

# The Comment

Spring 2011  
Volume 2011, Issue 2

## ACA Winter Conference 2011—San Antonio

Submitted by Mary Leffler, President-Elect

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It was with pride that I was able to represent the Indiana Criminal Justice Association at the ACA Winter Conference held in San Antonio, Texas January 29, 2011 through February 2, 2011. A strong delegation of ICJA members were in attendance.

I was able to participate in several committee meetings. The Dual Membership Chapters and Membership Committee meetings were both informative and there are nuggets of advice from other Chapters that we can use to improve our local work here in Indiana. The good news from those meetings is that, despite the difficult economic climate, there are no plans to raise ACA membership dues. Dues have remained at the same level for 35 years! What a testimony!

At the Accreditation Luncheon, several Indiana facilities received accreditation awards. The IDOC facilities included: Edinborough Correctional Facility, Putnamville Correctional Facility, South Bend Re-Entry Center, Westville Correctional Facility, Madison Correctional Facility and Correctional Training Institute. If there were other Indiana agencies receiving certification, please accept my apologies for the omission. I was not able to get a complete list of agencies receiving accreditation in this session.

During the Delegate Assembly meeting, there were several policies submitted for amendment and all recommended policy changes were approved by the Delegate Assembly. From



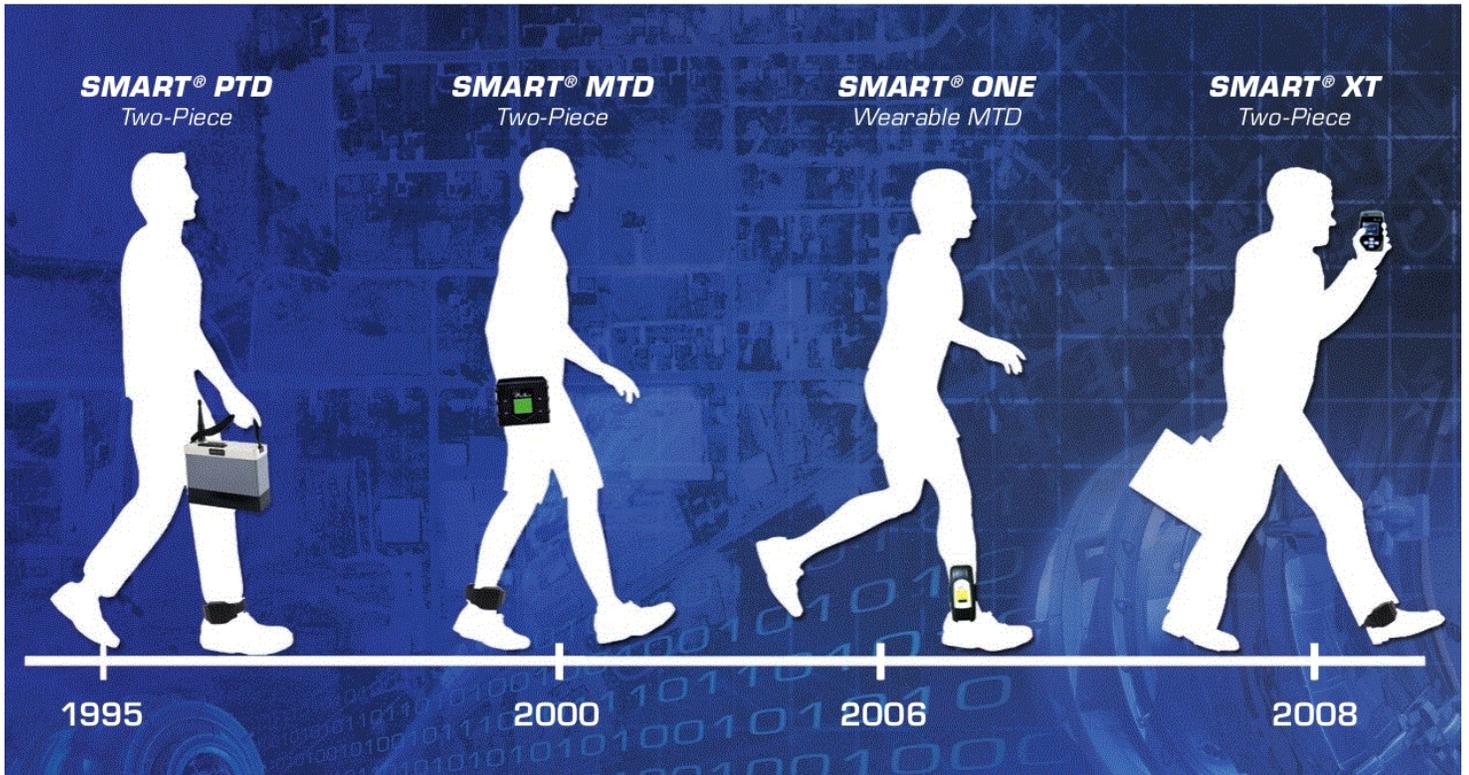
ACA in San Antonio, Texas

my layman's perspective, none were substantial policy changes to the former versions, but mostly clarification and grammar improvements.

The general session speakers were excellent! Participants had the pleasure of listening to American Football Coach, Gene Stallings and professional humorist and inspirational speaker, Glen Ward. Both men did a fantastic job of delivering relevant material to our audience. There were also a variety of workshops going on throughout the conference.

Last but not least was the adventure that the Midwest contingent faced returning to our respective homes while the Midwest had the biggest snowstorm of the decade!!! To make matters worse, that event was followed by an ice storm in San Antonio making flying out of San Antonio on Thursday evening and Friday a challenge!! In summary, the ACA 2011 Winter Conference was an informative and memorable event!! Thank you for allowing me the opportunity to represent the Indiana Criminal Justice Association.

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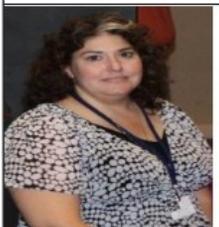
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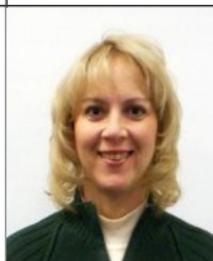
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# ICJA Succession Planning

*By Eric Comeno,  
ICJA President*

Hello ICJA family, I hope this finds everyone doing well. I wanted to say a few words about the ICJA leadership and Secession planning. For many, many years now, ICJA leaders have always wanted to have secession planning for its members so the Association can become strong. What is Secession Planning you may ask?



Succession planning is a process for identifying and developing internal people (ICJA members) with the potential to fill key leadership positions (ICJA Board) in the company, or in our case, an Association. Succession planning increases the availability of experienced and capable members that are prepared to assume these roles as they become available and how the ICJA is developing these members is through our ICJA Leadership Academy.

Back in September of 2010 the ICJA was pleased to announce the establishment of a new leadership program to identify, train, and develop the next generation of ICJA leaders. Fifteen applicants will be selected per calendar year to participate in this 12-month program where they will be given the tools, experiences, and connections needed to become change-agents and Association leaders. The development of highly knowledgeable future leaders is imperative to take the ICJA to the next level of innovation, professionalism, and unparalleled communication.

The first class started back in November of 2010 and 15 participants were selected. These participants received:

- A textbook
- Networking opportunities with the ICJA's most historically influential leaders
- Recognition of selection and graduation at the ICJA Annual Conference
- A deep understanding of not-for-profit and organizational inner-workings
- Educational opportunities from quality instructors around the state and experts in the field of leadership and not-for-profit organizations

They have now completed the second day of a four-day academy on the very first academy. I personally attend the second day and have found that not only was this a great idea, but thanks to the many participants that applied, it is going to be an outstanding class and a very difficult act to follow for the next academy participants to live up to.

In the issues of the ICJA Comment to come you will be reading more about this academy from the participants themselves and I believe real soon in the future many of them will be the next leaders of the ICJA.

I would like to thank all the hard working members of the ICJA and outside sponsors/partnerships that volunteer their time to make this happen and happen outstandingly well. If I forgot someone, I am truly sorry:

Krysten Hinkle	Rondle Anderson	Steve Ingram	Mary Leffler
Karen Hurst	Martin University	IVY Tech	Mike Federspill
Aramark	Nancy Riley	Indiana Department of Correction	
Staff Development	Emergency Operations		

*Continued Next Page*



The 2011 ICJA Leadership Academy

Dennis Orr /Esa Ehmen-Krause /Megan McGuire /Jeff Coomer /Robert Carter /Jeremy Ashenfelter Carrie Lambert-Fort /Rebecca Gilleland /Rhonda Vega /Jerry Hooley /Jason Boring /Ken Watts

*From Our Executive Director:*

*By Steve Ingram, CAE*

## Treat Everyone Like a Volunteer



Let's be honest here...without volunteers in our association very little would be accomplished. They are the lifeblood of our association according to Richard Axelrod in a recent Associations Now article. (December 2010) Axelrod suggests that we should treat everyone like they were volunteering. Make sure their voices are heard and count for something. Don't waste their time on tasks or projects that they think are unimportant. Here are four strategies that increase engagement whether its volunteers or employees:

- **Find out what is important to people and help them achieve their goals.** Everyone is passionate about something. Find out what it is and connect them with others who share that passion. Find out what their goals are help them to achieve those goals.
- **Unleash talent by letting people identify and work on issues that are important to them.** When your volunteers or employees have ideas, say on education programming for the next conference, get them together with others who are passionate about education and develop a proposal for the next meeting.
- **Make meetings matter.** One of my personal pet peeves is attending a meeting with no agenda and no expectations for results from the meeting. If I'm investing my time, I want to feel that my contribution was valuable and we accomplished something meaningful for the association. Our volunteers and employees want to have that same feeling.
- **Lead with an engagement edge.** Axelrod informs us that successful leaders take honesty, transparency and trust seriously. They encourage opportunities for the sharing of ideas, setting performance goals with action strategies. And I would add that leaders recognize the contributions of volunteers and employees as they celebrate together the achievement of the association's goals.

Consider how our association will benefit from treating everyone like a volunteer. It could be a dramatic change that will lead to real community and great accomplishment.

# Raise Your Hand for CTP

*By Dalton Haney  
ICJA At-Large Director*

How many of you readers out there are familiar with CTP? Everyone that is familiar with what CTP is and its purpose, raise your hand. Okay, well seeing that no one raised their hand, I'll assume that everyone considers CTP a mystery and therefore would like some basic information about it. No problem, I'd be more than happy to share!

To begin, CTP is the Community Transition Program. It is a program designed for offenders sentenced to the Department of Correction to transition back into their communities. Offenders accepted into CTP are still doing their time for DOC, but are supervised by county staff. The county staff may be Community Corrections staff, or probation staff. Each county is unique in its supervision methods. Some counties use work release as a means of supervision; others use electronic monitoring and home detention, while others use day reporting. Some counties don't utilize CTP at all, while others take as much advantage of it as possible. It is a myth that a county must have community corrections in order to have a CTP program. Although most of the counties that do have community corrections programs use CTP, and many of the counties that don't have community corrections don't use CTP they are not synonymous with one another. CTP is driven by statute that allows all counties to use it, regardless of their community corrections standing.

I know you're probably wondering right about now, "Which offenders get to go to CTP??" Well, that's a great question!! The answer is, it depends. And it depends mainly on the court that sentenced them. Some things will make an offender ineligible for CTP, such as a Warrant or Detainer. We'll discuss the offenders that are eligible though. Offenders convicted of an A or B felony are denied CTP by default UNLESS the sentencing court issues a court order of approval, thus allowing them to participate in CTP. Offenders convicted of a C or D felony are approved to go to CTP by default UNLESS the sentencing court issues a court order of denial, preventing them from participating. Clear as mud right? There are many other factors that play into this equation, but there are far too many to discuss here. But the next time someone asks you to raise your hand if you're familiar with CTP, you'll be able to raise yours.

# 2010 Fun Run Walk

*By Eric Hoch*

The Indiana Correctional Association Annual Fall Conference Fun Run/Walk 2010 was held on October 6, 2010 at Greene Park 2 mile course. The ICA Charity this year was "Camp Riley for Children". The participants raised almost \$1000 and added that to the other fundraisers for a total of \$3100.00 donated to the charity.

A beautiful sunny day welcomed the ten runners/walkers while a group of 8 spectators watched the dazzling display of speed by the athletes. After the Fun Run/Walk, HOCCS Home Detention treated the participants and spectators to a pizza dinner. There was nary a slice of pizza left as they guzzled down the pizza and breadsticks and water. Shirts were given to all with the saying on the back "I C A W N R N U - ICA FUN RUN 2010". For those stumped, that is "I see a winner in you".



The fastest runner was Matt Guyer and the fastest walker was Mike Scott. A special thanks to Matt Guyer and to the IDOC Correctional Industrial Facility for raising a generous amount of donations, but Mike Scott took home the plaque again this year for the most raised for the charity. Mike raised \$503.00. Thanks to Mike and all of those that donated. A special thanks to Carol Hall for assisting with the preparation of the Fun Run/Walk.

Start training for Merrillville Fun Run/Walk and start raising donations for the charity in 2011.

# PROFESSIONAL ORGANIZATIONS ARE A VALUABLE ENTITY

*By Christie Scott  
ICJA Membership Director*

Why should you be an active member of the American Correctional Association/Indiana Criminal Justice Association?

- Build a career path
- Educational development
- Build a reputation
- Network expansion
- Resumé credential

Learning and developing are life-long processes. Membership in a professional association gives each of its members an opportunity to be in control of your professional destiny.

How can you benefit from being a member of professional organization?

- Be willing to give
- Find a mentor within the organization
- Taking on responsibilities within an organization which lends credibility and puts you in the spotlight
- Make yourself visible

Professional organizations offer a chance to be educated about unfamiliar topics by attending our conferences and reading our publications. I hope that when you attend our association's conferences and meetings, you leave feeling educated and energized.

[See Membership Application on Page 17](#)

## Archives Committee

*By Rhonda Vega  
At-Large Director - Archives*

In the ICJA Winter Comment you learned about the role of the At-Large Director. Included in that article was a mention of the various committees organized within Archives. Among those was the Leadership committee. Currently, Krysten Hinkle is chair of the committee.

During the past several years Ms. Hinkle has strived to make her dream a reality by forming the first Leadership Academy in the ICJA. She succeeded. Participants in the 2011 academy have just completed the second of four scheduled sessions. Their efforts, however, are not limited to the time spent in the classroom. Even before the first session, participants were taking self-assessments and reading materials for the academy. Most all the students queried found the self-assessments to be correct and offered insights into their own strengths. Former ICA President Rondle Anderson was a featured presenter at the first session.

In the second session, participants welcomed members of the current ICJA board to the session. This was particularly helpful as the session focused on many aspects of the functioning of non-profit organizations. For those new to the ICJA, they were able to interact with the board members to get an in depth look at the structure of the organization. It should not be forgotten that a major focus of the academy is to train future ICJA leaders, so a thorough understanding of the roles and responsibilities of board members is key. Materials were provided to all the participants prior to the session with instructions to read selected chapters. Steve Ingram was a featured presenter. Mr. Ingram currently serves the organization as the Executive Director and was able to explain his role in the operation of non-profit organizations.

# 2011 Nominations

*By Mary Leffler, President-Elect*

One of the responsibilities I have as President-Elect is to serve as the Chair of the Nominations Committee. This committee is comprised of the President-Elect and the Regional Directors (North, Central and South). These individuals are Mary Leffler, Dixie Phelan, Michelle Ryder and Bryan Pearson.

This year the positions of President-Elect, Secretary, Treasurer, Northern Region Director, Southern Region Director and At-Large Director (1 seat) will be up for election.

By the time this edition of The Comment is published, both the Northern and Southern Regional Directors will have accomplished a portion of their responsibilities by establishing a Regional Nominating Committee and beginning the process of slating two qualified and interested candidates to succeed the current incumbents, Dixie Phelan (N) and Bryan Pearson (S).

All the above-referenced positions serve for a two-year term. Candidates must be a member in good standing of the Association during the current year and be a member whose dues are paid for in the current year.

This is an opportunity for you to become actively involved in ICJA. We are looking for highly motivated criminal justice professionals to run for these offices and make a difference. If you are interested in becoming a candidate or if you want more information, please contact me at 317-686-9871 or by email at [MLEffler@voain.org](mailto:MLEffler@voain.org), or any member of the nominating committee named above.

## MONTHS and WEEKS TO NOTE

APRIL: Child Abuse Prevention Month

APRIL: Alcohol Awareness Month

APRIL 10-16, 2011: National Crime Victim's Rights Week

MAY: Mental Health Awareness Month – [www.mentalhealthamerica.net](http://www.mentalhealthamerica.net)

MAY 1-7, 2011: National Correctional Officers Week

MAY 15-21, 2011: National Police Week – [www.nationalpoliceweek.com](http://www.nationalpoliceweek.com)

JULY 17-23, 2011: National Probation, Parole, and Community Supervision Week

AUGUST 7-13, 2011: National Stop on Red Week – [www.stopredlightrunning.com](http://www.stopredlightrunning.com)

SEPTEMBER: National Recovery Month – [www.recoverymonth.gov](http://www.recoverymonth.gov)

OCTOBER: Domestic Violence Awareness Month – [www.ncadv.org](http://www.ncadv.org)

DECEMBER: National Drunk and Drugged Driving Awareness Month – [www.cdc.gov](http://www.cdc.gov)

## CALENDAR OF EVENTS:

April 8-9, 2011	ACHSA- Prof. Dev. Conference	Orlando, FL
April 16-20, 2011	NAAWS Training Conference	Baton Rouge, LA
April, 2011 (TBD)	ICJA Southern Region	TBD
May 4-5, 2011	IJDA Annual Summit	Ft. Wayne, IN
May 6, 2011	ICJA Central Region Spring Conference	Greenwood, IN
May 12, 2011	ICJA Southern Region Spring Conf.	Columbus, IN
May 15-19, 2011	AJA Training Conf. & Jail Expo	Cincinnati, OH
May 18-20, 2011	IACCAC Spring Conference	Indianapolis, IN
May 20, 2011	ICJA Northern Region Spring Conf.	Laporte, IN
June 18-22, 2011	NSA Annual Conference	St. Louis, MO
June 20-22, 2011	NCVC (Crime Victims) Conference	Washington, D.C.
July 24-27, 2011	APPA-Annual Training Institute	Chicago, IL
July 24-28, 2011	NABCJ Conf. & Training Institute	St. Louis, MO
August 5-10, 2011	ACA- Summer Conference	Kissimmee, FL



# ICA BOARD OF DIRECTORS 2011 NOMINATION FORM

Your Name \_\_\_\_\_ Phone \_\_\_\_\_

Your Address \_\_\_\_\_

Name of Nominee \_\_\_\_\_ Phone \_\_\_\_\_

Nominee's Address \_\_\_\_\_

Nominee's Employer \_\_\_\_\_

### OFFICES UP FOR ELECTION – OCTOBER 2011

- President-Elect     Secretary     Treasurer     Northern Regional Director
- Southern Regional Director     At-Large Director (1 position)

Membership (number of years in ICA) \_\_\_\_\_

Education and Special Training \_\_\_\_\_

\_\_\_\_\_

Professional organizations to which the nominee is a member \_\_\_\_\_

\_\_\_\_\_

Position statement (way in which nominee would contribute toward goals and mission of the ICA membership and/or Board of Directors) \_\_\_\_\_

\_\_\_\_\_

**A photo must be submitted with the nomination form by Friday, June 27, 2011.**

**MAIL TO: Mary Leffler, Volunteers of America of Indiana  
927 North Pennsylvania St., Indianapolis, IN 46204**

**EMAIL TO: [Mleffler@voain.org](mailto:Mleffler@voain.org)**



## Prison Contraband

# Finding cell phones is a matter of having the right tools.

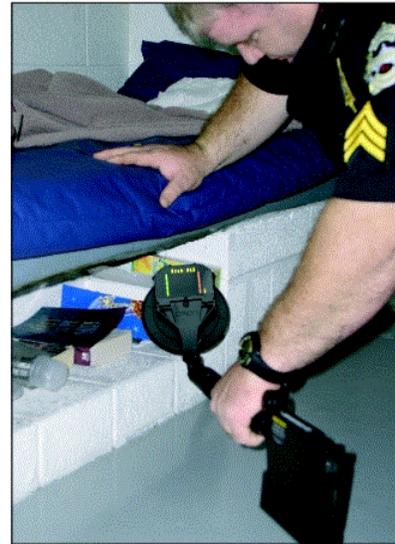
**P**rison cell phones continue to be one of the most dangerous forms of contraband, allowing inmates to bypass internal security measures creating a security risk that can reach beyond prison walls.

Even Charles Manson managed to get his hands on a cell phone and placed calls and sent text messages to people in California, Florida, New Jersey and British Columbia, Canada according to a report by the Los Angeles Times. It has been estimated that as many as 10% of inmates have contraband cell phones with reports of phones being used to organize prison protests, intimidate witnesses and commit other crimes. Correctional authorities have indicated that cell phones have become more valuable inside a prison than drugs or other contraband, and are often referred to as the new prison cash because inmates can sell minutes or phone use to other inmates.

To combat the contraband cell phone issue, a number of corrections facilities in the U.S. and around the world have implemented the ORION Non-Linear Junction Detector (NLJD) to locate hidden electronic contraband and cell phones, including California, Oklahoma, Georgia, Florida, Indiana, Tennessee and also in Central America, Europe and Asia. The ORION NLJD, manufactured by REI in Algood Tennessee USA, detects electronic components allowing the user to detect and locate hidden electronic items (such as hidden cellular phones), even when the electronic item is turned off or not transmitting.

Feedback from organizations using the ORION has been very positive, confirming that they have located multiple cell phones as well as other electronic contraband using the ORION.

The ORION is one of the leading technologies being used to combat contraband cellular phones inside correctional facilities. For additional information on the ORION NLJD for locating and detecting cell phones in prisons, contact REI at [sales@reiusa.net](mailto:sales@reiusa.net) or call 1-800-824-3190.



“The ORION finds electronics, including cell phones, regardless of whether they are turned on.”



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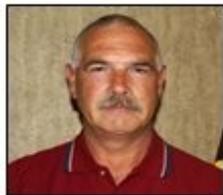
## CORRECTIONAL SAFETY OFFICER CERTIFICATE PROGRAM Eastern Kentucky University Richmond, Kentucky

This 40-hour training program offered by the OSHA Training Institute Education Center at Eastern Kentucky University is designed specifically for safety/fire officers working inside a correctional setting. The program will include related general industry standards in correctional settings, as well as a review of the American Correctional Association standards related to fire and safety which are critical in preparing for ACA accreditation.

This program recognizes the challenges faced by Safety Officers as they comply with OSHA standards, ACA standards, and the individual policies and procedures of their correctional institution. The program is based upon a job analysis completed with high-performing incumbent workers in the Correctional Safety Officer position.

- **Earn the Correctional Safety Officer Certificate from Eastern Kentucky University;**
- **Receive a Certificate of Completion for OSHA 511 - OSHA Standards for General Industry;**
- **Approved for 40 contact hours and 4.0 Continuing Education Units (CEU's) from Eastern Kentucky University Continuing Education and Outreach;**
- **The ACA Standards and the OSHA General Industry Code of Federal Regulations (CFR) are included in the registration fee of \$795.**
- **Two training dates from which to choose:**
  - **May 16-20, 2011**
  - **August 15-19, 2011**

### Lead Instructor



**Stephen C. Tussey** has 30 years of experience in the correctional field. He is retired from the Department of Justice, Federal Bureau of Prisons, after a distinguished career in many challenging positions and assignment locations. Steve began his career with BOP as a correctional officer and advanced through the system, holding positions of increasing responsibility until retiring as the National Safety Administrator, the Agency's top safety and health professional. Steve was a Regional Safety Administrator for the Bureau of Prisons for 8 years, providing on-site inspections and services to correctional institutions of all security levels including major medical centers, maximum security, and administrative facilities. Steve worked closely with numerous federal, state and local agencies developing inter-agency agreements and emergency response plans for bio-chemical, weapons of mass destruction, fire and natural disasters. He has nearly 25 years of experience in occupational safety, environmental health, and fire protection.

---

**For more information or to register, please contact:**

**Josh Dahl, Training Coordinator  
OSHA Training Institute Education Center  
521 Lancaster Avenue/202 Perkins Building  
Richmond, KY 40475  
Phone: 859-622-2961  
Email: [josh.dahl@eku.edu](mailto:josh.dahl@eku.edu)**

Click [here](#) for more information regarding our  
Correctional Safety Officer Certificate Program

# Central Region Report

*By Michelle Ryder  
Central Region Director*

Like the new name of our organization, the Indiana Criminal Justice Association, that came crashing into our shores, this Spring will be bringing a new wave of Opportunity for you to explore areas in the Criminal Justice arena that you have never ventured to before! We hope that you can navigate your way in May to the lush green terrain of the Greenwood Valle Vista Golf Club for a day of networking within the new look and feel of this great association.

The Central Regional Conference will be held on May 6, 2011 from 8:30a.m.-3:30 p.m. and our feature presentation will be on "**Human Trafficking**." Did you know that after drug dealing, human trafficking is tied with the illegal arms as the second largest criminal industry in the world today, and it is the fastest growing! According to the U.S Department of State, approximately 600,000 to 800,000 victims annually are trafficked across international borders worldwide and these victims are trafficked into the United States at an alarming rate. We will hear from our main presenter, Sharon Hedegard, about how this not only affects us in the criminal justice field, but also the impact of our community as a whole! Don't fear the dark waters that you may have to swim through, because the information that you glean from this will have you walking away a more well informed professional and citizen ready to tackle the issue with more ammunition before.

We will have several other great speakers to choose from, so Spring into Action in May and ensure that you reserve your seat fast so that you won't miss out on an Ocean of an Opportunity that you may never get again!! Get those registration forms in now! From the team of the Central Regional District, (Michelle, Eric, Steve, Carol, Aaron, Katie, Bob, Curt and Megan) we hope to see you in May and we will ensure this will be a journey that is most memorable and one you will surely not forget.

# Southern Region Report

*By Bryan Pearson  
Southern Region Director*

It has been a long, cold, snowy winter for all of us, even us folks in the south. Thankfully we made it through and spring has arrived. With the arrival of spring come the ICJA regional conferences. We had a great conference last fall and the momentum is carrying over to the spring. Each region is working very hard to plan excellent conferences that will provide additional training opportunities for criminal justice professionals. I encourage all members regardless of the region you are in to attend as many of these conferences as you can to show support to all regions.

The Southern Region Symposium "Discovering the Treasures of Reform" will take place on May 12, 2011 at the Columbus Learning Center in collaboration with IUPUC and Ivy Tech State College. The day will focus on the Council of State Government Justice Center Report "Justice Reinvestment in Indiana" and criminal justice reform. Representatives from all segments of the criminal justice system (prisons, community corrections, courts) as well as academics and state legislators will be invited to make presentations and participate in a panel discussion of the report and its recommendations.

This analysis of Indiana's criminal justice system was spurred by the overwhelming fact that from 2000 to 2009, Indiana's prison population grew 41%. This was the highest rate of increase in the region with Wisconsin second at 13%. If nothing changes, we are projected to have an additional increase in our prison population of 21% in the next seven years at a cost of 1.2 billion dollars to tax payers. Many recommendations were made by the CSG Justice Center that could help reduce the prison population and make our criminal justice system in Indiana more efficient and effective. Bills have been written and introduced in this legislative session. The hope is that reforms will slow the increase in prison populations and reduce the burden on the state budget. These are decisions that will have a big impact on our future in Indiana. I invite you to join us in a stimulating discussion of the direction Indiana should take.

The Southern District has lost a valuable member recently. Donnie Emerson has taken a position with GEO in North Carolina. He has been a strong supporter of the ICJA in the south. Donnie was last years Registration Chair for the fall conference and the Southeast District Director for three years. I have great respect and gratitude for Donnie, both professionally and personally and will miss his dedication and service to our association.



# "Oceans of Opportunity"

## ICJA Central Region Spring Conference Registration

Valle Vista Hospital  
Greenwood, IN

May 6, 2011



### SPEAKERS

Gregory Ballard, Mayor City of Indianapolis (tentative)  
Robert Bingham, Chief Probation Officer  
Bruce Lemmon, Commissioner Indiana Department of Correction  
John Layton, Sheriff of Marion County

### WORKSHOPS

Missing Persons with Detective Chester Price, IMPD  
Human Trafficking with Sharon Hedegard  
Personality Disorders with Brian Kadinger, Valle Vista Hospital

#### Schedule of Events

8 am - Registration/Coffee  
8:30 - Opening  
10:30-11:30 - Workshop  
11:30 - Lunch (provided)  
12:45-3:30 - Workshops

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_  
Organization \_\_\_\_\_

ACA/ICJA Member (Member # \_\_\_\_\_) \$35.00 \_\_\_\_  
Non-Members \$45.00 \_\_\_\_  
Student \$25.00 \_\_\_\_

METHOD OF PAYMENT made out to ICJA: Check/Money order/Voucher # \_\_\_\_\_ Total \$ \_\_\_\_\_  
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**Indianapolis, IN 46204**

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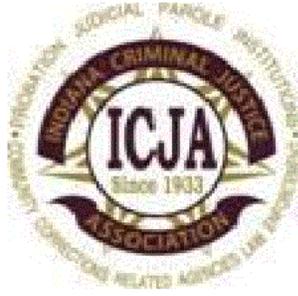
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# From the Archives

*By Jack Harlow*



In the history of corrections in Indiana and I.C.A., there is no one more versatile than our 1995 President and Life Member, "Dave" Nickerson.

In the course of his career, Dave has volunteered in the LaPorte Youth Service Bureau, has taught a Vincennes University Criminal Justice Course for staff at the I.S.P, been on ACA auditor, worked as security relief staff at the PACT and Bradley House in Michigan City and was a Probation Officer for the LaPorte County Circuit Court.

He has worked in various capacities in both adult and juvenile residential facilities including helping to develop and implement juvenile facilities standards for the I.D.O.C. He was the Warden of the St. Joseph Co. Jail during their transition to a new jail in 2002. At the time of his death, he was the Interim Program Manager of the St. Joseph County Community Corrections.

In the course of his career, Dave received many awards and honors: I.C.A. Presidential Citation, Fall 2002, Jail Staff Member of the year (LaPorte County P.D.), Correctional Manager of the Year (ICA), I.C.A.-NW District Merit—Service Award, Officer of the Month (St. Joseph County Police Department).

Among his professional associations were Indiana Correctional Association, National Sheriffs Association, American Correctional Association, Indiana Sheriffs Association, American Jail Association and Fraternal Order of Police memberships. He was a true professional.

David Neil Nickerson, known to us as Dave and to his sister, Carla as Davie, was born September 8, 1955 in LaPorte, Indiana. He graduated from New Prairie High School in New Carlisle, Indiana where he played football, basketball and baseball in 1973. He graduated from I.U. South Bend Campus in 1980, taking a degree in Sociology with an emphasis in Criminal Justice.

At age 19, he suffered a life-altering event while working for the railroad on the South Shore of Chicago. He was involved in hooking up cars when he was run over by the train, which severed one leg and nearly both. He walked with a prosthesis and cane. Sister, Carla said he later helped others deal with their amputation. Knowing Dave, I would have expected nothing less.

Dave died on Thursday August 26, 2010 at the I.U. Medical Center in Indianapolis. This was a sad day for his family and the I.C.A. family. He was a good man and I.C.A. President. We can only pray that in the spirit world, his severed leg will be restored and he will again walk free of prosthetic and cane. When I pass on to the spirit world, I trust that I will again meet up with Dave among others in the I.C.A. families that have passed. See you then Dave.

Semper Fi, Jack Harlow



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1229 Pennsylvania Avenue, LaPorte, Indiana 46350

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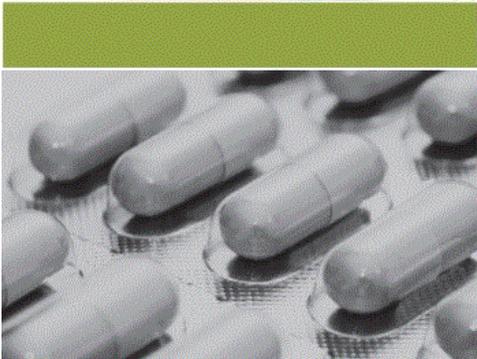
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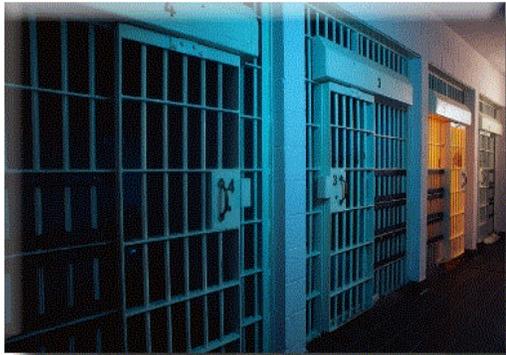
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## *A Simple Thank You*

*By Aaron Sears*

You woke up late this morning and stubbed your toe on the way to the shower, burnt your toast, and got caught in a traffic jam on the way to work. Now your 10:30 appointment has shown at 11:59 with alcohol on his breath, defeating any chance of that leisurely lunch you so desperately needed. This day is shaping up to be a disaster. We've all been there a time or two. It is the nature of criminal justice for our schedules to rely upon persons who have little adherence to the concept of linear time. The question is how should we react?

Steve Ingram's article, [Stepping off the Gerbil Wheel](#), in the Winter 2010 *Comment* got me thinking about a small thing that we can do to minimize the stress of day to day life and learn something about ourselves at the same time. It may seem like a completely counter-intuitive thing to do, but when someone makes you upset by cutting you off, shows up late, speaks to you in a disrespectful manner – tell them thank you!

Now, before you go getting your knickers in a twist over this article, please understand that in no way shape or form am I advocating that you not address it if someone seemingly disrespects your time and effort. I am simply recommending that we, as criminal justice professionals, address situations such as these in a manner that is conducive to positive change. It's called compassionate accountability. Take a gander at these basic things and it's easy to see how we can let the day to day grind of corrections get to us:

- *We are all human.* Criminal justice professionals, more than any other group within society, see the true potential of human frailty, cruelty, and achievement. Before becoming a professor, I spent over eight years as a probation officer supervising some of society's most vile – serial and child rapists, murderers, people who drive on suspended licenses, etc. It is only normal to want to see yourself as different from these people; however, you should resist that temptation, because . . .
- *We all make mistakes.* Every time I teach Ethics, I ask every student who has ever committed a crime to raise her or his hand. Any crime will do, they need not have been caught for it. At first, most students don't raise their hands. Then I start listing off crimes: driving while suspended, operating while intoxicated, public intoxication, simple battery, possession of marijuana, underage drinking, etc. I usually don't need to get to the infractions before nearly every student in class has his or her hand raised. Some studies indicate that over ninety percent of the American population will commit at least a misdemeanor in his or her lifetime. I know, I know! I can hear the argument brewing in the back of your head that some people make bigger mistakes than others. And is this guy really saying that murder is a mistake? No! What I am saying is that.
- *Persons are placed on probation, parole, home detention, day reporting, and in correctional facilities as a form of punishment; not to be punished.* It is easy to forget after the third inmate spit on you today, that our job is not to punish offenders. Our job is to correct behavior that has been deemed unacceptable by society. Revenge has never changed anyone for the better. I know that revenge feels good sometimes, but if we are going to follow that mysterious beast known as evidence-based policy then we must recognize that treating anyone with harmful intentions will only lead to harmful results. Like it or not, we are role models. It's in the job description.
- *We are all in this boat together.* We live in a world in which we are completely dependent upon strangers for our well-being. The food you ate today was most likely grown by a stranger far away. Another person you haven't met drove it hundreds or thousands of miles to the store where another person removed it from a box and placed it on a shelf. Groups of hundreds of people from hundreds of places made the parts in the vehicle that drove you to the store built by strangers where you bought groceries all while wearing clothes that were made half-way around the world. From a realistic perspective, mankind cannot be separated from the society which he created. Simply put, society is man; man is society. To help one person is to help society. To be compassionate toward another person is to be compassionate toward society and in turn is to be compassionate toward ourselves. When we forgive the trespasses of others we develop the capacity to forgive our own, and vice versa.

Okay, so we've heard the sociological mumbo jumbo about how we are all human and that being nice to

*Continued Next Page*

people is not only a good thing for kindergarteners but is a good scientifically based way to change a person's behavior, but why should we thank people when they tick us off? Indulge me for a moment and think of that person, or people if you are lucky, that tells you the truth especially when you don't want to hear it. It could be a spouse, a friend, a partner, a parent, brother, or sister. When you screw up, this person is there not only to say, "I told you so", but to offer you a hand. This is the person that tells it like it is. He or she drives you absolutely batty and you wouldn't want it any other way, because it is one of the best resources that you have to learn about yourself and improve as a human being.

This morning on the way to work, I got upset about the slower-than-molasses driver in front of me (which is funny because I tend to drive like a grandpa on Sunday afternoon). I could have yelled and screamed, honked, thrown a tomato at him, or I could learn from the situation that I need more patience (or more discipline to get up when the alarm first goes off). The choice is mine. I am the master of my destiny.

Every single time that someone makes you upset is an opportunity for you to learn about yourself. Both negative and positive interactions are honest in that they let us have an honest reaction. In one way (and most likely only in that way), that makes offenders the most honest people on the planet. Heaven knows that they continually disappoint, offend, enrage us with their wacky antics, but they are giving us a wonderful opportunity to learn what makes us tick. Thanking someone is only right when she or he has taught you so much about yourself. Plus, it's an excellent introduction to the topic of how he or she ruffled your feathers and what can be done to remedy that in the future. If the same person upsets you with the same behavior again, thank them again. Evidently you still had more to learn.

## 2010 Golf Outing

*By Eric Hoch*

The Indiana Correctional Association Annual Fall Conference Golf Outing 2010 teed off at Winding Ridge Golf Course on October 5, 2010. ARAMARK, HOCCS Home Detention, PCS, Gallagher Security Management Systems and MTC Corrections were the major golf sponsors. Ray Skillman Autos, Action Furniture Repair and Anderson Furniture Installations were golf hole sponsors. Thanks goes out to these sponsors and to those that assisted at the golf course.

There were thirteen golf teams comprised of ICA members and sponsors. Team HOCCS #2 of James Wood, Jay Anderson, Warren Gaskins, and Danny Millis shot a 54. Two teams shot 56 tied for second. Those two teams were PCS of Andrew Merrill, Chris Moore, Todd Tolson, and Roger Meyer and the team of DOC All-Stars of Mike Jayne, Cecil Davis, Mark Gussman and Ed Broyles.

The remaining teams in order of place: Cedarbridge Treatment Centers of Scott Barlag, Bruce Lemmon, Brian Smith, and Capt. Crabb shot a 57. Team HOCCS #1 of Eric Hoch, Mike Scott, Sam Logwood, Timmy Gaskins, and Carol Hall shot 58. Gallagher Security of Eliot Rose, Greg Jones, Steve Klosowski, and John Gallipeau shot a 63. Kreig Devault team of Amy Flack, Tim Brown, Chris and Dre shot 66. Also shooting 66 was ICA Prez Team of Eric Comeno, Dave Leonard, Aaron Garner, and Jay Rucker. Aramark of George Vaughan, Curt Correll, Tracy Tomkiewicz, and Vince Phipps shot a 67. VOA comprised of Mary Leffler, Steve Runyon, Dennis Duvall, and Ron Leffler shot a 67, too. Two teams shot 70. Team Odyssey of Ed Buss, Doug Garrison, Mike Manning, and Jim Van Guesen and the team of The GEO Group of Craig Hanks, Donald Stine, Powell, and the golfer who won the Longest Drive were on those teams. And bringing up the rear was Edinburgh of Bryan Pearson, Donnie Emerson, Tony Peck, and Tom Strait with a 71.

Skins were taken by both HOCCS teams with two and Team Cedarbridge had one. Donnie Emerson had Longest Putt and Eric Comeno was Closest to the Hole. Warren Gaskins won the Putting Contest.

Thanks to Mike and Tina Mitchell, Katie Knutson, Megan barker, Amanda Copeland, Chris Scott, and John and Ferne Cruz for assisting at the course. John, our photographer, took team pictures. If you have not received by e-mail, please contact Eric at [hoccs1202@att.net](mailto:hoccs1202@att.net).

# The Last ICA PP/LM Breakfast

*By Eric Hoch*

The Indiana Correctional Association celebrated 77 years of existence in 2010. ICA is now ICJA and will be 78 years old. ICJA is going into 40 years with the American Correctional Association and is the oldest Dual Chapter or State Chapter or Geographical Chapter of ACA. Only a few Professional Affiliates are older. On October 7, 2010, ICA held the last PP/LM Breakfast for now, because the PP/LM finally decided to go to a Brunch or Lunch for the 2011 ICJA Annual Fall Conference. To the 2011 Conference Chair: Let this be the PP/LM notification of Brunch or Lunch to be served to the dignitaries of the PP/LM establishment, but the day is undecided until other meals are set at the "high seas" in Merrillville.

Sixteen ICA Past Presidents attended the PP/LM Breakfast with another in the hotel still asleep. Twenty-nine Life Members attended. Eleven of those LM's were PP's, so a total of thirty-four were present. Also attending was Clويد Shuler from The GEO Group, a longtime friend and supporter of ICA, and well appreciated as The GEO Group sponsored the ICA PP/LM Breakfast.

Those PP/LM's in attendance were Jeanne Alverson, Rondle Anderson, Charles Caragol, Edward Cohn, Eric Comeno, Greg Cress, Richard Curry, Sr., Brenda Haler, Craig Hanks, Jack Harlow, Jack Hendrix, Eric Hoch, James Hmurovich, Joe Hooker, Cassandra Hoover Riggs, David Kemp, Ron Leffler, Dave Leonard, Bruce Lemmon, John Mulroony, Janet O'Neal, Robert Ohlmler, Doris Parlette, Tony Peck, Mary Lou Ritter, Lonnise Roberson, Mike Scott, Leslie Scroggum, Wayne Schaffter, Leonard Simpson, Steve Smith, Dorothy Stanfill, Warren Waymire, Reed Whitesel.

There were six new Life Members. Of special note is the Madison County Adult Probation Department had four of those Life Members. Harley Allen, Cassandra Hoover Riggs, Lezlie Mason, and Reed Whitesel, all Probation Officers joined their Chief Probation Officer Wayne Schaffter as an ICA Life member. These five tie Porter County Probation for the most Life Members from one office. Next year, Madison County will be adding their sixth member. Also becoming a Life Member was David Sholl from Schenkel and Shultz, a Fort Wayne architectural firm.

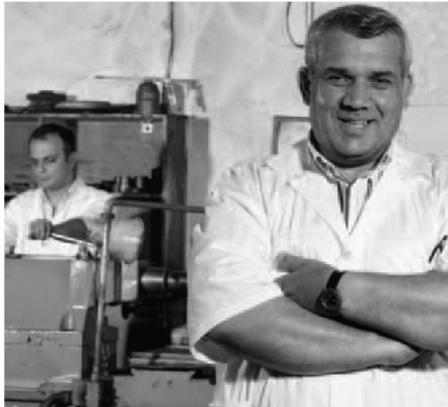
The Federal Correctional Complex - Terre Haute became the first Organizational Member of ICA/ACA to become Life Member status. There are only thirteen Organizational Members. At the Conference Opening, the FCC-Terre Haute staff was awarded their Lifetime Member plaque and were quite surprised. FCC-Terre Haute appreciated the gesture from ICA.

To note those over forty years of membership: Robert Heyne - 58 years, Dean Duvall and John Buck - 52 years, Al Bennett and Ed Cohn and Jack Harlow - 46 years, Barb Love - 45 years, Warren Waymire - 44 years, Richard Curry, Sr., Brenda Haler, Neil Hannon, and John Rees - 40 years. Congratulations!!!

The PP/LM's raised \$500 this past year to support student memberships for start-up student chapters. There is still \$350 in this account and we would like to see another student chapter in Indiana. If any school, university, or college is interested in receiving this money and benefit, please contact any ICJA Board Member.

Lastly, on a sad note, our condolences go out to the families of David Nickerson, a Past President and Life Member, and to Bart O'Connor, a former longtime ICA Life Member who passed away this year. David and Bart were truly instrumental in the structure of the ICA Board and operations. Also our prayers go out to the families of Mike Leavell and Mike Brubaker, ICA Members who passed away this year.

Once again, thanks to The GEO Group and see ya in Merrillville for a later start time.



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<b>Non-Member Rate</b> (WORKSHOPS ONLY—NO MEALS)		<b>\$150.00</b> _____
<b>Service Dog Certification</b> (To obtain this certification, the service work dog team must pass all phases of the patrol dog testing & be an ICJA member)	<b>Tuesday</b>	<b>\$50.00</b> _____
<b>ONE DAY I.C.J.A. or Non-Member Rate</b> (Wednesday, Thursday, or Friday—NO MEALS)	<b>Wednesday</b>	<b>\$ 50.00</b> _____
	<b>Thursday</b>	<b>\$ 50.00</b> _____
	<b>Friday</b>	<b>\$ 50.00</b> _____

\*Members of the following professional organization may register at the member rate. However, a photocopy of your current membership card must accompany your registration: **POPAI, IACCAC, Indiana NABCJ, IJDA, and ISA**

METHOD OF PAYMENT made out to I.C.J.A. Check/Money order/ Voucher # \_\_\_\_\_ Total \_\_\_\_\_  
 Agencies paying by voucher must submit registration by September 23, 2011.

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# The Motivational Steps to all Dog Training

*By John Sharp  
K-9 Division Director*

There is a generalized approach to training any exercise in dog training. This begins with the trainer understanding that most dogs need between 3 and 50 repetitions on any exercise before the dog has learned it. A human only needing seven repetitions contrasts this.

If a dog develops a problem that you need to fix in training it is going to take many more than 30 reps before the dog adopts the new behavior. This is why I always explain to people that it is easier to take a little more time to train an exercise the correct way the first time than it is to go back and fix problems.

There are three main segments of training to teach a dog any exercise. This applies to obedience and all other areas of training as well (i.e. protection work, agility, etc.)

## 1. Teaching Phase

In the first section, we must teach the dog the meaning of the commands for the exercise. This is done through positive motivation. In other words, we find something that the dog really likes (i.e. a ball or food). We then show the dog (without corrections) that if it does what we ask it will get his reward. The challenge for every trainer is to determine small enough training steps that the dog can understand what you are trying to teach him. If it seems that he simply cannot grasp what you want then you have to break the step into smaller steps. Learning how to do this requires experience and/or a person who really thinks about every aspect of training, (these are rare birds)

## 2. Learning Through Intermittent Success

The second stage is where we teach the dog that he does not get success for his drive goal (i.e. his food or toy) on completion of the exercise every time. The goal of this stage is to teach the dog that he never knows when the reward will come. This builds the drive. An example of this is in the heeling training. Initially (after a dog has learned to sit by the handler's side and focus on his face), the dog is rewarded after one-step of heeling. When he will consistently stay with the handler (in drive and with focus) for one-step, the steps are increased and decreased in random order before the dog gets his reward. So he may be rewarded after 3 steps, then after 5 steps, then after 7 steps, then after 2 steps, then after 1 step, then after 9 steps. With the goal being that, the dog needs to remain in drive and keep focused throughout the exercise before it gets its toy or food. If it breaks focus, the exercise is finished and there is no toy or food for the dog. You must start over and the next time, back the rewards up a few steps. It must become clear to the dog (in this stage of training) that for him to get his reward, he must do what is asked.

## 3. Learning Through Conflict

The last stage of teaching an exercise is to teach (PROOF) an exercise by creating an unclear situation for a dog. We force him to think about what he must do. We want to create a situation where the dog will make a mistake and then show him that he must think before he does something or he will be corrected and reach his drive goal (toy or food). This stage of training teaches a dog control over himself. Some dogs go so high in drive that they stop thinking. This step in training (learning through conflict) is how these dogs learn to get a grip. An example of this is when the learning routine is changed just enough to create a mistake. In heeling this can be a speed change in the walk. It can be a right turn, or a left turn. In training the "Bark and Hold" in protection work, the dog is sent to the helper who is sitting on the ground with two sleeves on, or he is sent into a small building (instead of the blind on the training field) and expected to do a clean bark and hold without biting. Form of compulsion is usually used before an exercise has been fully trained. It is most important that the formula for compulsion is always: DRIVE-COMPULSION-DRIVE.

Simply put, this means that we try and set up our training to begin an exercise in drive (the dog is crazy for his drive goal and trying very hard to do what he can to get it) When it makes a mistake while in drive we apply compulsion (corrections). Compulsion takes drive out of the dog. Our final step is to then finish the exercise by

putting the dog back into drive, hence DRIVE COMPULSION DRIVE.

A perfect example of this is seen in the heeling work. The dog is in drive (he knows he will get the ball after walking a certain number of steps – he does not know how many but he knows the ball is coming). The trainer decides that this session is going to require 15 steps before the dog gets his ball. At 10 steps the dog breaks the heel and bounces in front because he can not stand it any longer, (in his mind he wants his ball and he has heeled long enough) the trainer administers three sharp jerks on the leash to get the dog back into the heel position. This takes some of the drive out of the dog (he is now thinking this is a little less fun than he thought) But as soon as the dog takes 2 and 3 steps in the correct heel position the handler drops the ball and plays with the dog. After doing this 30 times, the dog will learn that every time I get a correction. I am going to get my ball if I do what is expected. When that light bulb goes on in our dog's head we will see dogs go up in drive with corrections. They will also mend when they go up in drive because they know that unless they do what is expected the next corrections will be harder.

New trainers can use this formula (Drive-Compulsion-drive) to determine how hard to correct their dogs. Corrections should never be so hard that the handler cannot bring his dog back into drive. Corrections will always take drive out of the dog, but if the correction is so severe that the dog will not go back into drive, then the level of that correction was too hard for that particular dog's temperament. Hence the terms HARD DOGS and SOFT DOGS. A soft dog requires a very light correction. If the correction is too hard for a soft dog it will not recover quickly enough to go back into drive for this training session. On the other hand, a hard dog recovers very quickly from a correction and will easily go back into drive after a stiff correction.

When a dog goes through the process properly it will actually go up in drive after it gets corrected because it has learned that it is now going to be put in a situation where it gets it's drive goal.

## *ACA SAC Meeting Summary*

*By Eric Hoch*

Meeting of the ACA Student Affairs Committee was held during the conference in San Antonio, TX of January 30, 2011, chaired by Eric Hoch at 11:30a.m.

Attending were representatives from Indiana, Northern Illinois University, SUNY/Albany, Grant-Wisconsin Indianhead Technical College, ACA, NAAWS, New York, Sam Houston State University, Shah-University of Illinois/Chicago, Appalachian State University, Salvation Army and Westwood University.

Chapter Reports were made as follows:

- Eric Hoch-Bellmont High School and Ivy Tech-Terre Haute, Patrick Perry-SUNY/Albany, Satya Shah-University of Illinois-Chicago, and Barbara Zaitzow-Appalachian State University presented information of their student chapter's activities and progress.
- Three applications for new chapters will be submitted for membership status and forwarded to the Board of Governors and then to the ACA General Assembly. These three new chapters are SUNY/Albany, New York and Concordia University in Chicago, Illinois, and Clayton State University in Georgia.
- Wisconsin Indianhead Technical College brought ten students to the conference.

In other business, duties of the committees were reviewed, the importance of mentoring students and expanding student involvement. Student poster session FAQ's were discussed along with NAAWS initiatives and support along with selecting of judges.

Old business matters were discussed such as a student chapter spotlight in *Corrections Today*. Representatives from various states shared their current recruiting efforts and a strategic plan for SAC recruitment was tabled until the next meeting.

New Business included the NAAWS Conference in April 2011 and their main event of the Angola Prison Rodeo. ACA Summer Conference is in Kissimmee, Florida, August 5-10, 2011. ACA asks for workshop proposals to be submitted ASAP.

Full Minutes can be requested by contacting Eric Hoch

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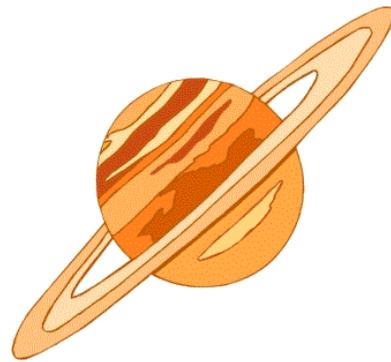
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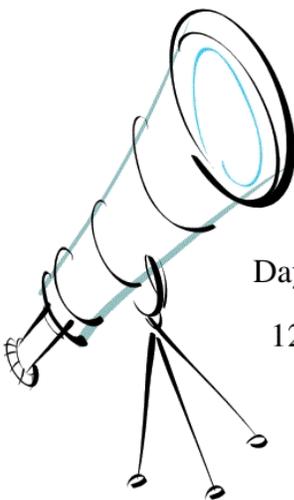
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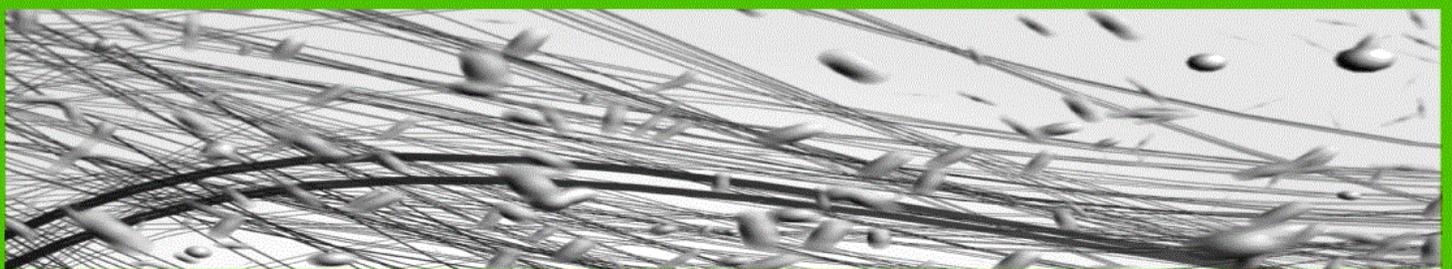
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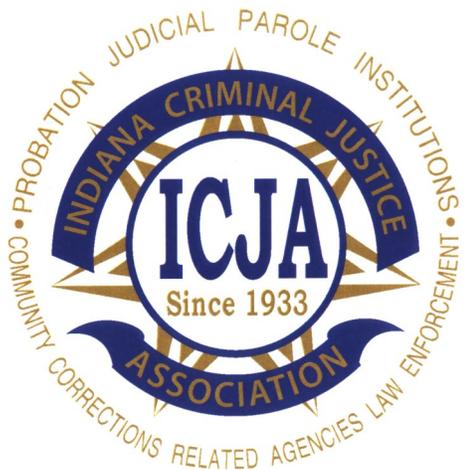
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