

Correction News

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New DOC office focuses on successful transition

Citing the importance of offender transition and re-entry, Secretary **Theodis Beck** has announced the development of the Office of Transition Services (OTS), to be located within the Office of Research and Planning.

OTS will coordinate departmental transition and re-entry efforts. The staff will coordinate an advisory committee of internal and external stakeholders to assist in shaping new programs, developing policies and procedures, and training staff in effective transition and reentry strategies.

Contact persons for transition and reentry initiatives in various Correction divisions and sections have been selected:

- ▶ Office of Transition Services – **Roshanna Parker**
- ▶ Division of Prisons – **Carlton Joyner**
- ▶ Division of Community Corrections – **Karen Pardue**
- ▶ Division of Alcoholism and Chemical Dependency Programs – **Bobby Montague**
- ▶ Correction Enterprises – **George Lipscomb**
- ▶ Post-Release Supervision and Parole Commission – **Patsy Joiner**
- ▶ Victim Services – **Sandy Dixon**
- ▶ Central Engineering – **Dale Aiken**

Secretary Beck noted that the importance of this effort is enumerated by the fact that DOC releases more than 24,000 offenders from prison every year.

“Effective transition and re-entry programs require the commitment of DOC employees, the engagement of community networks and resources, and effective collaboration with both internal and external partners,” he said. “I am confident that the Office of Transition Services will serve as an important focal point assisting the agency in developing the types of programs, networks and strategies necessary to support our efforts toward a seamless system of re-entry while promoting the goal of public safety.”

The secretary called on all divisions and areas within the department to work with OTS cooperatively and fully in developing effective services for offenders.



Sgt. William Efird



Sgt. William Herring



Nicole Sullivan

3 from DOC named top state employees

Three in the Department of Correction this year were presented a State Employees' Award for Excellence, the highest honor a state employee may receive.

They are:

- ▶ **Sgt. William Efird**, Albemarle Correctional Institution
- ▶ **Sgt. William Herring**, Johnston Correctional Institution
- ▶ **Nicole Sullivan**, manager, Research and Planning

The DOC employees and 12 other recipients were honored during Excellence in State Government Week at a ceremony on Oct. 16 at the Museum of History in Raleigh.

The State Employees' Awards for Excellence Program is designed to acknowledge and express appreciation for outstanding accomplishments that do not fall entirely within the scope of normal duties, but are in the nature of a major contribution reflecting credit on the person and state service. The meritorious service or accomplishment is so singularly outstanding that special recognition is justified.

Employees are nominated for the award by other state employees including their supervisors, co-workers and subordinates. Recipients may receive time off for their award under the State's Special Leave policy.

Awards are presented in five categories: Outstanding State Government, Public Service, Safety and Heroism, Human Relations and Innovation.

The categories and nominators for the honorees from DOC were:

- ▶ Efird was nominated for Public Service by **Jennifer Langley**, recently retired superintendent of Albemarle Correctional Institution.
- ▶ Herring was nominated for Safety and Heroism by Capt. **Eddie Johnson** of Johnston Correctional Institution.
- ▶ Sullivan was nominated for Innovation by **Tracy Little**, DOC deputy secretary.

Details of the achievements that led to the winners' nominations are on page 4.

Officials see BEACON guiding revamp of systems, practices

An overhaul of the state's core business systems is long overdue.

The legacy systems supporting the current business functions are more than 20 years old and offer limited functionality. These systems rely on outdated technology

and do not communicate well with each other.

Moreover, these systems are at risk of failure due to old age, withdrawal of vendor support and being operated by a workforce that is rapidly reaching retirement age.

See BEACON, page 3



Spotlight

Alexander Correctional Institution

Alexander Correctional Institution is a 1,000-cell, close custody prison for male inmates. It opened in 2004 in Taylorsville.

Reggie Weisner is the administrator. His assistant superintendents are **Roger Patterson**, programs/treatment; and **Keith Whitener**, custody/operations.

The prison employs approximately 500 people, including correctional officers and staff for programs, administrative, food service, medical, mental health, dental and maintenance.

Alexander CI's standard operating capacity is 865 inmates, with 128 segregation cells and 8 health care beds. Future plans are for a 250-bed regional medical center and a 250-bed minimum custody unit.

The prison is operated under the unit management system, using four self-sufficient 288-cell units:

- ▶ **Blue Unit** is comprised of a number of special populations, including 48 chronic disease beds, 48 beds designated to house new admissions to the institution, 96 beds for inmates assigned to various work or program assignments, and 96 beds designated for inmates who tend to be management problems and are in transition between control housing and regular housing.

- ▶ **Green Unit** houses inmates assigned to various vocational academic programs and work assignments throughout the institution. A number of these inmates are assigned to the Enterprise Furniture Plant, which is currently located at Iredell Correctional Center but is being moved to Alexander Correctional Institution.

- ▶ **Red Unit** houses offenders receiving both in-patient and out-patient Mental Health Treatment.

- ▶ **Segregation Unit** houses inmates placed on long-term segregation as a result of assaultive or significantly disruptive behavior within the prison system.



Roger Patterson, assistant superintendent - programs/treatment; **Reggie Weisner**, correctional administrator I; and **Keith Whitener**, assistant superintendent custody.



Donald Heffelfinger, facility maintenance manager; **Ralph Pilkington**, maintenance supervisor; and **Harold Sherrill**, mechanic IV.



Above, **Dawn Artis-Roberts**, case manager; **Hollie Willis**, processing assistant III, programs; **Jason Nunn**, case manager; **Kala Burst**, case manager;

and **Kathy Sigmon**, processing assistant IV, programs. Right photo, **Casey Ammons**, programs supervisor; **Terry Williamson**, programs supervisor; **Don Sisk**, programs supervisor; **Brady Soop**, case manager; and **Doug Walker**, programs director I.



Beverly Witherspoon, registered nurse; **Amber Slaughter**, health assistant II; and **Virginia Scott**, health assistant II.



Christine Fortner, nurse supervisor II; **Carolyn Henkle**, lead nurse; **Robin Beal**, registered nurse; and **Amber Smith**, medical records.



Brenda Johnson, dental assistant; **Dr. Thomas Lundeen**, dentist III; and **Melanie Moreland**, dental hygienist.



Above, **Twyla Philyaw**, administrative services manager; **Debbie Icenhour**, administrative secretary I; and **Karen Sparks**, receptionist.

More photos on page 3.

Spotlight



Chaplain
Daniel Redding.



April Suddreth, food service officer, and **Tina Burckette**, food service manager I.



Michael Moody, captain; and **Ella Gaither**, lieutenant.



Adam Huffman, red unit manager; **Daren Bruce**, segregation assistant unit manager; **Matt Clark**, segregation unit manager; and **Tim Marshall**, red unit assistant manager.



Eric Dye, Green Unit manager; **Charles Pinnix**, Blue Unit manager; **Preston Townsend**, Green Unit assistant manager; and **Joshua Crisp**, Blue Unit assistant manager.

Hannah Rowland to manage sex offender monitoring program



Hannah Rowland

RALEIGH | **Hannah Rowland** has been named administrator of the state's new program that will use satellite-based monitoring to monitor certain sex offenders.

Beginning Jan. 1, the Division of Community Corrections will use GPS technology to monitor certain sex offenders, as required by state legislation passed in August.

"Hannah brings a wide array of knowledge and expertise to this position," said Community Corrections Director **Robert Lee Guy**. "We are confident she will be an asset to the Division of Community Corrections and this special program."

Rowland has served as a pro-

bation officer in Durham and Wake counties specializing in electronic monitoring cases. She has also managed the state's electronic house arrest monitoring center. For the last five years she has been involved with sales, service and account management for companies that provide the equipment used in GPS monitoring of criminal offenders.

Rowland is a graduate of St. Mary's School and Meredith College with a degree in sociology and criminal justice. She is a resident of Raleigh.

BEACON, from page 1

Earlier this year, the state began a multi-year effort designed to modernize its outdated computer systems and standardize its key business processes through the BEACON (Building Enterprise Access for North Carolina's Core Operation Needs) program. The first phase of the program, which is scheduled to go live in early 2008, focuses on updating the State's HR/Payroll functions.

Among other things, the new system will make it easier for state employees to transfer between agencies; to view and print copies of their pay stubs; to securely update their personal information, such as their address and banking information; and to access their W-2 information.

One of the exciting aspects of this project is that it provides an opportunity for state employees to help shape the State's future business systems and processes. Various committees, comprised of state employees, have been

established to provide feedback and assist with the changes associated with moving to a new system.

Over the next 18 months, the BEACON project team will continue to work with individual state agencies to standardize and refine their business practices, and to train their respective agency's human resource and payroll practitioners on how to effectively use the new system.

The Office of the State Controller, Information Technology Services, the Office of State Budget and Management, the Office of State Personnel and the Department of Transportation are sponsoring the implementation effort with the support of Governor Easley and the General Assembly.

Continued participation from all state government employees throughout the project will be one of the keys to the success of the BEACON HR/Payroll project.

Sampson walk helps increase awareness of healthy living

The program staff leadership at Sampson Correctional Institution this fall helped inmates demonstrate support for a walking exercise initiative by Partners for Healthy Carolinians.

During the third annual Walk Across Sampson County Day, 121 inmates participated in a walk on the prison's recreation

field to increase awareness of the benefits of exercise and healthy living.

The event was approved and supported by Superintendent **Lafayette Hall**, and was coordinated by **Donna Williamson**, assistant superintendent for programs; **Chris McLamb**, programs supervisor; and Capt.

Robert Van Gorder, second shift manager.

"The goal of this event was to increase awareness of the importance of exercise and good lifestyle choices," McLamb said. "This awareness campaign would not have been as successful as it was if not for the coordi-

See WALK, page 6

Ceaseless service, a risky rescue and innovative initiatives

William Andrew Efird

A nominee for the Public Service category was expected to have made outstanding contributions by participating in or implementing community and public service projects, such as volunteering with various non-profit organizations.

After Hurricane Katrina hit, Efird spent three weeks in Mississippi as a volunteer. Assigned to the Safety and Security function, he was responsible for coordinating law enforcement services from 12 states and the federal government.

Each day, Efird and another volunteer were assigned to a county where they were to locate every shelter and food kitchen and identify any threats or hazards. During the first week alone, he visited every county on the Gulf Coast.

At the end of the second week, the volunteers were faced with another disaster -- Hurricane Rita. Even as harm approached, Efird kept issuing aid to the needy until conditions became too dangerous.

Furthermore:

- ▶ He issued tickets that allowed families not to stand in the heat for hours waiting to receive supplies.
- ▶ At Ground Zero, Efird found 2,000 people waiting in 105-degree heat with no water. He hailed a truck loaded with a pallet of water, got it unloaded and sent it to find more water.
- ▶ Daily, Efird talked to hundreds of people, unloaded trucks of ice, water and other materials and carried supplies for those could not carry them.

Meanwhile, he was still coordinating law enforcement services.

Volunteering is a way of life for Efird. He trains emergency medical staff, works with the Boy Scouts, and has been recognized by the American Red Cross as an Outstanding Volunteer.

DOC employees' actions exemplify expectations of award criteria

William Richard Herring

For the category of Safety and Heroism, a nominee should have demonstrated outstanding judgment or courage in an emergency, voluntarily risking his or her life, or exhibited meritorious action to prevent injury, loss of life or prevented damage to or loss of property.

On his way home from work one day last March, Herring saw a garbage truck run off the road and turn over as it plowed down an embank-

ment. Herring ran to check on the driver and found that he was bleeding badly and a fire had begun under the truck's dashboard.

Despite the fire's danger to himself, Herring pounded the back window of the truck cab until it broke so he could pull the driver free.

Herring stayed with the driver until emergency medical personnel arrived.

Nicole E. Sullivan

An award nominee for Innovations should have initiated fruitful study and investigation or successfully established new and outstanding methods, practices, plans or designs (such as pioneering or research and development work in administration, engineering, productivity, agriculture, medicine, natural resources, the social sciences, etc.).

As the manager of the Department of Correction's Office of Research and Planning, Sullivan assesses programs that have been identified through research and applies them to meet the operational needs of the Department of Correction. Among all of her outstanding work, two initiatives truly excelled – Cognitive Behavioral Interventions and the Going Home Re-Entry Initiative.

As chair of the department's Cognitive Behavioral Interventions Task Force, Sullivan obtained a grant from the Governor's Crime Commission to support the implementa-

tion of the cognitive behavioral programs throughout the Department of Correction. Today, the program is in place in 45 prisons and 25 community corrections offices throughout the state.

Sullivan was also instrumental in the Going Home Initiative, a collaborative effort between the departments of Correction, Commerce, and Health and Human Services and the NC Community College System. She secured funding for a three-year program that assists inmates in re-entering society and allows them to learn employable skills while giving back to the community. Nicole embraces the opportunity to look for new and better ways to solve problems, and as the funding ran out, she ensured that the program would continue through sustainability workshops with community partners.

North Carolina's Going Home Initiative is now viewed nationwide as a best practice for re-entry initiatives, and Sullivan is frequently called upon to consult with other states.



Phyllis Leary

Community Corrections names new manager for District 7

ROCKY MOUNT | **Phyllis Leary** is the Division of Community Corrections' new manager for Judicial District 7, which includes Edgecombe, Nash and Wilson counties. She succeeds the retired Scotty Winstead.

In her new position, Leary is responsible for 70 probation/parole officers and staff members, who coordinate and manage the probationary supervision of nearly 3,100 offenders, making the district the second largest in the division.

Leary was previously a community corrections analyst in the regional office in Greenville, where she worked extensively with the Department of Correction's OPUS, a data base of information on offenders. She used the information to identify trends, develop recommendations and train probation/parole officers and managers, as well suggesting improvements to the data base system.

The new judicial district manager began her corrections career in 1984 as a probation/parole officer in Wake County. She transferred to Nash County in 1988 and to Wilson County in 1989. Leary was named a chief probation/parole officer in 1995 in Rocky Mount, where she worked until being named community corrections analyst in 2004.

Before joining the regional office in Greenville, Leary was named one of the original members of the team that adapted OPUS from Florida's offender data base for use in North Carolina. She was instrumental in the development of the training manual and has continued to serve on the OPUS advisory committee.

Leary was named a Community Corrections Officer of Year in 1994. She is a certified general instructor in corrections as well as an adjunct instructor.

With an associates degree from Peace College, Leary entered UNC-Chapel Hill, where she earned a bachelor of science degree in criminal justice administration in 1983.

Leary is very active in First Christian Church in Wilson, where she is president of the Christian Women's Fellowship and is a deacon. She also loves to travel, read, water ski, snow ski and go to the beach with her family -- husband Wade and children Emily, age 13, and Gray, 9. The family resides in Wilson.



Correction Enterprises Employee of the Year

Charles Kerley, left, Upholstery Plant manager, was recently named Correction Enterprises' 2006 Employee of the Year. Presenting the award was **Karen Brown**, Correction Enterprises (CE) director. Five other CE employees were also cited at regional employee appreciation events for their outstanding contributions to the success of the Correction Enterprises: **Karen Pate**, personnel assistant IV, Pender Sewing Plant, for Outstanding Customer Service; **Matthew McGuigan**, technology support analyst, Enterprises Administration, for Workplace Improvement; **Susan Rogers**, office assistant IV, Enterprises Administration, for Quality; **Glenn Edwards**, maintenance mechanic IV, Sampson Laundry, for Safety; and **Bernard Murray**, Correction Enterprises supervisor II, Scotland Sewing Plant, for Inmate Development and Training. The recipients were chosen by the CE Employee Recognition Committee from nominations submitted by their peers.



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Five from DOC complete course on management

Department of Correction employees graduating in October from state government's Certified Public Manager Program were, from left, **Travis Outlaw**, superintendent, Duplin Correctional Institution; **Cynthia Bostic**, Central Region operations manager; **William "Billy" Tillman**, assistant superintendent, Durham Correctional Center; **Carol Morin**, computing consultant III, Management Information Systems; and **Carlton Joyner**, programs director, Prisons Administration.



Randy Register

New leader named at Bladen CC

WHITE LAKE | **Randy Register** is the new superintendent at Bladen Correctional Center.

For the past 18 months, Register has been acting superintendent at the minimum-security prison for men near White Lake. He succeeds Flint Benson.

Register began his corrections career in 1987 as a correctional officer at Central Prison in Raleigh. He worked at Sampson Correctional Institu-

tion in Clinton for many years, where he was promoted through the ranks to captain. In May 2004, he left Sampson CI to take the assistant superintendent position at Bladen CC.

Register is a native of the Midway community in Sampson County and a graduate of Midway High School. He is a student in the department's current Correctional Leadership Development Program class, and is a general instructor, teaching a variety of correctional skills classes.

Employee Retirement
October 2006

Judy A. Martin, processing assistant III, Neuse CI, 13.8 years.

Employee Deaths
October 2006

Karen L. Harvey, medical records assistant III, Carteret CC, 6 years.
Leroy Vann, correctional officer, Bladen CC, 5.5 years.

Movin' on up

Promotions in October 2006

Name, new title, location

Tyrone E. Adams, sergeant, Polk CI
Larry A. Allen, lieutenant, Avery/Mitchell CI
Graham B. Arnold, supervisor II, Enterprises Sign Plant
Thomas A. Austin, lieutenant, Johnston CI
Steven L. Avery, sergeant, Nash CI
Kimberly A. Baker, probation/parole officer II, DCC District 12, Cumberland County
Ruby D. Beddingfield, executive assistant I, Secretary's Office
Eddie J. Berry, probation/parole officer II, DCC District 25A, Caldwell County
Bonney P. Biddix, probation/parole officer II, DCC District 28, Buncombe County
Douglas R. Biggs, HVAC supervisor I, Central Prison
Lisa K. Bradley, technology supply analyst, Purchasing
Joyce E. Bradshaw, administrative secretary III, DCC Administration
Patty S. Bradshaw, probation/parole officer I, DCC District 27A, Gaston County
Robin M. Braswell, sentence auditing technician trainee, combined records
Carolyn W. Britt, administrative assistant I, Secretary's Office
Marla Brooks, administrative secretary II, Avery/Mitchell CI
Nikki N. Brown, food service officer, Pamlico CI
Mahala H. Burch, chief probation/parole officer, DCC District 6A, Halifax County
Lakisha S. Cameron, programs supervisor, Harnett CI
Richard A. Chase, training instructor II, Lumberton CI
Angela D. Cogdell, probation/parole officer I trainee, DCC District 12, Cumberland County
Roberta L. Coleman, lieutenant, Morrison CI
Cindy M. Cook, sergeant, Morrison CI
Harold B. Copley II, probation/parole officer II, DCC District 24, Watauga County
Angela L. Cozart, administrative technician, Polk CI
Janette F. Daul, sergeant, NC CIW
Gary D. Deal, case analyst, Piedmont CI
Martha F. Denton, training specialist II, Prisons Administration
Alicia A. Dewar, correctional officer, NC CIW
Karen L. Dorrans, food service officer trainee, Franklin CC
Charles N. Duckett, sergeant, Mountain View CI
William G. Efird, sergeant, Albemarle CI
Rosalind S. Evans, lead officer, Franklin CC
Ronald L. Ferguson, food service manager I, Hoke CI
Zandra L. Franks, probation/parole officer II, DCC District 14, Durham County
Robin A. Garrett, behavioral specialist II, Polk CI
Vickie D. Garrett, personnel analyst II, Personnel
Lisa G. Gibson, assistant unit manager, Lanesboro CI
Tracy D. Gill, personnel technical II, Personnel
Judy I. Godwin, administrative technician, Neuse CI
Gregory O. Goins, sergeant, Craven CI
Tenelya A. Gore, probation/parole officer I trainee, DCC District 18, Guilford County
Heather A. Graham, probation/parole officer II, DCC District 19B, Moore County
Stephen O. Greene, chaplain II, Hyde CC

Shannon N. Hanchey, processing assistant IV, Purchasing
Charlie W. High, intensive case officer, DCC District 10, Wake County
Phillip A. Hoover, supervisor II, Enterprises Woodworking Plant-Statesville
Jimmy L. Ikard, sergeant, Lincoln CC
Anthony W. Jenkins, probation/parole officer II, DCC District 21, Forsyth County
Paul A. Jones, sergeant, Franklin CC
Robert Jones, case manager, Pamlico CI
Dayle M. Kelley, administrative secretary II, Prisons Administration
Stacy M. Kopfmann, probation/parole officer I trainee, DCC District 19C, Rowan County
Michael S. Langford, probation/parole officer II, DCC District 14, Durham County
Mary K. Lemoine, nurse clinician, Central Prison
Cindy L. Lowery, personnel assistant IV, NC CIW
Rickey E. Lyda, lead officer, Lincoln CC
Jennifer M. MacNeil, probation/parole officer II, DCC District 8B, Wayne County
Linda F. Mathis, behavioral specialist I, Maury CI
Nancy W. Mauney, chief probation/parole officer, DCC District 27B, Cleveland County
Sherry D. McDonald, community service district coordinator, DCC District 10, Wake County
Beverly G. McEachin, programs supervisor, Scotland CI
Darrin L. McNeill, captain, Scotland CI
Earl D. Meekings Jr., sergeant, Scotland CI
Rodney L. Miller, probation/parole officer II, DCC District 10, Wake County
Richard D. Murray, lead officer, Pender CI
James A. Ollis, lead officer, Avery/Mitchell CI
Danny T. Orders, training instructor I, DCC Division 4 Administration
Jimmie Pate, HVAC mechanic, Marion CI
Melinda K. Pittman, chief probation/parole officer, DCC District 5, New Hanover County
James W. Pridgen Jr., food service manager II, Craven CI
Joseph A. Reed, sergeant, NC CIW
Rodney J. Riles, captain, Western YI
Nancy G. Roberts, clinical social worker, Central Prison
Monica B. Rogers, probation/parole officer II, DCC District 25A, Burke County
Tanisha D. Satchell, probation/parole officer II, DCC District 26, Mecklenburg County
Lashonda T. Scott, probation/parole officer I trainee, DCC District 6A, Halifax County
Charles T. Shelton, programs supervisor, Western YI
John F. Sidbury, sergeant, New Hanover CC
Thelma J. Smith, manager II, Enterprises Laundry, Sampson County
Rory E. Sneed, case analyst, Polk CI
Kerri J. Spartz, processing assistant IV, Marion CI
Margaret P. Spear, food service officer, Pasquotank CI
Edward J. Stemper Jr., probation/parole officer II, DCC District 5, New Hanover County
Jesse L. Swartz, lieutenant, Polk CI
Allen S. Tharrington, programs director II, Central Prison
James R. Townsend Jr., sergeant, Lumberton CI
N.W. True, budget analyst III, Prisons Administration

Donald R. Tubbs, sergeant, Scotland CI
James H. Tuck Jr., assistant superintendent-custody/operations II, Odom CI
Roslyn J. Vaughan, accounting technician III, Fiscal
Stella B. Wall, food service manager I, Anson CI
Christopher D. Watts, lead officer, Brown Creek CI
Donigel A. White, sergeant, Wayne CC
Angela D. Williams, food service manager II, Central Prison
Jessica T. Williams, probation/parole officer II, DCC District 5, New Hanover County
Shawn C. Williams, facility construction engineer I, Engineer
Norma J. Wood, surveillance officer, DCC District 11, Harnett County
Jaime A. Woods, food service officer, Scotland CI
Glenn A. Yates, probation/parole officer I trainee, DCC District 22, Iredell County
Dara C. Young, administrative secretary II, Mountain View CI
Cherry Ruby B. Zerna, lead nurse, NC CIW

Walkers, from page 3

dination efforts of Ms. Williamson and Capt. **Van Gorder** in concert with our Unit Toastmaster's Gavel Club."

He also cited the volunteers Chick Gancer and Betsey DeVane for continuing to help improve the event each year.

The inmates walked a total of 248 miles. Each inmate participant signed up to walk a specific number of miles around the recreation field track.

The walk was sponsored by the Sampson Correctional Institution Toastmaster's High Achievers Gavel Club, a club that meets each Monday night at Sampson to practice public speaking.

Administration

Michael Easley
Governor

Theodis Beck
Secretary of Correction

Keith Acree
Director of Public Affairs

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