



The Comment

Indiana Criminal Justice Association

Summer 2011

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Introducing: Carter's Corner

By Robert Carter, ICJA Leadership Academy Participant



Transformational and Pseudo-Transformational Leadership: Finding a Balance between Self-Interest and Individual Interests

Leadership and the qualities that leadership demonstrate in an organization, especially a public safety agency, are both relevant to understand what is effective in producing a desirable atmosphere for both the leaders and followers as well as obtaining organizational goals and implementing programs. Transforming leadership is seen as a style of influencing followers in a given agency. According to Northouse (2007), "as its name implies, transformational leadership is a process that changes and transforms people. It is concerned with emotions, values, ethics, standards, and long-term goals and includes assessing followers' motives, satisfying their needs, and treating them as full human beings" (p. 175). It is clear to see that transformational leadership must take other's needs into account in the furtherance of overall organizational goals. Balancing a leader's needs along with individual needs can be met through transformational leadership, but with caution. In this research assignment, I will examine both transformational and pseudo-transformational concepts and highlight the important aspects within each concept applying them to a public safety setting.

Transformational leadership has been shown to be present in all aspects of the public safety setting. From the police departments to the court, those employed in the criminal justice system act on morally appropriate standards guiding employees through their responsibilities to produce more work and to develop and build a team. The term transformational leadership refers to a more positive perspective on qualities and values that are transferred to an organization and its followers. Specific examples of transformational leadership can be found by examining the roles and responsibilities of police officers and in the discretionary powers they hold daily as part of their duties and obligation.

Pseudo-transformational leadership does not replicate positive qualities found within a leader. This term refers to more conflicting goals, that is, the self-interests of the individual under leadership are held higher than the interests of the organization at large. According to Northouse (2007), "pseudo transformational leadership is considered personalized leadership, which focuses on the leader's own self interests rather than the interests of others" (p. 177). An example of pseudo transformational leadership can be found within the correctional system. Many correctional officers often exert control over inmates, either by following a set of standards or deviating from those standards set forth by the warden. In other words, pseudo transformational leaders are those individuals who exhibit high amounts of unethical behavior and distorted moral values decreasing their ability to function normally in a given scenario.

It is relevant to understand both transformational and pseudo transformational leaders in order to determine which characteristics can help boost an organization in the criminal justice system; that is, to build teams, guide the organization through charisma and understanding, and to put the interests of others before themselves. Character is found within each style of leadership and this is what determines the productivity, morality, and shared vision among employees. An effective leader must find the balance between each style in achieve the interests of all in a criminal justice organization.

References: Northouse, P. G. (2007). *Leadership: Theory and Practice* (4th ed.). Thousand Oaks, CA: Sage Publications, Inc. Vinzant, J., & Crothers, L. (1994). Street-Level Leadership: The Role of Patrol Officers in Community Policing. *Criminal Justice Review*, 19, 189-211.



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Spring Conferences: A Great Success!

*By Eric Comeno,
ICJA President*



Hello fellow ICJA family. I truly hope this finds you all doing well.

Congratulations on three greatly successful Regional Spring Conferences! I thoroughly enjoyed attending each one. As you will see in the district articles, each conference provided a very different slate of presenters and topics. I was pleased to see several of our members attending one or more other district conferences outside of their own. Next year I challenge you all to attend not only your district's conference but to select one additional conference to attend in which you find the subject matter appealing. Those that attended had a chance to network with colleagues, see old friends while making new ones and enjoyed the learning experiences that these fine conferences offered.

I was incredibly pleased to see the excitement over our new merchandise for the ICJA that I took around to the conferences. If I didn't have your size, color or design of preference or if you did not have a chance to attend and see the new apparel, you can now shop online at our new ICJA virtual store at www.indianacriminaljusticeassociation.org. So make sure you visit the online store as everything in our inventory is available there and you will see that we have a lot of really great stuff with our logo.

As I stated in our last issue you will start seeing articles from our participants from our first ICJA Leadership Academy. In this issue are two such articles and one of them, Robert Carter (featured on this issue's cover) is going to start his own little column titled Carter's Corner. He is going to write articles for every issue about different areas of the criminal justice field, so I hope you enjoy his contributions.

Our membership is on the rise, but remember this association is what you make it! So please help us by recruiting just one person to join. If we all pull in just one new person, our membership would double and be a benefit all of us. We would have more ideas, more networking and we will be in a position to provide a greater impact in our field of criminal justice.

Till next time, be safe!

Why Should I Join?

*By Christie Scott
ICJA Membership Director*

The key to a successful membership program is to answer a commonly-asked question: "Why should I join?"

Here's the answer to that question ... ICJA offers the benefit of PROFESSIONAL ENRICHMENT!

APPROACHES TO PROSPECTIVE MEMBERS

The most effective approach to a prospective member is by a personal invitation from a current member and accompanying them to one of our conferences or committee meetings. Bringing colleagues to conferences/meetings is the surest way to sign them up as a member.

This approach works well for several reasons:

- it gives the prospective member a chance to see who belongs
- the prospective member gets to see how our members conduct themselves and
- what is accomplished by attending a conference or meeting
- your colleagues will be especially influenced, for better or worse, by current members' reactions to them

Here are some ways to ensure a successful result:

- don't just invite a colleague to a conference/meeting; take time to present our Association
- share a copy of our ICJA brochure and membership application
- show the person our website {www.indianacriminaljusticeassociation.org}

Continued next page

From Our Executive Director:

By Steve Ingram, CAE



Importance of Clear Expectations

There is a strong correlation between organizational success and setting clear expectations for staff according to Bana Qashu Yahnke, CAE in a recent article in *Associations Now*. (March 2011) Setting clear expectations is more than just providing specific instructions. Staff will more fully understand the expectations for performance outcomes in a project or program, if they are shown how their role fits into the big picture.

Here are some ways that Yahnke suggests to make your communication with your team lead to a more collaborative environment:

- **Engage your staff in strategic planning, goal setting and business planning.** These are times when you can share the vision, connect team goals to the vision, and relate the importance of each team member. These are sessions where new ideas and creativity can be encouraged.
- **Align individual expectations with strategic and business plans.** Discuss how each team member contributes to the achievement of the plan.
- **Share program metrics and timelines.** Provide regular progress reports and updates on how the work is progressing.
- **Meet with your team regularly.** Discuss the upcoming weekly plans for the team and celebrate successes on milestone outcomes completed. Foster innovation and new ideas.
- **Encourage broader thinking.** Encourage your team members to think beyond their own responsibilities and offer solutions to challenges.
- **Keep your ears open.** Make sure to listen every day to what your staff is saying.

Membership - Continued from previous page

- share our professional publications – “The Comment” and “Corrections Today”
- follow-up: show your colleague that you look forward to having them along
- after our conferences, keep involved...ask for their membership application
- continue the sponsor relationship until your colleague becomes involved with our Association

MEMBERSHIP RETENTION

Only one thing is more important than getting a new member and that is keeping the person as a member. Once a member joins ICJA, there is no assurance that the initial spark of interest will continue. If that happens, we should try to find out why someone let their membership lapse. Making a phone call or sending out an email or letter may clear up a misunderstanding and save a membership. If there are legitimate grounds for complaint, corrections can then be made where needed. Even if the membership cannot be retained, a phone call or letter may soothe bad feelings. This information can be used to expand or create new programs to serve our members' needs. Persistence is the gold mine of success.

No matter what you do, what position you occupy, always give it your best effort; you are worth your best effort.

[See Membership Application
Following Page](#)

Do you know someone who might want to join ICJA?

For valuable ICJA information, visit our website at www.indianacorrectionalassociation.org

(Excerpts taken from scoutscan.com)

ICJA / ACA Membership Application

Please mail your completed application to:
Indiana Criminal Justice Association
Attn Christie Scott, Membership Director
1229 Pennsylvania Avenue, LaPorte, Indiana 46350

Please mail subscription and benefits to my ☐ Home ☐ Work

Name: _____

Title: _____ Email Address: _____

Agency/Company: _____

Address: _____

City: _____ State/Zip: _____

Phone: (Day) _____ (Evening) _____

Occasionally we make mailing list available to carefully screened companies.

You will receive services upon payment. Please allow 4-6 weeks for initial receipt of publications. You will be billed annually in the month in which you joined. \$3.50 of membership dues goes toward a subscription of On the Line; \$9.00 goes toward a subscription of Corrections Today.

MEMBERSHIP CATEGORIES		3 YEAR	HOUSEHOLD*
<input type="checkbox"/>	Professional I	\$35	\$99
<input type="checkbox"/>	Professional II	\$75	\$215
<input type="checkbox"/>	Executive Gold	\$100	\$290
<input type="checkbox"/>	Associate	\$15	\$150

* Household offers one-year benefits for two individuals living at the same home address. Only one copy of each magazine, newsletter or directory offered as a benefit is sent under this program.

** For retired professionals, volunteers and interested citizens. Subject to verification

Payment

☐ Bill me (Membership will not start until full payment is received) ☐ Check enclosed*

***Make checks payable to Indiana Criminal Justice Association**

☐ American Express ☐ Diners Club ☐ Master Card ☐ Visa

Account # _____ Expiration Date _____ Amount _____

Signature _____ Sponsor's name _____

Community Corrections

*By Dalton Haney
ICJA At-Large Director*

In my last article I wrote about CTP, the Community Transition Program. This time I'll discuss Community Corrections. Some people think that CTP and Community Corrections are one and the same. Sometimes this is close to being true as the offender might be supervised by the same staff and in the same type of program as if he or she were in Community Corrections. But the difference is who the offender is doing their time for. In the case of CTP, the offender is doing time for the Department of Correction (DOC). The offender has been sentenced to the DOC and is finishing his time while being supervised at the county level, but it is still considered time for DOC.

Community Corrections on the other hand is time that the offender has been sentenced to serve for the county. Community Corrections sentences are a way of diverting offenders (usually D Felons) from coming into the Department of Correction and serving their time at the local level. There are cases however, when an offender will be sentenced to a split sentence. In this case an offender will spend part of his/her sentence in the Department of Correction and then serve their time for Community Corrections while under supervision of the county. In some cases, the offender will go from supervision in a state correctional facility, to CTP, and then on to serving their Community Corrections time. Got all that? Great!

Well, Community Corrections is a growing field. Seventy-eight Indiana counties have community corrections programs for a total of 67 different Community Corrections agencies (some are regional agencies with multiple counties participating). I have seen more and more interaction between Community Corrections and DOC, which is wonderful. The more the DOC understands Community Corrections and the more Community Corrections understands the DOC, the better we'll be able to work together and accomplish our goals.

The Power of Mentoring

*By Rhonda Vega
At-Large Director - Archives*

Early in my career, I worked for Mr. Rondle Anderson, who was the Superintendent of the Indiana State Prison (ISP). I was an Internal Affairs Officer. He imparted some wisdom to me regarding the need to seek out mentors to further my personal and professional growth. At the time, I did not fully understand what he was telling me. There is a saying that "No man is an island". It's true that none of us work independently. It is impossible to do one's job without getting assistance from others. Do you recall the movie, "My Cousin Vinny" where Vinny is so prideful that he cannot and will not accept any help and it almost cost him the case. Ultimately, he must accept his girlfriend's help. It was pivotal in his winning the case, a fact not lost on her. In the end she chides him that he may just win all his cases, but with help received from others in the process. He must thank others.

In the past five years, I have been fortunate to have a mentor. He has helped me to see the big picture or how decisions impact me, the facility and the agency. In 2005, I was assigned an additional duty that was above my level of understanding and experience. I was a fish out of water and I knew it. I had no idea how to make this program work or how to get the help that I needed. While I had organizational skills, I lacked the public skills and policy knowledge that he had in abundance. I needed his help. John Schrader did not turn away. What is especially interesting in this case is that John was not my supervisor; which is not required to serve as one's mentor. John is a wise and trusted counselor. He is a person that I go to for advice and whose advice I take. If you asked him, he would not even know that he was my mentor. He would tell you that I do these things on my own. That could not be further from the truth.

John Schrader has helped me to see that I can get things done through other people. I have learned how to find information on subject matters that were unknown to me. I have learned to set up committees, plan for the big picture, overcome obstacles and deal with those obstacles that cannot be overcome. I have learned how to set an agenda and stick to it, to hold to a timetable for implementation of programs and to gauge progress on work that is being completed. I have learned how to establish effective communications with other agencies and how to create usable tools and forms. I have learned how to share ideas effectively so that others can benefit. I have learned that I am not indispensable and to always plan for someone to take my place. I have learned the most valuable thing, I have learned how to say, "Thank you".

Nominations Still Being Accepted!

By Mary Leffler, President-Elect

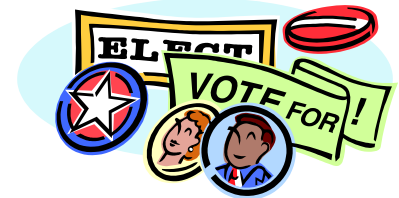
There is still time to submit your name as a nominee for one of the many board positions which will become vacant for the upcoming two-year term. However, the deadline is fast approaching. **We must have all required nomination information submitted by Friday, June 27, 2011.** This includes the nomination form and photo which must be distributed via The Journal to the membership prior to the election.

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

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 any member of the nominating committee as listed below:



Mary Leffler	317-686-9871
Michelle Ryder	317-266-0882
Bryan Pearson	317-234-1926
Dixie Phelan	219-785-2511

mleffler@voain.org
Michelle.Ryder@cca.com
BPearson@idoc.IN.gov
dbphelan@idoc.IN.gov

[See Nomination Form Following Page](#)

MONTHS and WEEKS TO NOTE

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

AUGUST 7-13, 2011: National Stop on Red Week – www.stopedredlightrunning.com

SEPTEMBER: National Recovery Month – www.recoverymonth.gov

OCTOBER: Domestic Violence Awareness Month – www.ncadv.org

DECEMBER: National Drunk and Drugged Driving Awareness Month – www.cdc.gov

CALENDAR OF EVENTS:

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
September 11-14, 2011	ICCA – What Works Conference	Cincinnati, OH
September 14-16, 2011	POPAL Fall Conference	French Lick, IN
October 4-7, 2011	ICJA Annual Conference	Merrillville, IN
October 15-19, 2011	APFO-Adult/Juv. Female Offenders	Salt Lake City, UT
November 2-4, 2011	IACCAC Annual Conference	Indianapolis, IN

Please send any corrections or dates of your conferences/trainings and ICJA will list if space allows. Please e-mail to mleffler@voain.org or call 317-686-9871.

ICJA 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 ICJA) _____

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 ICJA 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



Prison Contraband

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

Prison 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.

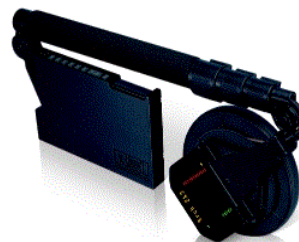
To combat the contraband cell phone issue, a number of corrections facilities in the U.S. and around the world have implemented the ORION Non-Linear Junction Detector (NLJD) to locate hidden electronic contraband and cell phones, including California, Oklahoma, Georgia, Florida, Indiana, Tennessee and 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 or call 1-800-824-3190.



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

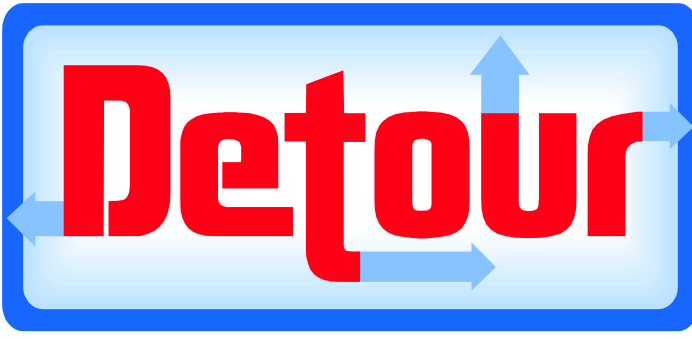


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Change in Corrections

*By Lynette Collins
ICJA Secretary*



Hello Indiana Criminal Justice Association members. I keep repeating the name in an effort to get used to the change that has occurred in our organization. Our new name, like so many other things in Corrections is part of change. My relatively short career with the IDOC has been ever evolving as well. First, an employee with the IDOC as a Substance Abuse counselor, then being privatized and working with CMS in the same capacity. About 3 months ago, I was extremely fortunate to be offered the opportunity to work with Students at Camp Summit Boot Camp, as a Psychiatric Social Service Specialist and am now back with the IDOC. I must say that being able to work with kids again is very rewarding and I am excited about the future.

One very new and exciting endeavor that Camp Summit and other Criminal Justice organizations are implementing is a Restorative Justice program. It is a program that is designed to help students evaluate how their negative actions not only affected them, but also their victims, families, and other members of their community. It is based on the idea that when a Student commits a crime against a victim or the community that the Student has an obligation to restore the losses that occurred to the victim or community. This program not only holds the Student accountable for their action but also empowers the victim by allowing them to be an active participant in the juvenile justice system. Some of the remedies include restitution, community service, and victim-offender mediation. This hopefully creates awareness in the student to take action and make amends to victim and the community, and whenever possible, involve victims directly in the justice process.

I have been fortunate enough to sit in on one of these sessions. It included a Student and his mother, whom was very good at being able to state exactly what the cost, emotional and financial, are of his crimes and incarceration. The student was able to, with the help of counselors, see how he has created victims, and that he is the cause of his incarceration and all the negative consequences that resulted from it. For some students, it really appears to be a break-thru moment.

A separate component of the Restorative Justice program is the Victim Impact Panel. This is where a victim comes in from the community and speaks to a group of students. Last week, we had a returning couple of guest speakers, a man and a woman. She started by talking about the worst day of her life, when she was involved with her husband



Central Region Report

*By Michelle Ryder
Central Region Director*

The 2011 Central Spring Conference was held on Friday May 6 at the Valle Vista Treatment Center in Greenwood Indiana. The Oceans swept in a wave of talented correctional professionals from all over Indiana, with over a hundred participants coming to learn about Human Trafficking, Missing Persons, and Personality Disorders. The conference was a huge success due to the hard work, diligence and many efforts of the Conference Committee, Carol Hall, Bob Hughes, Steve Runyon, Megan Barker, Aaron Sears, Curt Langhammer, Katie Knutson and Eric Hoch. I would also like to thank those members of our board that came out to support the Central Region conference.

The day of events started out with opening speakers that included : Marion County Sheriff John Layton, Chief of Police Paul Ciesielski, IDOC Commissioner Bruce Lemmon, and Chief Probation Officer Robert Bingham. We were so excited to have such a diverse group of leaders who have made a significant impact within the criminal justice field. After the winds died down, we sailed into the main course of our workshops that included three wonderful presenters, Detective Chester Price, Sharon Hedegard and Brian Kadinger.

One of the most exciting facets about this year's conference was the attendance that we had from colleges around the central region. This year over 30 students attended from Brown Mackie College, Harrison College and Kaplan. The students that I spoke with were very excited and appreciative to have been allowed to attend, and many were eager to become members of the Indiana Criminal Justice Association.

During the course of our journey, the conference committee was recognized for their efforts and work toward the planning of the conference and were all given some great gifts. At this time, a Central Regional Award was given out to the Conference Chair, Carol Hall. It was very difficult to choose one person that would be the recipient of the Central Regional Award. However, the commitment, dedication, and resourcefulness of my conference chair, Carol Hall, earned her the award for this year's endeavors in planning the Spring Conference. Carol has been a long time, loyal member of the Indiana Criminal Justice Association and she proved her dedication with all the time and energy she put into our Oceans this year! Of course it goes without saying that kudos needs to go out to the vendors that came out to support the conference and I wish to personally thank those organizations for their continued support.

Our silent auction of the \$1,200.00 valued package of a suite at the Indians game, as well as raffling off other donated items, brought in \$500.00 for the Indiana Domestic Violence Coalition.

In sum, "The Oceans of Opportunity" conference was an overall success in many ways. It was a great day of networking and sharing information among the professionals that do the important work every day in this field. Thanks to all that attended and supported!!



Southern Region Report

*By Bryan Pearson
Southern Region Director*

The Southern Region held the 2011 Spring Symposium on Thursday 5/12/11. The venue, the Columbus Learning Center, was the best I have utilized or seen at a spring conference and it was free thanks to Ivy Tech Community College. The staff at Ivy Tech was very accommodating and only a phone call away. The commons area adjacent to the auditorium was very inviting and had plenty of space for the vendors and lunch. I could not have found a better setting. Ivy Tech has already invited us back for next year's conference.

Tim Brown, Director of Legislative Services for IDOC, provided an excellent presentation on Indiana Sentence Reform. The Sentence Reform Panel discussion went very well. The panel was very informative and represented a wide background in the criminal justice field consisting of an Retired Monroe County Judge Bridges, Columbus City Attorney Arlette Tinsley, Former Bartholomew County Deputy Prosecutor Eric Hayes, Community Corrections Director Sam Braunagal, and Director Brown. There were many questions from the audience of 64 registered attendees. In the afternoon we had a presentation about mental health services in IDOC by Dr. Cara Misetich from CMS. She did a fantastic job of keeping the audience involved after a wonderful and filling lunch prepared by By Word of Mouth Catering.

There were 5 vendors present: Aramark, CMS, Rescare, Gibault, and PEN Products. I want to thank Aramark for their generous sponsorship of the lunch. The silent auction and 50/50 drawing raised \$320.50 for the ICJA charity Indiana Coalition against Domestic Violence. I want to thank the following board members for their hard work on this year's successful conference: Portia Marsee, Terri Sluder, Shawn Smith, Melissa Hess, and Jay Rucker. Without them, it would have been a daunting task.



The ICJA Southern Region Merit Award was bestowed upon Southern Region Board Member Portia Marsee, a Correctional Officer from the Edinburgh Correctional Facility, for her dedication and involvement in ICJA and the Southern Region. Portia has worked in the Indiana Department of Correction for 24 years and has been an ICJA member for 4 years. She has worked at IWP, Atterbury Correctional Facility, and currently at the Edinburgh Correctional Facility. She has held the positions of Correctional Officer and Sergeant. She has had the duties of a unit manager as a sergeant at IWP, Facility ACA Accreditation Manager and F&S/Hazard Manager Officer. She was a big help at the 2010 Fall Conference assisting with registration, merchandise sales and conference ID's. Portia will be doing all three

again at this year's fall conference. She has been a huge help with the last spring conference and this one, finding donations, making decorations, assisting with registration and anything else that needed done. Portia has a can do attitude and is very deserving of this award. Please be sure to congratulate her this fall when you register.

The Southern Region Director is up for grabs as I will not be running again. That means there is a need for candidates. Any interested candidate that wants to know more about what the position requires may contact me to find out more. I encourage members that have not been in a board position to consider this opportunity. It is a great experience and highly recommended.

Finally, as this year's Scholarship Chair I want to point out the 2011 ICJA Scholarship Program. ICJA will be giving away six \$300 to \$500 scholarships to ICJA members that are employed in the criminal justice field and currently a college student studying in an area that may enhance their career in the field. If you meet the criteria presented on the application, you should be applying for one of these scholarships. Last year less than six scholarships were given away. During our current economic times, every little bit helps. Do not let this opportunity pass you by. I will be looking for many applications soon. You may also scan and email your application and attachments to bpearson@idoc.in.gov instead of mailing if you prefer.

Northern Region Report

*By Dixie Phalen
Northern Region Director*

Wow! I can't believe it, but spring is finally here. It's hard to believe that a year has come and gone and it's that time again for our annual Spring conference! The Northern Region board has been working very hard planning a conference that will touch each and every one from all aspects of the ICJA field.

The conference will be held at the Silver Palace in LaPorte on Friday, June 3 from 8:00a.m. - 4:00p.m. The Indiana Criminal Justice Association Northern Region Spring Conference will take place at the Silver Palace in LaPorte, Indiana on Friday, June 3rd. The ICJA invites you to attend a day of professional development and networking with other criminal justice professionals. There will be door prizes including a grand prize one night stay at the Radisson in Merrillville. An exceptional lunch will be provided by the Silver Palace.

We have speakers covering topics such as: Stress and How It Affects Us, Stress Management, as well as a speaker from the women's shelter covering Whom Domestic Violence Effects, The Issues Related to DV and Why They Just Won't Leave as well as Motivational Interviewing (MI is a technique used in counseling to roll with the stages of change).



And the ICJA Northern Region Merit Award will be presented to Dorothy Jones. Dorothy started her career in corrections as a Correctional Officer in 1995 at the Indiana State Prison. Dorothy is currently an Administrative Assistant 3 at the Indiana State Prison where she currently serves as an ACA Accreditation and Policy Manager. Dorothy is a member of the Indiana Department of Correction ACA Core Training Committee, Collateral ACA auditor for Indiana's Program Review Division since 2008, Auditor for the American Correctional Association since 2009. Dorothy has been a dedicated member of the ICJA since 1997, serving on the Northern Region board as well as assisting with the annual conferences. Dorothy has been an asset, serving on the regional planning committee from gathering donations, making centerpieces, preparing welcome bags, as well as offering her assistance to anything else that is needed. Thank you, Dorothy, for being a dedicated member, active member to the ICJA and serving on my committee and team.

Editor's Note: While when you receive this edition, this event will have already occurred. However the publication deadline was prior to this scheduled event.

J. Saroka, Editor



INDIANA CRIMINAL JUSTICE ASSOCIATION 2011 SCHOLARSHIP APPLICATION

ICJA will award six \$300 to \$500 scholarships to members who meet the following:

1. A member for at least one year;
2. Employed in the criminal justice, or related field;
3. A Student majoring in an area that may enhance their career in the criminal justice field;
4. Attach a copy of your college transcript;
5. Attach a letter from the office of school registrar concerning enrollment verification and cost per credit hour;
6. Include a 500 word essay expressing why you should receive the scholarship and your philosophy on criminal justice in Indiana.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

HOME PHONE (____) _____ WORK PHONE(____) _____

EMPLOYER: _____ POSITION: _____

EMPLOYER ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

ICJA/ACA MEMBERSHIP #: _____ NUMBER OF YEARS IN ICJA: _____

SCHOOL: _____ MAJOR _____

I hereby state my membership in the Indiana Criminal Justice Association is current, and all information contained in this application is accurate to the best of my knowledge.

Applicant's Signature

Date

Deadline for submission of application is postmarked by August 1, 2011

Bryan Pearson

Attn: ICJA Scholarship Chair

IGCS Rm. E329, 302 W. Washington St.

Indianapolis, IN 46204



AN ICJA Leadership Academy Profile

By Dennis Orr



My name is Dennis Orr, I'm 38 years old and I live in Michigan City. I am married to my high school sweetheart and I have three teenage children. I've lived in Northern Indiana all my life; I was born in LaPorte and grew up between Kingsford Heights, LaPorte, and Michigan City. While growing up a significant part of my life was spent in Michigan City on the Westside of town in the shadow of the Indiana State Prison (ISP.) Growing up next to a prison was a surreal experience that I feel kept me from crossing the line too much as a teenager. Even though I was conscious of ISP I still made some poor decisions and with the influence of certain friends I still pushed the limits at times. I strongly believe that your environment and positive role models play a huge role in the values

and development of a child. Personal accountability is important, but we have to realize that not everyone is blessed to be raised in a neighborhood free of drugs and gangs. Or be born into a healthy home with college educated parents who both push the importance of school. Interestingly I now work with juveniles and it's troublesome to see how many of their parent's often role model all of the wrong things while demanding that their kids do all of the right things (it doesn't work that way.) I shared some of these personal things because my upbringing played a big part in who I am today and I believe this is why I was led into a career in working with troubled youth.

I am currently the Assistant Director of the LaPorte County Juvenile Services Center (JSC), a 36 bed facility for residential and secure placements. I was hired in as a Youth Specialist Worker (YSW) back in 1996. Over the years here I have worked on all of the Units, which has gained me valuable knowledge of how the entire building functions. As time went on I was promoted to the 2nd Shift Supervisor of the Residential Unit and later over the entire building. As a supervisor, I have trained many staff in policy and procedure as well as various aspects of the job. I have also written and assisted in writing many procedures that have helped the Center function more smoothly. One accomplishment that I'm proud of was taking on the challenge of formulating and maintaining a staff schedule that saves the county money and provides for both consistency and stability in our day-to-day operations. At work, I chair our Incident Report / Restraint Committee and I am a member of our Employee Recognition Committee as well as a few others. I am also on the Advisory Board of the Juvenile Center and the county's Graduated Sanctions Task Force.

To share a few more things about me, I have worked in the mental health field. For 10 years consecutively while working at JSC, I was also employed at a residential placement facility working with mentally ill adolescents. In my personal life, I teach Sunday school and I am one of the leaders directing our teen youth group at church. I also volunteer with another local church program called "Youth City" whose goal is to make a positive impact in the lives of the neighborhood kids. I also sat on the board of a local non-profit organization named G.O.D. (Guiding Our Descendents). Another major accomplishment of mine it that I was recently nominated and selected into the 2011 class of the Journey Executive Fellowship. The Fellowship is an Indiana program that recognizes and develops leaders who they feel are distinguished in the field of youth development.

In regards to the ICJA Leadership Academy, I initially applied to improve my networking skills as well as establish myself as a better leader. I have found that throughout my employment I have always relied on my work ethic and initiative to get me ahead. I feel that I have been very successful in my approach at work, but I have not made any major strides or connections outside of the Juvenile Center. My expectations for the ICJA Leadership Academy are to become more involved and to make more of an impact in my County as well as the State. I agree with the organizations objectives especially as it relates to professional development. I would also like to comment on the organizations recent name change. I feel that it was a positive and forward thinking decision, because when most people hear the word "Correctional" I would guess that the immediate thought would be Department of Corrections, prison, guard or something similar. Corrections is a valued aspect of criminal justice, but it is only one part of a wide spectrum. By changing the organizations name to "Indiana Criminal Justice Association," I feel that it truly expands the mindset of the organization and includes all of us others who share a common goal, but don't work specifically for the DOC.

ICJA Award Descriptions

*By Kellie Bittorf
Conference Director*

Distinguished Service Award

Created in 1966, the Distinguished Service Award is the highest individual award bestowed by the ICA. Nominees will be considered if he/she has been a member for more than five years and is in good standing at the time of nomination. The nominee shall have made an outstanding contribution to the field of the criminal justice and corrections systems. He/she shall also have participated in some capacity in the ICA's endeavors while having a positive effect on the status and effectiveness of ICA.

The Awards Committee Chairperson, acting as a non-voting chair, will direct a closed meeting of the Executive Board in making the election of the Distinguished Service Award.

Warren W. Martin Award

Judge Warren W. Martin presided in Clark County Superior Court Number One from 1967 until his death in 1973. He was widely known for his innovative and progressive programs designed to reach troubled youth. The award was created as a memorial to Judge Martin and is the highest award given by the ICA to an Indiana Court having juvenile jurisdiction. The award is only presented when very specific criteria are met and the President's appointed committee recommends the court following an on-site visit and evaluation. If more than three courts are nominated, the Board of Directors shall select three finalists to be visited and considered for the award.

Guidelines for submitting nominations are:

- An Indiana court that has juvenile jurisdiction and serves the majority (over 50%) of juveniles in that county or a facility/agency that serves juveniles from an Indiana Court.
- One of the staff (i.e., presiding judge or probation/corrections staff) must be an ICA member in good standing. Probation officers must be state certified.
- The program nominated must have three letters of support from three different disciplines (i.e., social services, police, churches, and school personnel).
- The program/court/agency must have demonstrated one or more effective diversionary programs that enhance the well being of the juveniles being served.
- Facility/agency/probation department records must reflect the quality of the department upon examination.
- Volunteerism and/or creative community resources that enhance the department's effectiveness will be considered.
- The attitude and appearance of officers and support staff will be considered.
- The degree to which programs enhance the family will be considered.

Feedback from local agencies that network with the nominated court/agency/facility will be considered.

The Indiana Correctional Program of the Year

This award was created to recognize an outstanding adult correctional program, facility, agency or institution within Indiana. Consideration will be given to a recipient who has delivered high quality service to clients with effective results in rehabilitating offenders/clients/inmates, by improving their self-worth, community integration and/or economic status. Services of the recipient program are delivered in a manner that shows respect for human dignity while simultaneously protecting public safety and improving the quality of life in Indiana. The method of investigation, evaluation and selection shall be the same as the Warren Martin Award.

Guidelines for submitting nominations are:

- The program must primarily be involved in the provision of services to individuals in the correctional system.
- The program can show evidence of increased productive integration of clients into the mainstream of community life and/or has demonstrated an effective program of crime prevention or control.
- The program has demonstrated ability to enhance self-worth of clients and/or improvement in their economic status.

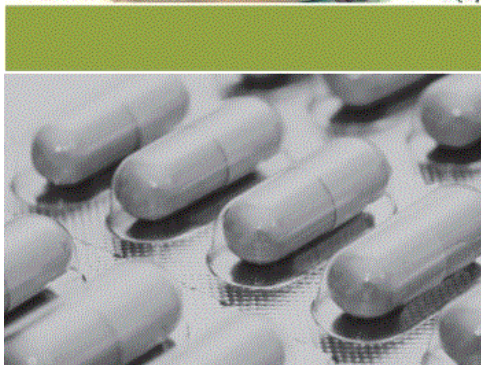
Three ICJA members must recommend the program either in three separate letters or in one letter signed by three members.

Probation Officer of the Year

The award recognizes a probation officer that works with adults or juveniles and has demonstrated a high degree of dedication and professionalism on the job, utilizing and developing community contacts and re-



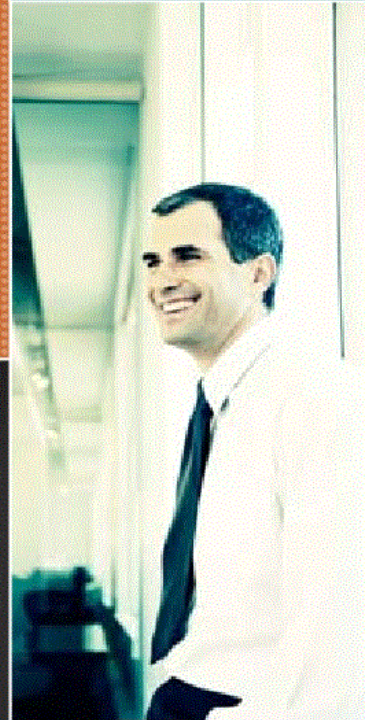
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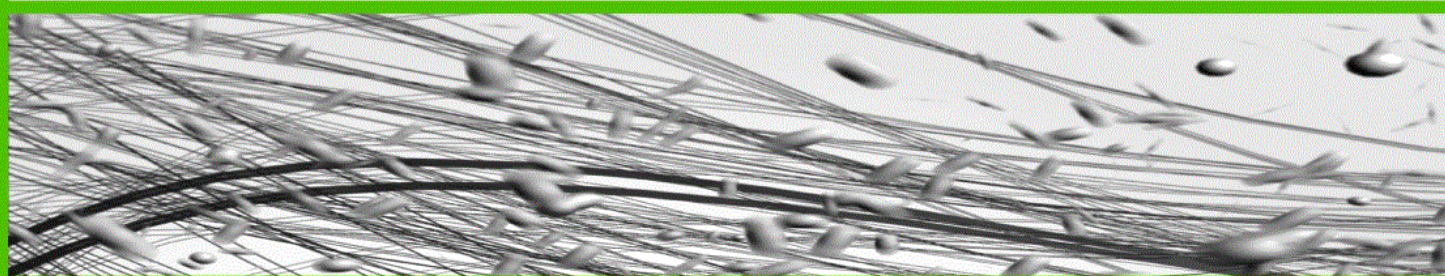
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sources, making appropriate referrals and working with felons and/or misdemeanants and their families to reduce criminal, violent or anti-social activity and promote responsible behavior. Guidelines for submitting nominations are:

- Degree to which he/she has taken advantage of opportunities to better themselves and develop their professional skills through continuing education and/or involvement in professional organizations.
- Degree to which he/she has demonstrated involvement in community improvement projects, programs and organizations outside the scope of their job.
- Degree to which he/she has demonstrated a commitment to innovative approaches and programs including alternatives to traditional incarceration where possible.
- Degree to which he/she has demonstrated an ability to work with fellow professionals both within and outside their department.
- The nominee must be a state certified probation officer.

Nominees for this award shall be adult/juvenile line probation officers or chief probation officers who are responsible for supervising two line officers or less, while dealing directly with his/her own caseload 85% of the time. If administrative obligations require more than 15% of the CPO's time, he/she should be nominated under the Correctional Manager category.

Counselor of the Year

This award is designed to acknowledge the outstanding achievements and dedication of a counselor (i.e., substance abuse, life skills, mental health, case manager, etc.) from a public or private correctional center, facility, institution, or program who works directly in contact with offenders/clients/inmates and perform their duties in a consistently professional manner. Guidelines for submitting nominations are:

- The degree to which the candidate is effective in supervising and working with offenders in obtaining desired results and overcoming negative influences as lack of motivation on the part of the offender.
- Degree to which the nominee has demonstrated the ability and judgment to counsel when appropriate and discipline when necessary.
- Degree to which the individual has shown alertness and the ability to act quickly and effectively during an emergency situation.
- Degree to which nominee projects a positive attitude and the ability to work effectively with peers and superiors.

Correctional Educator of the Year

This award recognizes excellence in correctional education by those who labor to provide high quality instructions for adult/juvenile incarcerated offenders and/or correctional professionals or students (i.e., professors, trainers, etc.). Guidelines for submitting nominations are:

- Degree to which nominee has shown excellence in innovative teaching methods.
- Degree to which he/she has demonstrated involvement in community improvement projects, programs and organizations outside the classroom.
- Degree to which he/she has shown an ability to work with fellow professionals for the benefit of student and/or community.
- Degree to which he/she has shown a commitment to education as a solution to a better tomorrow.

Correctional Manager of the Year

This award recognizes a manager, supervisor, director or Chief Probation Officer for excellence in managing a juvenile or adult program, agency, department or unit. Guidelines for submitting nominations are:

- Degree of involvement with a variety of administrative duties involving a high degree of discretion in interpretation, application and execution of policies and programs.
- Degree to which nominee is involved in the review of organizational structure and functions and assists with implementing changes to promote efficiency and effectiveness.
- Degree to which nominee has exercised good judgment and creativity in the adaptation of administrative goals and procedures in handling new or unusual situations involving multiple and complex variables.
- Degree to which nominee projects a positive attitude and the ability to work with superiors and subordinates alike.

Correctional Office of the Year "Front Line" Award

This award recognizes an employee in a juvenile/adult public or private correctional center (jail, prison, detention center); facility, institutions or program (work release center officer) that works directly in contact with offenders for custody/supervision purposes and perform duties in a consistently professional manner. Guidelines for submitting nominations are:

- Degree to which he/she is effective in supervising and/or working with offenders, obtaining desired results and overcoming such factors as lack of motivation on the part of the offender.

- Degree to which he/she had demonstrated the ability and sound judgment to counsel when appropriate and discipline when necessary.
- Degree to which recipient has shown alertness and the ability to act quickly and effectively in an emergency.
- Degree to which nominee projects a positive attitude and the ability to work effectively with supervisors and peers.

Community Corrections Line Staff of the Year

This award honors the community corrections "line staff" professional (**work release custody officers should be nominated under correctional officer of the year**) who works in home detention, day reporting, or other community correction programming "line staff" promoting public safety and providing care and services to those awaiting adjudication or serving sentences. Guidelines for submitting nominations are:

- Degree to which he/she has demonstrated a commitment to the highest standard of professional conduct and service.
- Degree to which he/she demonstrates a commitment to the highest principles of community corrections.
- Degree to which he/she has shown sound judgment and the ability to work well under adverse or emergency situations.
- Degree to which he/she projects a positive attitude and the ability to work effectively with supervisors, peers and their assigned caseload.

Judge of the Year

The purpose of this award is to recognize an Indiana Judge who has demonstrated a high degree of dedication, professionalism and leadership in the administration and development of efficient and effective court services. Guidelines for submitting nominations are:

- Degree to which he/she has placed the development and operation of professional court services above political affiliation.
- Involvement of nominee in community improvement projects, programs and organizations outside the scope of his/her duties as a judge.
- Degree to which nominee has demonstrated a commitment to innovative approaches and programs including alternatives to traditional incarceration where possible and appropriate.
- Degree to which he/she has demonstrated an ability to work with fellow professionals both within and outside of his/her jurisdiction.
- Commitment of the nominee to operating court service programs under prevailing guidelines and standards of professional practice.

A letter of endorsement from the local bar association should be included with at least three additional written nominations for this award. The nominated judge does NOT have to be an ICA member.

Support Services Staff of the Year

The purpose of this award is to recognize the invaluable contribution of those who take on the responsibility of providing services that are necessary to the completion of the correctional mission. Secretaries, administrative assistants, maintenance staff, food service, payroll personnel, and others who do not provide direct client services, but work diligently to provide support and assistance to those who do will be considered for this award. Direct services staff realize that professional support staff is vital to public service and the delivery of services in the criminal justice field. Guidelines for submitting nominations are:

- Degree to which he/she has demonstrated professionalism and commitment to his/her work.
- Degree to which he/she has a positive attitude and demonstrates the ability to work effectively with supervisors, peers and subordinates.
- Other relevant information supporting the worthiness of the nominee for recognition.

Parole Officer of the Year

The purpose of this award is to recognize a juvenile/adult parole officer who has demonstrated dedication and professionalism on the job, utilizing and developing community contacts and resources, making appropriate referrals and working with felons and/or misdemeanants and their families to reduce criminal, violent, or anti-social activity and promote responsible behavior. The professional parole officer is ever mindful of his/her responsibilities to assist offenders, consider public safety and conduct thorough investigations of the Parole Board. Guidelines for submitting nominations are:

- Degree to which nominee has taken advantage of opportunities to better him/herself and develop professional skills through continuing education and/or involvement in professional organizations.
- Involvement of nominee in community improvement projects, programs and organizations outside the scope of their normal duties.

ICJA Award Descriptions Continued

- Degree to which he/she has demonstrated a commitment of service and professional conduct.
- Degree to which he/she has demonstrated the ability to work with professionals both within and outside their department.

Correctional Officer Of The Year "Front Line" Award

This award recognizes an employee in a juvenile/adult public or private correctional center (jail/prison/detention center), facility, institution, or program (work release officer) who works directly in contact with offenders for custody/supervision purposes and performs duties in a consistently professional manner. Considerations in judging the recipient of this award are:

- Degree to which he/she is effective in supervising and/or working with offenders, obtaining desired results and overcoming such factors as lack of motivation on the part of the offender.
- Degree to which he/she had demonstrated the ability and sound judgment to counsel when appropriate and discipline when necessary.
- Degree to which recipient has shown alertness and the ability to act quickly and effectively in an emergency.
- Degree to which nominee projects a positive attitude and the ability to work effectively with supervisors and peers.

Law Enforcement Officer Of The Year "Front Line" Award

This award is designed to acknowledge the outstanding achievements and dedication of a Law Enforcement Officer from a public or private police department and performs their duties in a consistently professional manner. Considerations in judging the recipient of this award are:

- Degree to which he/she is effective in their day to day duty as they serve the public and ensure the public safety.
- Degree to which he/she had demonstrated the ability and sound judgment to counsel when appropriate and discipline when necessary.
- Degree to which recipient has shown alertness and the ability to act quickly and effectively in an emergency.
- Degree to which nominee projects a positive attitude and the ability to work effectively with supervisors and peers.

K-9 Handler Of The Year

This award is designed to acknowledge the outstanding achievements and dedication of a K-9 Handler from a public, government, or private center, facility, institution, agency, or program in the field of criminal justice and performs their duties in a consistently professional manner. Considerations in judging the recipient of this award are:

- Degree to which he/she is effective in their day to day duty as they serve the public and ensure the public safety.
- Degree to which he/she had demonstrated the ability and sound judgment in the handling of a K-9 in it's duties
- Degree to which recipient has shown alertness and the ability to act quickly and effectively in an emergency.
- Degree to which nominee projects a positive attitude and the ability to work effectively with supervisors and peers.

Volunteer of the Year

This award is in recognition of those individuals who have given of themselves through their efforts to volunteer their time, energies and talents without consideration for compensation of their activity. This category is open to any person who has offered assistance to any public or private center, facility, institution, agency or program in the criminal justice field. Guidelines for submitting nominations are:

- Degree to which their service has benefited the criminal justice field.
- Degree to which an individual has displayed a commitment to the highest ideals of professionalism and service.
- Degree to which the person has projected a positive attitude and the ability to work effectively with the individuals who work in the field, or who are receiving services from some branch of the criminal justice system.

The volunteer does NOT have to be an ICA member.

Continued Next Page

2011 ICJA Occupational Awards Nomination Form

Categories (Check one): _____ Program of the Year _____ Judge of the Year _____ Probation Officer of the Year _____ Volunteer of the Year _____ Counselor of the Year _____ Parole Officer of the Year _____ Support Services Staff of the Year _____ Warren W. Martin Award _____ Correctional Educator of the Year _____ Correctional Manager of the Year _____ Community Corrections Line Staff of the Year _____ Correctional Officer of the Year: "Front Line" _____ Law Enforcement Officer of Year: "Front Line" _____ K-9 Handler of the Year _____ Distinguished Service Award

NOTE: Nominee's must be a current ICJA member, in good standing at the time of the nomination. He/she must have worked in the occupational category for at least nine (9) months prior to the nomination. Volunteer and Judge of the Year do not have to be an ICJA member. Individual awards can be in the area of juvenile or adult.

Nominee's Name _____ Title _____

ICJA Membership Number _____ Length of time in position _____

Nominee's work address _____ City/Zip Code _____

Nominee's outstanding achievements and contributions to his/her profession, agency, institutions or occupational category:

Biographical Information _____

Comments _____

(Please attach additional pages if necessary)

Nominator's Name _____ Title _____

Nominator's address _____ City/Zip Code _____

Email _____ Work phone _____

Work Relationship to Nominee _____

Signature of Nominator _____

Deadline for Receipt of Nomination
August 1, 2011

Three (3) letters of Support must be Attached.

Mail or email completed form to:
Mark Murphy, Director of Operations
Lake County Community Corrections
2600 W. 93rd Ave., Crown Point, IN 46307

(219)755-3850ext.323 OR murphmr@lakecountyin.org

From the Archives

By Jack Harlow

REFLECTIONS



Semper Fi,
Jack

In the thirteen plus years that the Archives Articles have appeared in the COMMENT and JOURNAL, many have focused on member careers and the influence of I.C.A. The articles entitled "Reflections" are authored by the members. The influence of mentors is highlighted in each "Reflection". The following "Reflection" was submitted by 2002 I.C.A. President and Life Member Rondle Anderson.

April 15, 2011

By: Rondle L. Anderson, Past President

As I reflect back from 1977 to the present, my career included total involvement with the Indiana Criminal Justice Association. In 1980 I was an Institutional Parole Officer at the Indiana Youth Center (IYC), which is now called the Plainfield Correctional Facility. Three Indiana Correctional Association (ICA) members approached me simultaneously. Their names were William "Randy" Pettie, Reginald "Reggie" Carpenter, and William "Evan" Phemster. They were all trying to encourage me (which at the time they called me "young blood") to join something called the ICA. Randy said "if you are going to be in Corrections for the long haul, you might as well belong to a professional organization". Reggie agreed. Evan then said "yeah and the babes aren't bad either!" Reggie then commented that it only cost \$25.00 to join. I then said it sounded good, but the Institution would never let me go. Randy then chimed in "don't worry! Your boss is Thomas Richards and he will let you go because he is a member too!" That year I joined ICA and will never regret the decision.

As time passed, I met awesome ICA members who mentored me. They were people like John Nunn and Evan Phemster who considered themselves "ladies men"; Pam "Hughes" Cline who always phrased situations as "this puppy!"; Ed Cohn who had some type of connection with Sears and Roebuck. Ed always mentioned to supervisors, that made questionable decisions, they would be "selling white goods at Sears!" Tom Richards, who was one of my favorite mentors, didn't like crass remarks and consistently told me to "stop shooting from the hip!" Also who could forget Dana Blank who taught me independence.

My first volunteer assignment was the Exhibit Chairman (now referred to as Corporate Relations). This came about from, a phone call from the then ICA President, Neil Hannon. He explained the significance of exhibitors as it relates to the conferences. Throughout the years I also volunteered to help Dana Blank's fun nights, Evelyn Ridley Turner's conference programs, plus Warren Waymire and Carole Kinder's strategic plan. My proudest moments were being elected to Vice-President in 2001 and then President in 2002. Our conference theme at the time was "Challenging Times, New Paths and Creative Directions".

I truly believe that Mentoring was the key to my successes. I also believe you have to have a strong support team. Supporters such as Richard Curry, Sr, Dave Kemp, Ed Buss, John Mulroony, Mike Scott, Tony Peck, Eric Hoch, Kellie Bittorf, Dave Leonard, Jack Harlow, Jack Hendrix, Lonnise Roberson, Steve Ingram, Sandra Wallock, Dwight Graves and Ron Leffler are all superstars in my eyes. These types of members keep an organization strong and vibrant.

Thus in closing, I strongly encourage members to become Mentors to other members. The price of membership is \$35. The price of a Regional Conference is around \$30. The price of a Annual Conference is around \$100. However, the cost of **Mentoring is PRICELESS!!**





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Happy Holidays from Chris and Andrew with Global Tel*Link!

*By John Sharp
K-9 Director*

Socialization

What Is Socialization? Socialization is just what it sounds like - socializing. Your puppy should meet and interact with as many types of people, animals, and environments as possible. By the time he reaches about 4 months old, your puppy should learn to accept being petted by strangers, meeting other dogs, being handled by a veterinarian or groomer, and meeting a wide variety of people.

When Should Socialization Take Place? Puppy socialization should take place when your dog is between 8 and 16 weeks old. Because puppies have not received all their vaccinations, you should talk to your veterinarian about when it's safe to expose your puppy to new people and places.

Why Is Socialization So Important? Socializing your puppy helps him to become a happy, healthy, and well-behaved member of your family. Properly socialized puppies are less likely to develop behavior problems as they grow into adults. Dogs who don't get early socialization may react with fear or aggression when they are exposed to new things. It is much easier to teach your puppy to accept new things now than it is to retrain him after bad habits develop.

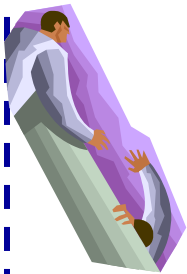
How Should a Puppy Be Socialized? Socialization should involve as many people and situations as possible. Introduce your puppy to a wide variety of people, including men, women, children of all ages, people in wheelchairs, men with beards, and people wearing all kinds of clothing (e.g., uniforms, sunglasses, raincoats and umbrellas, hats and gloves, etc.). Before your puppy has gotten all of his vaccinations, you can begin to socialize him by inviting people to your home to meet him.

Handling exercises are another important part of socializing. Think the ways your dog may be handled in his lifetime - a child could pull his tail, a veterinarian might need to restrain him, you may need to hold his feet to clip his nails. If you get your puppy used to being handled in a gentle manner now, you will be less likely to have trouble handling him when he has reached adulthood.

Once your veterinarian approves taking your puppy to new places, you can begin socializing him outside your home. This is a good time to get him used to riding in the car, meeting other dogs, visiting the groomer and pet supply store, and taking walks in your neighborhood.

MENTORS: Helping Mold Our Next Generation of Leaders

*By Mary Leffler
ICJA President Elect*



There are many definitions for mentor. American Heritage Dictionary defines mentor as a "wise and trusted counselor or teacher". Another definition I came across states, "a mentor is a suitably experienced person, who is willing and able to act as a confidential helper and guide to another engineer, to stimulate professional development and make it more effective". Perhaps it is a combination of both that we seek in recruiting mentors for emerging leaders within the ICJA.

As President Comeno shared with you in the previous issue of The Comment, it is paramount that we have a deliberate and purposeful process of succession planning for the ICJA so we remain a strong, efficient and effective association. The Strategic Plan adopted in October 2010 gives further direction to the Board, stating "ICJA shall develop a training and mentoring program for new officers, directors, and chairs."

It is with this directive in mind that I appeal to experienced members of the Association to accept our request for assistance and consider becoming a mentor to an emerging leader. Maybe you are a Lifetime Member, a Past President, a former officer or perhaps a former conference chair. Perhaps you have held all of those positions at one time or another. Perhaps you have strong communication skills and are able to work easily with people, in sometimes challenging and demanding circumstances. Perhaps you are particularly adept at being able to motivate volunteers.

Won't you consider how you might be able to contribute to this goal? On the following page is a mentor screening tool. If you accept this invitation, please complete the screening tool and either scan and return it via email to me at MLEffler@voain.org, or send it via US mail to Mary Leffler, Volunteers of America of Indiana, 927 North Pennsylvania St., Indianapolis, IN 46204.



ICJA MENTOR SCREENING/MATCHING TOOL

Name:			
Street Address:			
City:	State:	Zip:	
Phone #:	Email Address:		
Check all that apply: <input type="radio"/> Lifetime Member <input type="radio"/> Past-President <input type="radio"/> Retired <input type="radio"/> Active in the Criminal Justice Profession Discipline/Field of Work: _____			
Are you willing to be a mentor to a new officer/director to assist with orientation to their respective roles and duties with ICJA?		Yes	No
If Yes: Please check the areas in which you feel you have the subject matter experience to assist your colleague.			
Subject Matter Category	YES	NO	
Past President			
Treasurer/Financial/Audit			
Secretary/Minutes			
Parliamentarian			
Constitution/Bylaw			
Nominations/Elections			
Strategic Planning			
Membership			
Conference Planning (including social, program, golf)			
Awards and Recognition			
Archives/Necrology			
Website/Social Media			
Newsletter/Brochures/Publications			
Student Chapters			
Scholarship Program			
Marketing/Merchandise			
Corporate Sponsors			
Technology			
Leadership Development			
Other: Please List			

2nd Annual ICJA Leadership Academy

The Indiana Criminal Justice Association is excited to announce the 2nd annual Leadership Academy! The Academy focuses on identifying, training, and developing the next generation of ICJA leaders. Fifteen applicants will be selected per calendar year to participate in this 12-month program that includes the tools, experiences, and connections needed to become change-agents and Association leaders.

Selected participants will receive:

- A textbook
- Catered meals
- Networking opportunities with the ICJA's most historically influential leaders
- Recognition of selection and graduation at the ICJA Annual Conference
- A deep understanding of non-profit and organizational inner-workings
- Educational opportunities from quality instructors around the state and experts in the field of leadership and non-profit organizations

Who should apply?

- Criminal Justice Professionals who are ICJA members in good standing, or plan to become members by July 31st, 2011 are encouraged to apply.
- Applicants should have an interest in a leadership role within the Indiana Criminal Justice Association. Members may not have held a position on the ICJA Board of Directors.

Dates

- Announcement of the selected applicants will take place at the ICJA Annual Conference in October 2011. The Academy will meet on the following dates:
 - **Thursday, November 17th, 2011 (Logansport, IN)**
 - **Thursday, February 23rd, 2012 (Indianapolis, IN)**
 - **Thursday, June 7th, 2012 (New Castle, IN)**
 - **Thursday, September 20th, 2012 (Logansport, IN)**

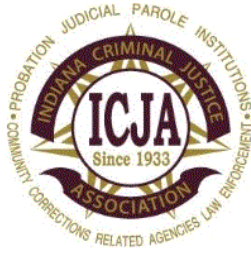
Each meeting will be held from 8:30 a.m. to 3:30 p.m. Applicants who are chosen to participate are required to attend each of the four meetings.

Tuition

- The ICJA Leadership Academy is absolutely FREE to those selected for entry into the program. Only the cost of travel to and from the above locations shall be incurred by the participants.

How to apply

- To apply, simply fill out the attached application and return it with the required essay. Both electronic submissions and paper applications will be accepted and given equal consideration for selection.
- Any questions pertaining to the ICJA Leadership Academy may be forwarded to Randle Anderson at rlanderson6503@yahoo.com.



Indiana Criminal Justice Association Leadership Academy Application

Last name: _____ First Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Employer: _____ Position: _____

I understand the following regulations, and I agree to fulfill all the terms listed below as a participant in the ICJA Leadership Academy.

1. I hereby certify that I am currently a member of the American Criminal Justice Association in good standing.
2. I understand that travel to and from a central Indiana destination will be involved and I am responsible for any necessary arrangements.
3. I acknowledge that important information will be covered at each meeting and that attendance is a priority. I agree to attend meetings and participate in all aspects of the ICJA Leadership Academy.
4. I understand that there is no fee for the leadership academy. I also understand that upon graduation, I will be expected to assume a leadership role within the ICJA for the period of one year.

Signature of Applicant _____

Required Attachments (Must be included for applicant to be considered for selection)

Attach a legible, 1-2 page essay describing your professional background and goals. Please include your primary reason for applying to the academy, what particular leadership roles you are interested in pursuing (ex: committees or positions), and what leadership topics you would like to see addressed. Include any other information that would be important for the selection committee to know as it considers your application.

Applications should be submitted to:

Krysten Hinkle
1 Ivy Tech Way
Logansport, IN 46947
-or-
rlanderson6503@yahoo.com

Applications must be received by July 31st, 2011.

78th Annual I.C.J.A. Conference Registration

Together We are a SEA of Knowledge



The Radisson, Merrillville, IN • October 4—7, 2011

NAME: _____
 AGENCY: _____
 CITY: _____
 PHONE: _____

TITLE: _____
 ADDRESS: _____
 STATE: _____ ZIP: _____
 E-MAIL: _____

ICJA NUMBER: _____

FULL 3-Day Registration—Includes admission to all programs, events, exhibits, Wednesday Awards Lunch, Wednesday Night Social, Thursday Fun Night, and Friday Brunch.

I.C.J.A. Members (Full 3-Day) **\$140.00**_____

I.C.J.A. Members **4 for \$540.00**_____
 (FOUR REGISTRATIONS for \$540)

Non-I.C.J.A. Member Rate **\$175.00**_____
 (Include Full 4-Day and membership to I.C.J.A.)

Non-Member Rate **\$150.00**_____
 (WORKSHOPS ONLY—NO MEALS)

Service Dog Certification **Tuesday \$50.00**_____
 (To obtain this certification, the service work dog team must pass all phases of the patrol dog testing & be an ICJA member)

ONE DAY I.C.J.A. or Non-Member Rate **Wednesday \$ 50.00**_____
 (Wednesday, Thursday, or Friday—NO MEALS) **Thursday \$ 50.00**_____
Friday \$ 50.00_____

*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.

ALL Registrations are final "There are NO REFUNDS"

Please submit registration forms to:

I.C.J.A. 2011 Annual Conference

Esa Ehmen-Krause, Registration Chair

4650 Old Cleveland Road

South Bend, IN 46628

(call 574-232-8808, Ext. 225 for information)

Hotel Information: The Radisson—
 (mention Indiana Criminal Justice Association)
 800 East 81st Avenue
 Merrillville, IN 46410
 Reservations: (800)–395-7046
 Phone: (219)–769-6311
Website - www.starplaza.com/groups/ICA/
Password – ICA



Charity Fun Run/Walk
 (donations taken)
No Fee



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\$40.00



Bowling!!!
 (More information forthcoming)

www.indianacriminaljusticeassociation.org

Indiana Criminal Justice Association 2011 Charity: "Indiana Coalition Against Domestic Violence"

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| <input type="checkbox"/> | One-half page ad
7½" x 4½" | \$125.00 |
| <input type="checkbox"/> | One-fourth page ad
3½" x 4½" | \$75.00 |
| <input type="checkbox"/> | Business Card
listing
2" x 3½" | \$50.00 |
| <input type="checkbox"/> | Inside Front or
Back Cover
7½" x 9½" | \$250.00 |
| <input type="checkbox"/> | Outside Back cover
½ page Color | \$175.00 |
| <input type="checkbox"/> | To add Full COLOR Option add
\$75.00 per issue | |



Mail this agreement to:

ICJA Comment/Journal
David Leonard, Corporate Relations
Indiana Criminal Justice Association
8072 W. 800 S
Wanatah, IN 46390
Email advertising copy to:
dleonard@idoc.in.gov

Representative _____ Telephone _____

Company _____ Address _____

City _____ State/Zip _____

E-mail Address of Contact Person _____

1. ADVERTISER hereby agrees to advertise in the 2011 quarterly ICJA Comment and/or ICJA Journal.
2. Please specify ad size by checking the appropriate box above.
3. AD PLACEMENT: Inside front or back covers and outside back cover are available on first come, first serve basis.
4. PRODUCT DISCLAIMER: When ad is not provided in the correct dimension, advertiser agrees to layout as determined by the Editor without prior notification.
5. PAYMENT for ads is due with acceptance of this agreement. Make checks payable to: INDIANA CRIMINAL JUSTICE ASSOCIATION
6. Send to the address above.

Advertiser's Authorized Signature

Title

Date

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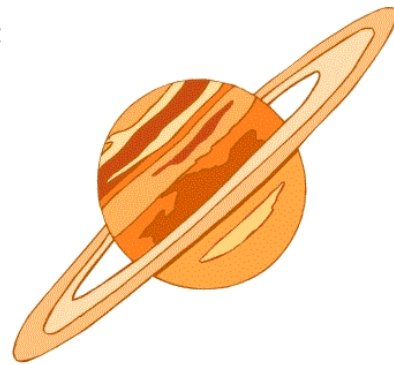
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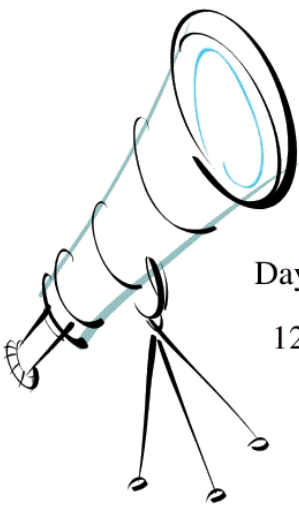
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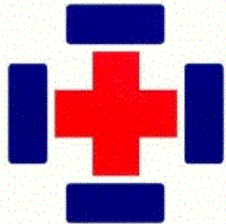




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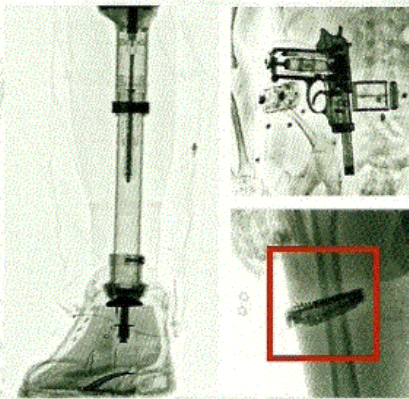
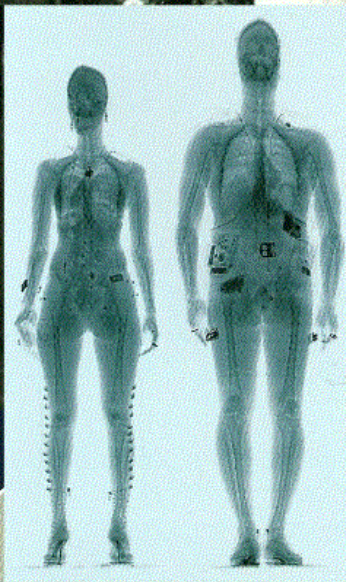
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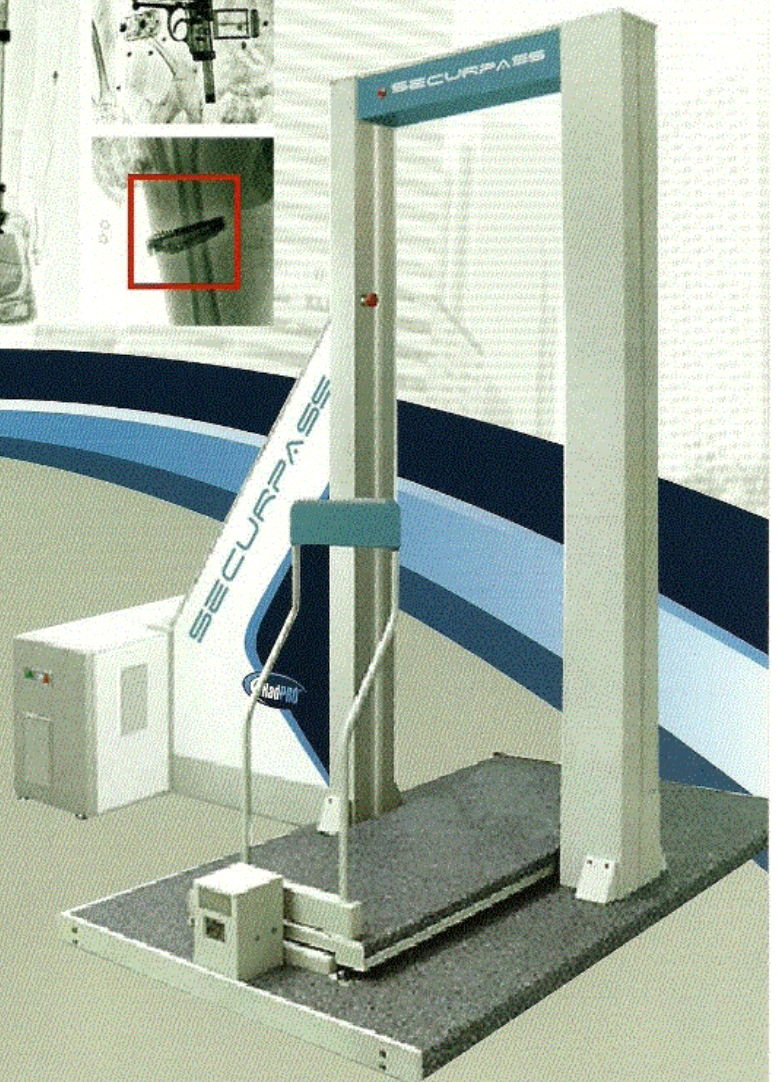
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