



ICJA Comment

INDIANA CRIMINAL JUSTICE ASSOCIATION SPRING 2012

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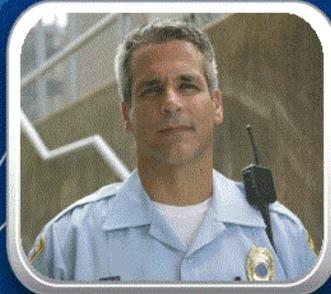
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This issue of the ICJA
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dedicated to the
memory of Ed Cohn



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The Comment

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Staying On Track

By Mary Leffler, ICJA President

Time flies! It seems as if it were only yesterday that we were in Merrillville wrapping up the 2011 Annual Conference. Since then we have celebrated Halloween, Veterans Day, Thanksgiving, Christmas and proudly hosted the Super Bowl!!! Time stands still for no one!!

Since that time your Board of Directors has been very busy!! Each person is working hard to tackle the duties which they voluntarily accepted on your behalf. 2012 Conference Director, Linda Commons is busy "conducting" her team and has her crew "on board" for the Annual Conference. Read more details about the Annual Conference, which will be held in Indianapolis on October 2-5, 2012 in her article!! Additionally, the Regional Directors have each assembled their teams and are on the "right track" to bring you exciting Regional Conferences. Be sure to register early and attend one or all of these great learning opportunities!!

I want to welcome to the Board of Directors, Eric Hoch. The Board approved my recommendation for Eric Hoch to fulfill the vacated seat of the Director at Large- Communications and Advocacy. Please give Eric your full support and encouragement!! Look for our website to undergo some updates and modifications in the near future!!

Your Board of Directors are some of the finest professionals in the industry. I am truly blessed to work along side them. My thanks to Michelle Ryder, Kellie Bittorf, Aaron Garner, Dorothy Jones, Bryan Pearson, Ron Gibson, Christie Scott, Mike Scott, Erich Hoch, Rhonda Brennan, Linda Commons and John Sharp. It takes all of us to keep this ICJA Train on the "right track", but we have the right team "on board". Think about how you can join us!!

This year six of the board members were in attendance at the American Correctional Conference held in January in Phoenix, Arizona. Attending, along with myself, were Michelle, Bryan, Eric, Ron and Linda. The time was valuable and we were able to meet with other leaders and share information from other chapters across the nation. We were proud to represent you at the Delegate Assembly. There were no controversial agenda items at this year's assembly so the meeting went smoothly.

Congratulations to the following facilities who received accreditation at this year's conference: Pendleton Juvenile Facility, Henryville Correctional Facility, Indiana State Prison and Rockville Correctional Facility. Read more highlights of the ACA Conference in your next issue of Correction's Today.

In closing, I encourage each of you to plan to attend a Regional Conference. These one-day conferences offer a great training opportunity at a very reasonable cost. I continue to be proud to serve as your President and thank you for the trust you have placed in me.



Empowering a New Generation of Leaders: Paving the Way to Generation Next

By Michelle Ryder, Vice President/President Elect

Fifty percent of the world population is under 30 years old. Generation Y is the first generation to grow up with technology and they experience it even before they experience romance in their lives. They are digital natives and their whole social lives are on social networks, and that impacts their behaviors, attitudes and expectations..especially their expectations toward future employers.- The Insider, 2012

So what does this all mean for organizations and today's workforce? Most corporate structures are out of sync with the lifestyle desires of Generation Y. Companies are going to need re-think the way their employees work, making major changes that will accommodate the unique work preferences of Gen Y. What is in it for the companies? They will increase employee performance by reducing turnover and have happier, more productive Gen Y employees. If corporations want to remain competitive, they need to aggressively recruit Gen Y Workers. According to Business and Professional Women's Foundation, Gen Y will form 75% of the workforce by 2025 and it actively shaping corporate culture and expectations.

Below is an At a Glance snapshot of some of the characteristics of GEN Y, the elements they find important in t workplace, and some ideas to retain and recruit these Digital Natives.

What do these New Kids on the Block look like today?

Born between 1977-1994	Over 70 million belong to this Generation
More than three times the size of Gen X	Most ethnically diverse
One of every three are not Caucasian	Efficient Multi-taskers
Image driven	Heavily influenced by peers and media
Results oriented	Less Cynical and more concerned with social issues
9 out of 10 children under 12 have friends outside their own ethnicity	
1 of out 9 high school students have a credit card co-signed by a parent	

Elements of the Workplace that Are Important to Gen Y

Good Relationship with bosses and co-workers	Income
Opportunity for Growth	Challenging daily work
Flexible schedules for social and personal time	Casual Dress environment
Updated technology	Want to work smarter not harder
Expect employers to realize there is more to life than work	
Opportunity to show off skills and receiving recognition of a job well done	
Need constant feedback from their supervisors	

Retention of Gen Y

Provide leadership and constant feedback	Managers be available and accessible
Offer a clear career track	Promote Team Collaboration
Give back to the Community	Company Culture
Website to show	Support Growth Opportunities
Be flexible	Focus on Empowerment
Build Collaborative teams	Delegate real responsibilities and not just tasks
Focus on long term	Non-traditional mentoring teams
Train, train, and retrain	Allow team members to extend their network connections
Include workers in the decision making process more often	Work in Project Management mode
Offer Unique Benefits (ie. Game & exercise rooms, healthcare memberships, casual dress, free movie tickets)	

Tips for Recruiting Gen Y

Move fast	Present the challenging Aspects of the job
Be focused, timely and polite	Invest in employment branding and be known as a great employer
Use Peer Interviews	View the interviewing process from the candidates perspective
Benchmark pay in your sector	Invest in line managers interviewing and hiring skills
Hire when good people come along	

Smart Leaders Build Emotional Intelligence

The skills for some leaders come naturally, but for most, it's a learning process. According to Linda Talley (Associations Now February 2012), leadership skills can be acquired and are known collectively as "emotional intelligence" (EI). Working to build your EI can make you a more effective leader. According to Talley, leaders are charged with making decisions that require empathy and understanding. To be effective, leaders need well-developed EI.

Researchers have identified four key indicators of emotional intelligence which can be developed through coaching or training. These indicators are:

- ◆ **Self-Awareness:** Talley suggests that leaders must be aware of how their own emotions and attitudes affect the people around them including their job performance. A leader will know those activities that cause them to be stressed and learn to be prepared for dealing with the stress effectively.
- ◆ **Self-Regulation:** Effective leaders regulate themselves so that emotions do not control them. They respond appropriately rather than making snap judgments.
- ◆ **Empathy:** Utilizing empathy in supervising employees will help a team to be more cohesive. Leaders will know how best to respond using their EI in improving team performance.
- ◆ **Social-Skills:** A leader with strong emotional intelligence knows they need to manage relationships. They understand how their own verbal and non-verbal communication may affect others. Eye contact, listening, and allowing other team members to build leadership skills are important in using your EI to full advantage.

Remember to focus on building your own emotional intelligence. Both you and your team will benefit.

Communication and Advocacy

*By: Eric Hoch,
Director at Large*

Since the last Comment, I have been named one of the At-Large Directors of ICJA. My main duties for ICJA are communication and advocacy. Those duties include media, website, technology, publications, corporate sponsorship/advertisements, legislation, and marketing. I am relying on a few dependable ICJA volunteers (Davie Leonard, Jennifer Saroka, Executive Board, my staff), but I could always use you. If interested in any of those areas to assist, please contact me. Please send any Comment submissions to hoccs1202@att.net.

For the American Correctional Association, I am the Student Affairs Committee (SAC) Chair. While in attendance at the ACA Winter Conference in Phoenix, the Arizona State University became an ACA Student Chapter from the hard work of Jim Thomas, Northern Illinois University Professor, and Dan Zorich, ASU Advisor, and I. Also, while in Phoenix, I spoke to Grand Canyon State University and they have applied to be a Student Chapter at the ACA Summer Conference in Denver on July 20-25, 2012.

To end the ACA trip in Phoenix, President Mary Leffler, President-Elect Michelle Ryder, Central Regional Director Bryan Pearson, Conference Chair Linda Commons (Pendleton Juvenile Superintendent), Bill Wilson (ISP Superintendent), and two students, one from Wisconsin and one from Illinois, and two travelers from Mexico who I ran into at a Pizza Shop before the game, and I enjoyed the Phoenix Suns game. We did attend many workshops and represented Indiana well. I hope you can join us in Denver.

On February 18, 2012, Jack Harlow invited ICJA to support Big Brothers/Big Sisters in Bloomington at their Bowling Classic. ICJA field two teams made up of Mary Leffler, Michelle Ryder, Bryan Pearson, Mike Scott, Chris Scott, Michele Kiefer, Amanda Hall, and me. Jack's wife, Marsha, brought the best brownies ever (recipe is in this Comment). Jack also brought Lois Morris who watched and shared stories. My first duty as At-Large Director is pushing this event to become an annual event for ICJA. Our team of eight raised just over \$1300 for Bloomington's BB/BS. Jack was a founding member of them forty years ago.

Already, my thanks go out to Dave Leonard and Jennifer Saroka for their time and effort with the Comment.

I hope to see you at the Regional Conferences, which are CEU Eligible Hours and we will "chug along" to "Being All Aboard" in October.

*See Brownie Recipe and picture from
BBBS Bowl For Kids Sake on Page 13*

News from the Constituents

*By: Michael T. Scott,
Director at Large*

As ICJA Director at Large for Constituent Representation, I've developed points of contact in identified disciplines as specified by our Association. The below received information is now shared.

- ◆ Indiana Women's Prison Supt. Steve McCauley is very proud of IA Officer Ken Wiltsie who recently came to the aid of a bystander that was slumped over and not breathing, whose friend had cried out for help. Ofc. Wiltsie used his training and performed lifesaving aid until EMS arrived. Ken's quick response clearly saved a life. Well done Ken!!
- ◆ Wabash Valley C.F. recently promoted Trianto Foster to Lieutenant after serving admirably as Facility Transportation Coordinator.
- ◆ Pendleton C.F. Officer Larry Schoettmer and a crew of Level 1 offenders recently planted over 200 trees and bushes at the Westfield Fire Dept. Training Center as a community service project.
- ◆ Supt. Mark Levenhagen at WCC recently announced the promotion of long time employee Larry Steinbeck to Correctional Captain.
- ◆ ICJA's partner Ivy Tech recently help its first graduation at Indiana Women's Prison recognizing 60 graduates.
- ◆ WCC staffer Glenda Lewis was recently recognized for her coordination of American Red Cross Bloodmobiles at WCC, which have resulted in the collection of 732 units of blood over the years. As each unit collected contributes to saving 3 lives, Glenda has assisted in saving 2,196 lives. If that's not a HERO, we're not sure what is.
- ◆ Wabash Valley Major Dusty Russell and Captain Amanda Pirtle recently participated in Knox County's Shop with a Cop Program helping 190 deserving youngsters. The Facility PLUS Program donated \$200 to assist as well.
- ◆ Congrats to our Past President Jack Hendrix on his recent promotion to DOC Classification Director.
- ◆ Volunteers of America recently successfully had three Indiana facilities Reaccredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) to include Theodora House and Brandon Hall in Indianapolis and Hope Hall in Evansville.
- ◆ Camp Summit Boot Camp and Supt. Cecil Davis were recognized in Washington D.C. recently for their excellence as a national leader in the Performance-based Standards Program. As such they received the prestigious Barbara Allen-Hagen Award for extraordinary improvement to facility quality of life and operations.
- ◆ Supt. Dick Brown proudly announced the recent Wabash Valley C.F. promotion of Kevin Gilmore to the position of Assistant Supt. of Re-Entry as well as Amy Rollings to Unit Team Manager. Congrats guys!
- ◆ Westville C. F. recently honored long time Captain Ernest Huff on the occasion of his retirement from DOC.
- ◆ Previously Capt. Huff retired from the U.S. Army. Best wishes Capt. Huff.
- ◆ Parole Services recently recognized the Ft. Wayne District Office for winning Parole's Operation GRIN (Giving Resources to Indiana's Needy) Contest. Congrats to District Supervisors Mia Kelsaw and Bobby Yarborough and their staff.
- ◆ Indiana State Prison Supt. Bill Wilson recently announced the appointment of Frank Masley to be Security/Telecom System Director.
- ◆ Putnamville C. F. Supt Stan Knight recently announced the promotion of Randy Seats to Corr. Lieutenant and Adam Cornelison to Corr. Training Ofc. Congrats guys;
- ◆ Congrats to our Past Membership Director Phil Sonnenberg on his recent promotion to DOC Northern Region Staff Training Manager.
- ◆ Wabash Valley's Diana Daugherty was honored on the occasion of her retirement. Best wishes to our member and Facility Point of Contact;
- ◆ Danny Metzger from Pendleton C.F. retired after 3 plus decades of service. Good luck Danny.

Schmall News: We have a Voice

*By Lora Schmalfeldt
PLUS Unit Case Manager, IWP
ICJA Leadership Academy Participant*

Although this class of the ICJA Leadership Academy has just started, as a participant, I have already learned things about the organization that I never considered before. In our first session, it was stated that the ICJA is more than just an annual conference it is a business. One of the reasons I wanted to attend this leadership academy is to learn more about this business. I think that members in general just view the ICJA as a professional organization that provides networking and training opportunities. This part is true. The annual conference and each regional conference do provide members with excellent networking opportunities by bringing members together. The speakers and workshops at those events provide us with learning opportunities but I ask you, have you ever looked deeper into the organization?

There is so much more to this organization and the Criminal Justice field. Getting involved is the business aspect of the organization offers additional learning opportunities. As an office holder, you learn processes and skills that you may not get in your current position. You are involved in not only planning budgets, presiding over official business meetings, and the legal aspects of running an organization like the ICJA.

One of the most important aspects of the ICJA is probably one of the most underutilized duties of the organization... that of a voice. As a professional organization, we should be voicing our concerns and opinions and influence the laws and policies that govern the criminal justice system in Indiana. As members of the organization, we are the experts in the field. Individually, our opinions may never be heard. As an organization, our opinions should not only be heard, but also sought after.

When you consider all the agencies that make up the criminal justice system in Indiana, there are thousands of people employed. Why is it that the membership of the ICJA is only a fraction of the number? Each member should be encouraging coworkers to join. In order to be the voice we should be, we need the experts in our field to join together and represent not only the interests of those within the criminal justice system, but also the interest of ourselves as employees of the system. There are many profit and not-for-profit lobby groups that speak out for laws and policies that benefit their interests. As members of the ICJA we should be doing the same.

As members, it is our duty and responsibility to be informed about matters brought before the Board of Directors. We need to read and respond to information we receive from the organization. We need to attend meetings where our positions on issues are formed. If we as individuals are not present when the position of the ICJA are voted on, then the position of the ICJA ends up being that of a few instead of that of the membership as a whole.

Building up our membership, getting involved in the business of ICJA, and taking pride in our organization are going to lead us into the future. We have a voice and we need to start speaking.

2012 Fall ICJA Conference - Indy *By Linda Commons, Conference Director*

'All Aboard' the Conference Train! October 3-5, 2012; Indianapolis

The 2012 ICJA Conference Planning Committee is composed of the following 'Train Cars' Programs-Nancy Riley, Registration-Mavis Grady, Social Function-Lynette Collins, Awards- Kellie Bittorff and Scholarships-Dave Leonard.

They are moving 'down the tracks' to plan an exciting, educational and unique opportunity to 'connect' with other criminal justice professionals for our members. Looks like our fun night will be 'Get on Board the Soul Train' so you might want to begin thinking about your costume for this one!

We are now on Twitter so begin to follow our progress on ICJA2012 and mark your 'travel calendar' for October 3-5 and don't get left on the 'side track'. Choo Chooooo oooo!



Officer Awarded for Bravery

By Tom Patterson,
Caseworker, Westville
Correctional Facility



It was a scenario like you might see in a movie. Offenders gathered in the recreation yard, scattered about in groups. Then, all at once, offenders were seen swinging a bats at others, stabbings were taking place, others throwing punches. It was a gang fight, a classic gang insurrection in so many words, a prison riot.

For Frank Salichs, a seasoned officer, it was a situation that demanded instant response. Without regard for his own safety he ran across the yard to quell the disturbance. It was instinct on his part, Salichs said. He had seen this before. Fifteen years of corrections had given him the experience, and tested him in the hard realities of prison life.

It was a situation that required cool mature direct reaction. One where thought is put aside, where impulse takes over, where training makes a big difference. Salichs called for help and then entered the fray. "The offenders were oblivious to me," he said, but he used his pepper mace effectively to subdue the ten to fifteen involved. The group dispersed almost immediately and three who had been attacked stayed near. More staff quickly arrived and rounded up the fleeing assailants. A number of shanks were found and there were some serious injuries to offenders. One was stabbed seven times, another five. It was a gang assault—the cause—a cell phone stolen from one gang member by another.

"I wish I could have anticipated it better," Salichs lamented some three months later. His supervisors saw his behavior in an entirely different light.

They saw bravery in a time of stress. Salichs was given special recognition for his actions. Superintendent Levenhagen said, "This officer went to the aid of the offenders who were being stabbed and beaten. He maintained his composure, employed his OC to disburse the perpetrators and was able to assist in identifying them. As a result of Frank Salichs' courage, two offenders are alive today. We would like to recognize his valiant actions and thank him for his service that goes above and beyond. He has earned the well deserved respect of his peers and supervisors."

Salichs was also awarded high honors with "the Super Star Award," by IDOC Commissioner Bruce Lemmon who said his actions were extremely important for two reasons: "First you have willingly shown your co-workers and peers that effort and outstanding performance can be rewarded and second that you have contributed to the betterment of the Department of Correction with this achievement. We will only be as successful as the employees like you who continue to raise the bar."

The officer, in his perspective, saw the incident as a culmination of the 15 years as an officer, all the preparation that comes together in the moment, and something he may not have given thought to so many years ago when a friend told him to apply. Not that Salichs wasn't aware of dangers back then, as he had worked in security for banks and stores. The corrections work gave him some twelve years of valued experience at Indiana State Prison (ISP), his first actual correction's position. There he worked with ground crews, as a trip officer and in all of the cell houses including death row; as a sergeant for a time, and with E squad and K9. In 1998 he experienced a similar incident at ISP. During a breakfast line six offenders got stabbed. —a few of the myriad of experiences that make up a veteran officer.

Salichs said, "I feel like I can contribute here, although it is a job many don't want or are not cut out to do. He regrets negative perceptions portrayed by media who tend to dwell on the pessimistic aspects like trafficking and violence.

"Seventeen years ago my training officer told my class, "The majority of you will not be here in six months, because a career in corrections is not for everyone. And if you're here for five years, you'll most likely be here for life." Salichs added, "As a *Lifer*, I think we all want to feel that we've made a difference. And at the end of day we all want to go home safely to our families."

"I'm a little older now and definitely more patient," reflecting on that violent day back in August. "You either react or not. It's a matter of training. I was just doing my job and what I should have done," the officer said. Salichs worked the rest of his shift that violent day and returned the next day for another day on the job

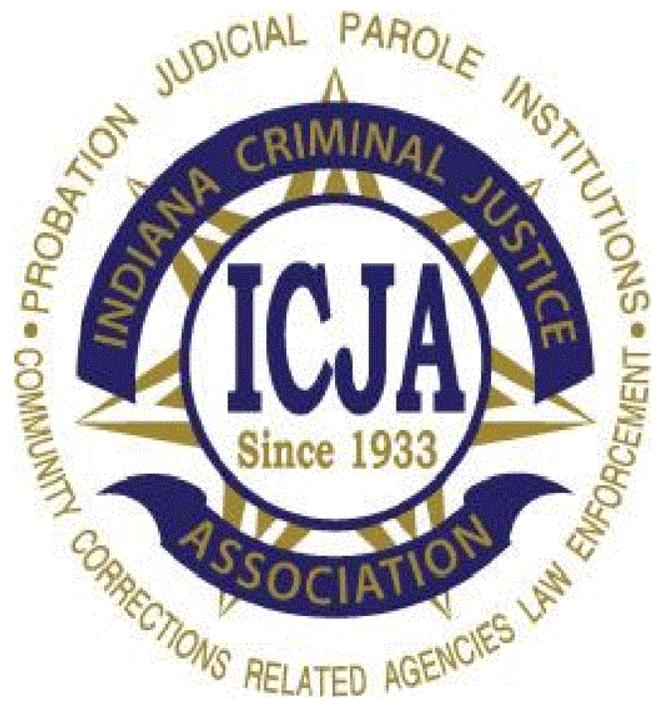
Right: Salichs stand near the place he was in the Education Complex on the day of the incident.



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Risk Management Plans – Thoughtful Planning in a Complicated World

By Rhonda Brennan
Director at Large Governance



How many times have we done something without thinking about the consequences of our actions?

How much risk are we willing, or able, to take on?

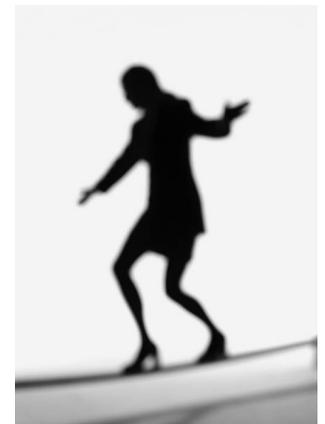
What happens if we fail to act?

Most people can relate to risk management by looking at their own financial lives. For example, financial planning involves self-assessment with regard to risk tolerance. How much money a person is willing to invest and how risky the investment options chosen are dictated by the person's "risk tolerance". Once the person identifies this tolerance, they can make decisions about how they will invest their money. However, risk management is not limited to financial arenas. In some ways we incorporate this thinking into our daily lives. Taking certain routes to work to lessen the amount of time, traffic, or to avoid a potential road hazard are all ways of managing risk. Taking a look at what could happen, the likelihood of it happening and the consequences of it happening are the first steps of a risk management plan. The plan then uses that information to calculate how to reduce the impact of the risk.

In 2011, the Director At-Large over Governance/Administration was tasked with researching and developing a risk-management plan to suit the needs of the organization, the *Indiana Criminal Justice Association*. Over the past year information has been gathered on how to plan and implement a risk management plan for the organization. For the same reasons that individuals calculate risk and take steps to avoid it or to mitigate the risk, organizations do the same. Many plans exist in the business world. All plans are not suited to the specific needs of a not-for-profit organization. While we all assess risk, the questions we ask of our organization are different than those of the individual or the for-profit corporation. The consequences of our decisions are different also.

Currently our risk management plan is in the Assessment Stage (Steps 1-6) which include understanding the process, defining our specific needs, obtaining input, identifying specific consequences of each risk and eliminating irrelevant issues. Every board member was sent a list of questions related to each area and asked for input on more questions that they identified through the past year. These questions will become the framework of the risk assessment portion of the plan. After those questions are identified they will be assigned probability and impact rankings to determine which issues need to be immediately addressed, or those which can be tabled. Once that is complete, mitigation strategies will be planned and identified to address the specific risks.

As in life, no plan is stagnant. Therefore, risk management plans are an ongoing process. Risk changes with time and the strategies developed to deal with the risk must change as well. A risk management plan must be designed to be flexible and adaptable to constant change. Therefore, a mechanism for monitoring risk must remain a part of any risk management plan. As we move through each stage of the development and implementation of this plan, we hope to share some of the information with you to keep you informed of our progress.





*Big Brothers Big Sisters
Bowl For Kids Sake Team*

Crème De Menthe Brownies

By Marcia Harlow

Bake brownie mix as directed. Cool

Filling: 2 cups of powdered sugar
1 stick of melted butter
2 Tablespoons of green creme de menthe
Mix until smooth. Spread on cooled brownies

Glaze: 1 cup of semisweet chocolate chips
6 Tablespoons of butter. Cook and cool.

Pour over all. Allow time for glaze to set up before cutting.





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Southern Region Report

*By Ron Gibson
Southern Region Director*

Greetings fellow ICJA members. Over the last few weeks I have had the pleasure to speak to a few of our southern ICJA members and have enjoyed those conversations. I still want to encourage all of you to reach out to me and become involved with our organization. Also, spread the word to your colleagues that are not members and encourage them to join our organization. There are many talented staff out there that have great ideas and I wish to hear them and pass it on to our leaders. We have the Spring Conference coming up on Tuesday, April 24th this year at the Columbus Learning Center. I am looking forward to a great crowd and some exciting speakers. If anyone would like to volunteer to help out that day, please feel free to contact me as well.

I was fortunate enough to attend the ACA Winter Conference in Phoenix, Arizona last month. It was an amazing conference and had a wonderful experience with my fellow ICJA members that attended as well. There were many great breakout sessions that I attended and I strongly recommend that you should try and attend these conferences sometime. Congratulations to Indiana State Prison, Pendleton Juvenile Facility, Rockville Correctional Facility, and Henryville Correctional Facility for their reaccreditations. Mark your calendars' for the ICJA State conference coming up in October in Indianapolis. I hope to see all of you there!!

Northern Region Report

*By Dorothy Jones
Northern Region Director*

The Northern Region Spring Conference Committee continues to be right on track to its final destination with scheduled arrival on Friday, April 27th. As always, the region's theme parallels that of the Fall Conference. The theme for the Spring Conference is "All Aboard.... Together on the Right Track". Representatives from all walks of the Criminal Justice System (Corrections, Juvenile Treatment, Law Enforcement, Judicial and Apprenticeships) have been invited to speak. The committee has been working diligently to ensure an enjoyable and informative session for all.

Mr. Jack Duckworth, (Key Note Speaker) began his career with the Indiana Department of Correction in February 1971 as a counselor at the Indiana Reformatory in Pendleton, Indiana. In May of 1974 he moved to the Indiana State Prison in Michigan City as Assistant Warden. In October of 1976 he was promoted to Warden, the 24th Warden and remained in that position until September of 1989 when he moved back to the Indiana Reformatory as Superintendent. In 1997 he became Superintendent of the Correctional Industrial Facility in Pendleton where he remained until 1999 at which time he was assigned the responsibility of developing a Speakers Bureau at Central Office in Indianapolis. Jack retired in the summer of 2001. What a wealth of knowledge and experience.

Additional speakers will include;

- Porter County Sheriff David Lain will welcome all the attendees to his county
- Brian Piergalski, Detective from the La Porte County Sheriff's Department will speak on the topic of Identity Theft
- Mr. Ron Hunter – Juvenile Treatment

PEN Products will provide information on the US Department of Labor Apprenticeship Programs available. I believe that the conference will not only allow us to connect or in many case reconnect with colleagues that have the same goals and mission as we do. What a wonderful opportunity to share experiences and learn from each other. In these times of "doing more with less" we all know that many times we need to look outside the box for a more effective solution. As ICJA members, we all have the ticket

Central Region Report

*By Bryan Pearson,
Central Region Director*

The Central Region has been busy making preparations for what will be a unique spring conference this year. It will be held at the Valle Vista Behavioral Health Center again in Greenwood on May 4, 2012. They were an awesome host last year and offered to host again this year. An excellent country style fried chicken lunch will be provided by Valle Vista. IDOC Commissioner Bruce Lemmon will be a guest speaker. Students from Brown Mackie College, Harrison College and Martin University are planning to attend.

We are going outside the box to plan a very unique conference this year by having three breakout workshops in two sessions in the afternoon. This will allow for more choices and variety in topics creating a much better one day conference experience. We are also planning to have a key speaker in the morning and an additional key speaker during the lunch in an effort to maximize workshops. One key speaker will be Karen Grau, President and CEO of Calamari Productions. Her presentation will be "The Good, the Bad and the Ugly of Reality Television: Prisons, Crime and Violence on the Tube." Calamari Productions has produced the Lock Up series and MTV Juvies. This may be a workshop you don't want to miss. Other workshops include: "What aspiring CJ professionals need to know about "What Works" and Evidence-Based Practices" by Robert Bingham, Marion County Chief Probation Officer and "The New High: Spice, K2 and Bath Salts" by Richard Stuffle, Valle Vista Chemical Dependency Therapist.

Several members have volunteered to be on the board since last Fall. Dawn Stephens is Secretary, Curt Langhammer is Membership Chair, Sharon Scott is Treasurer. The Conference Committee has added Bob Ohlemiller as Program Chair, Debi Marshall as Registration Chair, Babacar Diouf is coordinating door prizes/silent auction, and Aaron Sears is coordinating student attendance. A very creative team is assembled and hard at work to put together an innovative and informative conference. Continuing education credits will be offered again this year for those that need them. I invite you to come join us for a day of stimulating thought, professional networking and fun.

ICJA Scholarship Criteria

*By Dave Leonard,
2012 Scholarship Chair*

ICJA will award three (3), (One to each of the three districts), \$750 scholarships to members who meet the following:

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



2012 ICJA SCHOLARSHIP APPLICATION

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

HOME PHONE (INCLUDING AREA CODE) _____

WORK PHONE (INCLUDING AREA CODE) _____

EMPLOYER NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

POSITION _____ LENGTH OF EMPLOYMENT _____

HOURS PER WEEK _____ ICJA/ACA MEMBERSHIP NUMBER _____

NUMBER OF YEARS IN ICJA/ACA _____ SCHOOL _____

STATUS: ___ FRESHMAN ___ SOPHMORE ___ JUNIOR ___ SENIOR ___ GRADUATE

MAJOR _____ MINOR _____

FINANCES AMOUNT Tuition \$ _____ Books \$ _____ Grants \$ _____

Other Scholarships/Awards \$ _____ Applicant/Spouse's Income \$ _____

I hereby state my membership in the Indiana Criminal Justice Association/ACA 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, 2012

Dave Leonard or Jessica Rain
Attn: ICJA Scholarship Chair
Westville Correctional Facility
5501 S 1100 W
Westville, Indiana 46391





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8:00am Registration/9:00am Opening

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Registration Fee: \$35.00 Member, \$45 Non-Member, Student \$15.00

Must be PREPAID by Friday, April 6, 2012

Ron Gibson work: (812) 294-4374, cell: (812) 719-0107, email: rjgibson@idoc.in.gov



Name (Please Print): _____

First Name

Last Name

Agency: _____ Title: _____

Address: _____ City: _____

State: _____ Zip: _____

Email address: _____ ICJA member # _____

Method of Payment: Check Money Order

Make Check or Money Order Payable to: Indiana Criminal Justice Association, Southern Region

Please mail registration form, including payment to:

Ron Gibson
P.O. Box 148
Henryville, In 47126



INDIANA CRIMINAL JUSTICE ASSOCIATION
ICJA NORTHERN REGION SPRING CONFERENCE
REGISTRATION FORM

“All Aboard....Together on the Right Track”

Friday – April 27, 2012

Strongbow Inn

2405 E. US 30

Valparaiso, IN 46383

8:00 a.m. Registration/9:00 a.m. Opening Ceremonies

Registration Fee: \$35.00 members, \$45.00 non-members, \$15.00 students

NAME: _____

ACA/ICJA Member#: _____

AGENCY: _____

PHONE: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

FAX: _____

E-MAIL: _____

ALL REGISTRATIONS MUST BE RECEIVED BY Friday, April 13, 2012 – SORRY NO REFUNDS

Mail registration to:

Dorothy Jones
217 Linden Drive
La Porte, IN 46350
Phones: Office 219.874.7256, #2310 - Cell 219.362.3436
E-mail: djones@idoc.in.gov

Method of Payment: Check Money order

Payable to: Indiana Criminal Justice Association/Northern Region Conference

Please feel free to contact me for a list of local hotels for overnight accommodations.





INDIANA CRIMINAL JUSTICE ASSOCIATION CENTRAL REGION SPRING CONFERENCE 2012

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FRIDAY, MAY 4, 2012

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∞∞∞∞∞

Registration Fee: \$45 Non-Member/\$35.00 Member/\$15.00 Student

Must be PREPAID by Wednesday, April 25, 2012

Name (Please Print): _____
First Name Last Name

Agency/School: _____

Address: _____ City: _____

State: _____ Zip: _____

Email address: _____ ICJA member # _____

Method of Payment: Check Money Order

Make Check or Money Order Payable to: Indiana Criminal Justice Association, Central Region

Please mail registration form, including payment to:

Debi Marshall, ICJA Treasurer
P.O. Box 47554
Indianapolis, In 46247

If you have questions contact:

Bryan Pearson, Region Director
bpearson@idoc.in.gov
317-233-4788 work

Debi Marshall, Treasurer
dmarshall@voain.org
317-686-5806 work
317-702-0706 cell



From the Archives

By Jack Harlow

In the last few years, I have had two occasions to pause to wonder where the time went. At my retirement festivities on June 6, 2003 held at the Wabash Valley Correctional Center, I noted that it seemed like yesterday when I started with the DOC on September 3, 1965. Where did the time go? On December 19, 2011, Ed Cohn died. Ed and I started as parole officers together and joined the Probation and Parole Association in September 1965, the last month before it became I.C.A., now I.C.J.A. While our careers in the I.D.O.C. went in different directions, we stayed in close contact. At his funeral on December 23, 2011, I sat with Dean Duvall who hired us and again asked myself "Where did the time go?" I still can't answer.

This issue of *The Comment* is dedicated to the memory of Former Commissioner Ed Cohn.

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Jack

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Occupational Award Criteria

*By Kelly Bittorf
Award Chair*

Full Award Descriptions and Judging Criteria Can be Found on the ICJA Website

Distinguished Service Award: Created in 1966, the Distinguished Service Award is the highest individual award bestowed by the ICJA. 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 ICJA's endeavors while having a positive effect on the status and effectiveness of ICJA.

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 ICJA 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. Please see ICJA website for full guidelines for submitting nominations.

The Indiana Criminal Justice Association 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. Service 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 that used in the Warren Martin Award.

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 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.

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.

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.).

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.

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.

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.

Occupational Award Criteria, Continued

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. The nominated judge does NOT have to be an ICJA 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.

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.

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.*

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.

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.

Volunteer of the Year (does not have to be an ICJA member): 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.

Apology from the Editor: In the Winter edition of *The Comment*, the K-9 article was a direct reprint on “Motivational Dog Training” from the website leerburg.com. Credit was not given to leerburg, nor was it listed as a reference for the article. The editor did not realize until after publication that it was a direct reprint and not an original composition.

In addition, complaints have been received on the graphic of the dog head and the caption stating “free body piercing” as it appeared twice in the winter edition. The editor did not notice the caption in pasting in the article. In the future, I will be more careful to review content and graphics to avoid such offensive errors.

In apology, Jennifer Saroka, ICJA Publications Editor

2012 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, 2012
Three (3) letters of Support must be
Attached.**

**Mail or email completed form to:
Kellie Bittorf, Executive Director
Lake County Community Corrections
2600 W. 93rd Ave., Crown Point, IN 46307
(219)755-3850ext.323 OR bittokj@lakecountyin.org**

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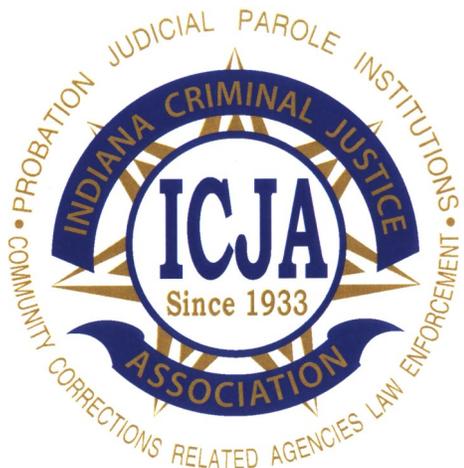


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 Email to: srunyon@voain.org or Call 317-686-9851

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