry open the door. By this time, the inside of the car was filling with smoke. Donnie, along with the other passerby, removed the victim from the car, placing him a safe distance away. At this time, law enforcement arrived and instructed Donnie and his assistant to move the victim further from the vehicle. After doing so, Donnie left the immediate area so that CPR could be administered and he could relocate the State car to make way for emergency respondents arriving to extinguish the flames fully engulfing the wreckage and to administer further life saving measures. Despite the efforts of employee Donnie Martin, the victim, unfortunately, died at the scene from massive injuries sustained in the crash.

While Donnie's day to day duties as a computer programmer are important to the agency, he does not normally encounter life or death situations. On an ordinary workday, happenstance placed Donnie at the scene of a crisis. At great risk to his own personal safety, he did not hesitate to attempt the rescue of a fellow citizen. Donnie maintained a clear head and did everything within his power to ensure the survival of the driver and the safety of the scene. ■

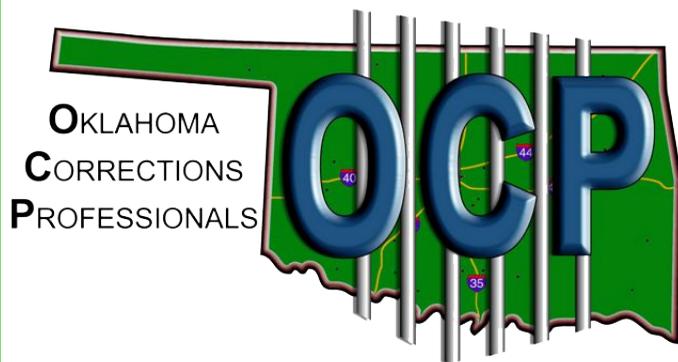


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Normal lending policies apply.

(Electronic Health Records, cont. from page 14)

or changed as needed. Processes have been improved. Conveniences have been added. All these changes are possible because of the web-based format of the Medunison system. Ms. Brinkley continues to work daily making small improvements or answering requests or questions from users in the field. Additional functions have been or are being added to the EHR. Labs, ordered by clinicians, now appear in the electronic record immediately after they are completed at the off-site lab location, and clinicians are immediately alerted electronically of any critically abnormal lab values. Soon, medication administration will be converted from the old paper system to an electronic system. Appointment scheduling and Specialty Clinic referrals will also soon be incorporated into the electronic health record.

The EHR is not faster, but it is safer and more efficient than the paper chart. Patient information is recorded and shared in

a manner which helps to reduce medical errors and to increase quality of medical care. As other public and private sector electronic records come on line, the appropriate and protected sharing of health information across the medical community is certain to add efficiencies and improve patient care, safety, and treatment. Medicine has entered the era of evidence-based practice, and the electronic health record is a major and “meaningful” tool to be used in that process.

“From the perspective of the future of meaningful use, what it's going to mean for our patients and for the practice of medicine [and nursing] is that we'll be able to see true outcomes in a more standardized way and more completely identify opportunities for improvement in the safety and quality of care as we examine the EHR.” (William F. Bria, II, M.D., Chief Medical Information Officer at Shriner's Hospital for Children, and President of the Association of Medical Directors of Information Systems, 2011). ■

(Mental Health Services, cont. from page 18)

also avoid treatment because having insight into their behavior creates the need for change and accountability which goes against the ultimate goal of remaining on H-Unit.

Often among this group are the severely, persistently mentally ill. Like others in this group, they have been extremely disruptive to the running of the facility. They however, are vulnerable. These offenders require special attention. It was useful to group them together on the same quad in a quasi mental health unit. This served first to protect them from other offenders who would exploit or abuse them. Second, it contained the chaos for security and mental health staff. It also allowed the offenders to support each other, commiserate, and freely discuss their struggles without judgment. As

on any other housing unit, there was monitoring of medication compliance, symptom monitoring, side effect monitoring, crisis management, and behavior modification. Stability was often the goal rather than improvement. Some, miraculously returned to pre-morbid functioning, while others achieved just enough emotional and behavioral stability to return to general population. Others learned scripted behavior to practice with staff in lieu of previously present belligerence—Not any more stable but at least appearing that way. Sometimes it was just about giving these offenders a few small skills that changed the reactions of the staff around them.

There is another group of offenders found on H-Unit: those in transition. These offenders are unmanageable in general

H-Unit, like any other supermax unit will never be an uber positive, life affirming, beacon of how to be. It is also not a descent into many circles of hell. It is somewhere in between -- A sometimes difficult place to be, vastly improved by care, compassion, and common sense.

population but have not invested enough political or criminal capital to retire. These are the enforcers and foot soldiers in the battles that are constantly waged at other facilities. They have made their way to the middle, some desiring to go deeper into the darkness and criminality, some struggling to get back to some meaning, something larger than them. Those in transition tend to be the most fertile ground. They want to understand where they came from, where they are going and if anything can or should be done to change their life trajectory.

It is often possible to work within the culture to facilitate change. Teaching that there is nothing to be done about the environment and the people in it is a difficult lesson and must be done delicately to prevent hopelessness and anger. More importantly, being able to teach that one can change one's reaction to the environment, or make even one simple change to improve one's situation is gratifying. This was initially challenging until I realized the need for flexibility and true eclecticism. Being able to first build rapport, connect and adapt and use concepts that the offenders could understand were key. Particularly useful was inclusive therapy, the idea that things that appear mutually exclusive can co-exist. "You can be a brother AND you can have a moral objection to an order." Other effective approaches were CBT for anger management, impulse control, overcoming stress. Individual therapy and homework assignments were completed according to a predetermined schedule agreed upon by the offender and this psychologist with real enforced consequences for violations of the terms of treatment. Also very useful was time limited dynamic psychotherapy (TDLP) particularly the use of the cyclical maladaptive pattern to help insight building, and improve interpersonal and social skills. Reality Therapy was good for working in the here and now for offenders who were more concrete or focused on one particular problem instead of wide reaching change. Linehan's Dialectical Behavior Therapy (DBT) was at times literally a life saver for offenders with personality disorders.

...being able to teach that one can change one's reaction to the environment, or make even one simple change to improve one's situation is gratifying.

Completing an entire course of treatment at a cell door with several offenders was daunting but doable. The work load could be frustrating and infuriating. The accompanying paperwork was at time ridiculous. The work definitely cannot be done alone. Any success has to be facilitated by the officers who are on the front line. Officers spend more time with the offenders than we can imagine. They know them intimately. To be successful, it is imperative to trust, respect and communicate clearly with them. You must take the time to educate the officers, sometimes not about offender needs but the benefits to them if offenders are stable. You educate officers about their role in encouraging a positive environment in which they can remain safe. You teach each other about credibility, maintaining a united front, and resolving conflict away from the offenders. You also have to allow yourself to be educated. Above and

beyond the ivory tower things, officers will teach you about the culture of the unit and the facility. Attending shift briefing keeps you updated on incidents and accidents and allows you to share information as well. It also allows you to see the caliber of the people you work with, giving you insight into those who can

or will be most helpful in achieving treatment goals.

If the measure of success on a supermax unit was improved quality of life, insight, and achieving peace of mind for the resident offenders, then there were many successes during my tenure on H-Unit. Likewise, being able to provide even the tiniest bit of insight or education to non mental health staff that made interactions less confrontational or adversarial, or increased compassion was success. H-Unit, like any other supermax unit will never be an uber positive, life affirming, beacon of how to be. It is also not a descent into many circles of hell. It is somewhere in between -- A sometimes difficult place to be, vastly improved by care, compassion, and common sense. It is survived because of the endurance, resiliency, tenacity, and inventiveness that characterized those who work and live there. Despite all its challenges, the effort and the risk were always richly rewarded. ■

(Helping Women Recover, cont. from page 21)

programs having passed the CPC audit and offer 70 earned credits for female offenders who successfully complete the program. The program now includes domestic violence and relapse prevention interventions and participants receive 11 hours of group treatment each week for four months and up to six individual therapy sessions. The program is a shining example of private and public partnerships collaborating to enhance the lives of female offenders, their families and our community. In addition to the benevolent commitment from the George Kaiser Family Foundation, other external stakeholders including the Robert Wood Johnson Foundation and the US Public Health Service, Office of Women's Health provide funding for ancillary services and programs. Moreover, a 34 hour booster Helping Women Recover operates at Hillside and Turley Correctional Centers to assist women to practice sobriety skills as they prepare to reenter the community.

Although long term outcome evaluation studies are in the planning stages, intermediate studies infer promising findings. In a recent study conducted by the Evaluation and Assessment unit at the Department of Corrections, Renee Phillips wrote: *Findings indicate that there are positive changes in psychological and social functioning evidenced by decreased self-reported levels of depression, anxiety and risk-taking behaviors for women who have completed the Helping Women Recover, with no distinction made between those participating at Eddie Warrior Correctional Center and Mabel Bassett Correctional Center. The total scores for each of these measures improved*

and these changes in scores not only hold statistical significance, but also carry practical significance evidenced by their large effect sizes.

Other qualitative findings show participants are committed to and satisfied with treatment and appear

grateful for the support of their peers and therapists. Future experimental design studies are needed to determine recidivism and are forthcoming. The author believes that recidivism studies will reflect and build on the intermediate evaluation findings. ■

ACKNOWLEDGMENTS

The author would like to thank the Department of Correction's staff for their willingness and effort that enhances the ability of the Helping Women Recovery program to thrive. Thank you to our therapists for the belief that we can assist incarcerated women to rejoin their families and our communities and for the knowledge required to help female offenders make a difference in their recovery. Stephanie Covington supplied hours of consultation and her support is very much appreciated. Finally, this program is made possible by the George Kaiser Family Foundation. We are eternally grateful for their support and commitment and for understanding the need for a gender-specific substance abuse treatment program for female offenders in Oklahoma.

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ASIAN-PACIFIC AMERICAN HERITAGE MONTH

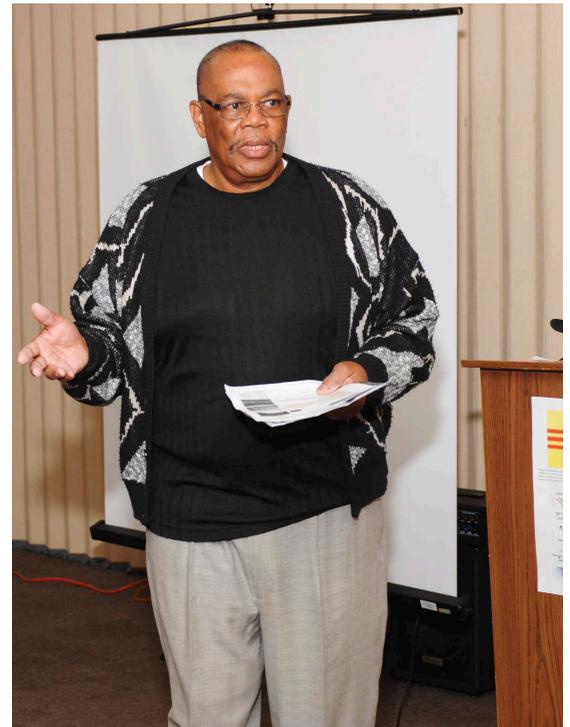
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Information Technology

Health and Wellness

UV Safety Month

Sponsor: American Academy of Ophthalmology (www.aaopt.org)

UV Safety Month is a great time to spread the message of sun, fun and UV safety. Ultraviolet (UV) radiation is the main cause of skin cancer. UV rays can also damage your eyes.

Anyone can get skin cancer, but the risk is greatest for people with:

- White or light-colored skin with freckles
- Blond or red hair
- Blue or green eyes

You can take these steps to help prevent skin cancer:

- Stay out of the sun between 10 a.m. and 4 p.m.
- Use sunscreen with SPF 15 or higher
- Cover up with long sleeves and a hat



Anniversaries

JULY

| | |
|-------------------|------------------------|
| 37 Years | |
| Lester Young | OCRS North |
| Beverly Campbell | Contracts/Acquisitions |
| 34 Years | |
| Mike Addison | JHCC |
| 33 Years | |
| Nancy Kerr | JLCC |
| Lillie Bowler | JDCC |
| 32 Years | |
| Sharon Owen | NEDCC |
| 31 Years | |
| Linda Morgan | OSP |
| Janna Hill | Field Operations |
| 30 Years | |
| David Sirleaf | CDCC |
| 29 Years | |
| Debra Vaughan | HMCC |
| Malcolm Darrough | Agri-Services/JLCC |
| 28 Years | |
| Carolyn Rhone | CWCCC |
| 27 Years | |
| Carmen Jackson | CWCCC |
| Elizabeth Houston | JHCC |
| James Colbert | Priv Prisons/Jail Adm |

| | |
|-------------------|--------------------|
| 26 Years | |
| Robert Wood | Medical/WKCC |
| Dobie Welcher | IT |
| Larry Jiles | OSP |
| Sandra Estes | OSP |
| Reginald Bradley | JDCC |
| Rosalie Bliss | NWDCC |
| 25 Years | |
| James Starr | JHCC |
| David Parker | JCCC |
| Rhonda Orange | Personnel Unit |
| David Hull | Agri-Services/JBCC |
| Eldon Arnold, Jr. | EWCC |
| 24 Years | |
| Claudia McCormick | Madill CWC |
| Starla Bradley | Medical/JHCC |
| 23 Years | |
| Gerry Spicer | MBCC |
| Richard Kornele | BJCC |
| Robert Hazlewood | HMCC |
| Gary Alexander | OCI Mfg/DCCC |
| 22 Years | |
| Vernon Sanders | JCCC |
| Mike Murry | JDCC |
| Kelly Matthews | NWDCC |
| Muriel Irwin | Training |
| Sandra Gandy | EWCC |

| | |
|---------------------|----------------------|
| 21 Years | |
| Ronnie Thomas | OSR |
| Thomas Sawyer | Elk City CWC |
| Michael Rogers | JCCC |
| Sterling Robertson | HMCC |
| Scott Nunn | JHCC |
| Jack Keith | OCI Mfg |
| Kenneth Kays | Agri-Svcs/NOCC |
| Harry Janis | SWDCC |
| Karen Hart | Operational Services |
| Stephen Gardner | OSP |
| David Egbert | CDCC |
| Robert Copeland | JHCC |
| Johnny Blevins | Internal Affairs |
| Rosa Bensley | SEDCC |
| Lemuel Andrews | LARC |
| 20 Years | |
| Brenda Thompson | MBCC |
| Matthew Speers | JEHCC |
| Mark Silverthorn | OSP |
| Stanley Rogers, Jr. | OSP |
| Travis Robbins | OSP |
| David Orman | OSP |
| Dwight Mehlig | IT |
| Charles Martin | OSP |
| JT Kennedy, Jr. | OSP |
| Billy Johnson | LCCC |
| Larisa Howell | WKCC |
| Curtis Hood | OSP |
| Dewane Hoffman | Training |
| Thomas Dyer, Jr. | DCCC |
| Jimmie Davis, II | OSP |

| | |
|--------------------|--------------------|
| Pam Collins | JLCC |
| Linda Cantrell | OSP |
| 19 Years | |
| Billy White, Jr. | Trans Unit/JLCC |
| Mary Stebens | Medical Admin/WKCC |
| Bradley Dunning | Ardmore CWC |
| Robert Denton | JCCC |
| 18 Years | |
| Raymond Wyatt | EWCC |
| Scott Slater | OSP |
| Betty Shelby | OSP |
| Delton Putman | JEHCC |
| Patricia Ormerod | Personnel Unit |
| Lee Moody | JBCC |
| Clarence McCloud | DCCC |
| Connie Lauen | Altus CWC |
| Karen Johnson | MBCC |
| John Hall | NEDCC |
| Johnny Dassler | OSP |
| Shawn Chumley | OSP |
| Steve Breckenridge | DCCC |
| 17 Years | |
| Jerry Williams | HMCC |
| Ernest Washington | Hobart CWC |
| Gary Rhodes | OCI Mfg/OSP |
| William Kettle | JCCC |
| Eric Gulbranson | LARC |
| Kelli Gaffney | DCCC |
| Fred Burris | LARC |
| Judith Blount | Fin/Acctg |

Anniversaries

16 Years

| | |
|-----------------|----------------------|
| Brian Thompson | JHCC |
| William Taylor | OSP |
| Mark Smith | OSP |
| Joe Romberg | Operational Services |
| Shawn Price | DCCC |
| Ruth Littlejohn | Union City CCC |
| Tracy Jones | Fac Class |
| John Johnson | OSR |
| Nancy Harrison | Education/JLCC |
| Tresia Hamilton | Training |
| Robert Gaudlen | JDCC |
| Janet Dowling | JCCC |
| Lee Clayton | TCDC |
| Jason Bryant | BJCC |
| Todd Benton | WKCC |
| Monty Baker | EWCC |

15 Years

| | |
|-----------------------|---------------|
| Jerry Webster | EWCC |
| Phillip Shamblin | NOCC |
| Charlotte Schmidt | JEHCC |
| Ganeal Kendall | Agri-Services |
| Shantal Jackson-Keith | SEDCC |
| Troy Humphrey | JEHCC |
| Ronald Hudson | JEHCC |
| Robin Gilbert | Fac Class |
| Lee Debough | NOCC |
| Karl Burgess | JBCC |

14 Years

| | |
|--------------------|----------------|
| James Williams | Education/JHCC |
| Kalin Singleton | HMCC |
| Donna Sims | JDCC |
| Tonya Sexton | WKCC |
| Celestia Riley | NOCC |
| Robert Price | JHCC |
| Starla Phillips | JDCC |
| Bernard Perry, Sr. | LCCC |
| Byron Mathis | JCCC |
| Lonnie Lawson | WKCC |
| Kirk Keeton | HMCC |
| Angela Jackson | EWCC |
| Regina Hicks | MACC |
| Valerie Hale | WKCC |
| Debra Gardner | OSP |
| Thomas Frazier | LCCC |
| Tommy Britt | JLCC |
| Brent Bishop | NOCC |
| Ellen Bennefield | EWCC |

13 Years

| | |
|-----------------|-------------------|
| Lila Pettyjohn | ECCC |
| Kimberley Owen | Director's Office |
| James Nall | JCCC |
| James Miles | MACC |
| Emery Martin | OCI Mfg/DCCC |
| William Lohrman | HMCC |
| Shari Jones | Medical/Admin |
| Edwina Johnston | JEHCC |

| | |
|-------------------|------|
| Teresa Herren | BJCC |
| Dana Daniels | JDCC |
| Robert Cross, Jr. | HMCC |
| Beth Crockett | NOCC |
| Richard Clark | CWCC |
| Yvonne Allen | CWCC |

12 Years

| | |
|-------------------|-----------------|
| Michael Workman | Trans Unit/JBCC |
| Georgia Wood | Div Comm Corr |
| Tamara Whaley | OSR |
| Amanda Wagaman | OCI Mfg/MBCC |
| John Swift | Waurika CWC |
| John Seright | LARC |
| Shannon Reed | JCCC |
| Laura Pitman | Female Off Oper |
| Tim Lakins | JLCC |
| Mark LaGreca | CDCC |
| Karen Jines | CDCC |
| Danny Fletcher | OSR |
| William Cooper | Med Admin/MACC |
| Rose Carr-LaVan | ECCC |
| Mark Blan | SEDCC |
| Brandi Birchfield | Med Admin/HMCC |
| Vetha Anderson | JEHCC |

11 Years

| | |
|--------------------|-----------------|
| Leon Sparks, Jr. | OSP |
| Sherri McClendon | Agri-Svcs/JBCC |
| Melissa Lucero | JDCC |
| Gwenita Lawrence | Medical/EWCC |
| Rhonda Kopidlansky | OSP |
| Dennis Kilmer | BJCC |
| Wendy Kennedy | JLCC |
| Valerie Harris | Med/JHCC |
| Jeffrey Greb | JCCC |
| Karen Fant | SEDCC |
| Gerald Duncan | Trans Unit/JLCC |
| Darla Cowan | JHCC |
| Michael Cindle | JLCC |
| Levi Casey | LARC |
| Billy Bradford | JLCC |
| James Billy | MACC |
| Shane Berry | NEDCC |
| Richard Arnold | Hillside CCC |

10 Years

| | |
|-----------------|--------------------|
| JoAnn Whaley | SWDCC |
| Perry Tustin | JEHCC |
| Michael Sudduth | OSP |
| Tonda Sterrett | Mental Health/JHCC |
| Robert Ross | OSP |
| Shaun Rogers | JBCC |
| Richard Pugh | HMCC |
| Bradley Morris | JEHCC |
| Mary Lytle | NOCC |
| Kenneth King | ECCC |
| Crystal Kennedy | OSP |
| Keith Hokett | MACC |
| John Heitman | OSP |
| Stephen Gragg | Med Admin/JDCC |

| | |
|-----------------|------------|
| Jeremiah Eslick | JDCC |
| Brenda Dean | OSP |
| Tyrus Corbin | Madill CWC |
| Karen Collins | EWCC |
| Vivian Brown | CWCC |

AUGUST

39 Years

| | |
|----------|-------------------|
| Kim Moon | Director's Office |
|----------|-------------------|

38 Years

| | |
|-------------|-----------------------|
| Mary Powers | Comm Sen/Off Info Svc |
|-------------|-----------------------|

37 Years

| | |
|-------------|------|
| Jimmy Green | LARC |
|-------------|------|

33 Years

| | |
|----------------|---------------------|
| Teresa Sherman | Mental Health/OCCRS |
| Richard Parish | TCDC |

32 Years

| | |
|---------------|----------------|
| Paul Lowrance | Agri-Svcs/HMCC |
| Bertha Hespe | Personnel Unit |
| Carol Cloud | JHCC |

31 Years

| | |
|-----------------|--------------|
| Susan Nicholson | SWDCC |
| Renee Lamirand | Fin/Acctg |
| Jamie Keef | Institutions |
| Donna Cooper | IT |
| Michael Carr | NWDCC |

30 Years

| | |
|---------------|-----------|
| Sheri Meeks | LARC |
| Steven Bredel | Educ/JCCC |

29 Years

| | |
|-----------------|------------|
| Dianna Wray | KBCC |
| Russell Miller | JEHCC |
| Larry Li | IT |
| Robert Gunn | NEDCC |
| Patsy Driver | JHCC |
| Deborah Dorris | JHCC |
| Pamela Anderson | Sent Admin |

28 Years

| | |
|----------------|--------------------|
| Greg Williams | Field Operations |
| Bobby Nair | Agri-Svcs/NOCC |
| Kevin Moore | Sent Admin |
| Mark Englander | Mental Health/JHCC |
| Bruce Bornheim | JBCC |

27 Years

| | |
|---------------------|----------------|
| Robin Ward | JHCC |
| James Vanlandingham | Fac Class/MBCC |
| Randel Parker | Class/Pop |
| Michael Mullin | JDCC |
| Deloris Milton | Fem Off CC/RS |
| Barney Laird | JCCC |
| Eric Franklin | LARC |

| | |
|----------------|---------------|
| Bruce Cummings | Training |
| Lovie Byrd | Programs Unit |
| Cheryl Bryan | EWCC |

26 Years

| | |
|------------------|----------------------|
| Terrell Wedel | OCI Mfg/LARC |
| Patricia Sorrels | Med Admin/JHCC |
| Walter McConnell | Operational Services |

25 Years

| | |
|------------------|------------------|
| Kenneth Skidmore | Personnel Unit |
| Kathi Sappington | Field Operations |
| Gary Elliott | Legal |

24 Years

| | |
|----------------------|----------------------|
| Terri Vogt | NWDCC |
| Ella Partridge | Medical/JCCC |
| Teresa McDoulett | LARC |
| Mike Lohrenz | NWDCC |
| Arthur Lightle | OSP |
| Michael Haddox | JLCC |
| Melinda Guilfoyle | NWDCC |
| Constance Cunningham | TCDC |
| Deborah Burchfield | Mental Health/MBCC |
| Carol Bunyard | Education/JHCC |
| Amma Beaver | Mangum CWC |
| Phillip Baker | Priv Pris/Jail Admin |

23 Years

| | |
|--------------------|----------------|
| Karen Powell | OSP |
| Chris Morris | Agri-Svcs/NOCC |
| Mark Knutson | Legal |
| Terry Kennedy | OSP |
| William Hull | Med Admin/LARC |
| Mark Graham | DCCC |
| Corry Flowers | SWDCC |
| Richard Ewing | JHCC |
| William Collins | OCI Mfg/JLCC |
| Vonda Burrell | SEDCC |
| Orval Bruster, Jr. | SEDCC |
| Cheryl Baldwin | CDCC |

22 Years

| | |
|-------------------|---------------|
| Jeffrey Wise | NOCC |
| Barbara Wintz | SEDCC |
| Karen White | CDCC |
| James Silk | Mangum CWC |
| Jacquetta Searles | SEDCC |
| Debra O'Neal | JEHCC |
| Kenneth Morgan | Elk City CWC |
| Mary McCoy | Med/Admin |
| Jackie Linville | JEHCC |
| Byron Herman | NOCC |
| Michael Gillion | JEHCC |
| Paula Franks | BJCC |
| Cynthia Falder | DCCC |
| Wayne Brakensiek | OSP |
| Mary Bears | TX/Rehab Svcs |

21 Years

| | |
|------------|--------------|
| Katie Shea | Medical/LARC |
|------------|--------------|

CALENDAR

JULY

- 4 Independence Day
- 17-20 Southern States Correctional Association (SSCA) Biloxi, Mississippi
- 19-22 Pardon and Parole Board Meeting Hillside CCC
- 24-28 38th Annual National Association of Blacks in Criminal Justice (NABCJ) Conference & Training Institute St. Louis, Missouri
- 24-27 American Probation and Parole Association (APPA) 36th Annual Training Institute, Chicago, Illinois
- 29 Board of Corrections Meeting Howard McLeod CC

AUGUST

(No Board of Corrections meeting scheduled this month.)

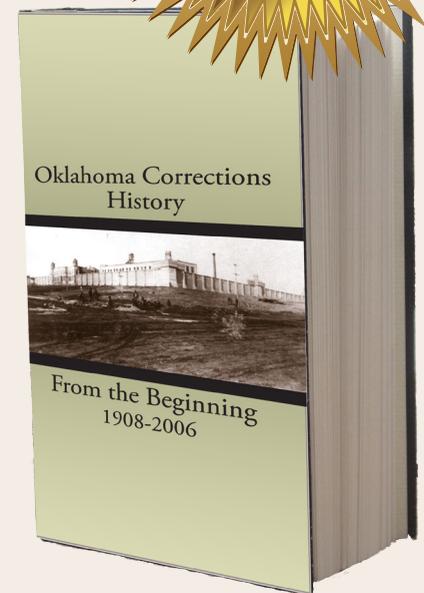
- 5-10 American Correctional Association (ACA), Kissimmee, Florida
- 16-19 Pardon and Parole Board Meeting Hillside CCC

SEPTEMBER

- 5 Labor Day
- 12-15 Pardon and Parole Board Meeting Hillside CCC
- 16 Board of Corrections Meeting Jess Dunn CC
- 16 Autumn Begins

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Pictured above: (top left) completed garden improvements, (top right) offenders John Owen and William Harrell, Dan Hix, Union City CCC, and Micah Anderson, Department of Agriculture, (bottom) Micah Anderson (middle back) with offenders John Owen and William Harrell.

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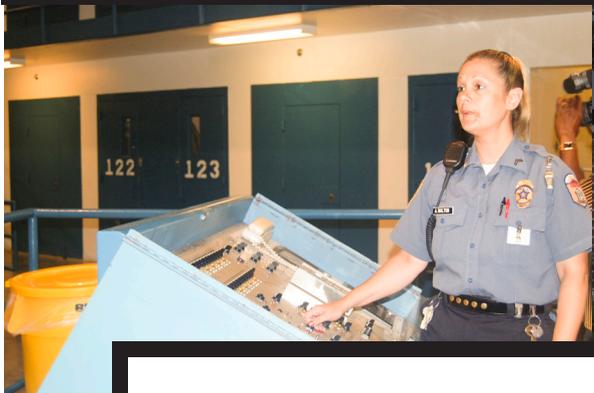
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