

ICJA Comment

INDIANA CRIMINAL JUSTICE ASSOCIATION SUMMER 2012

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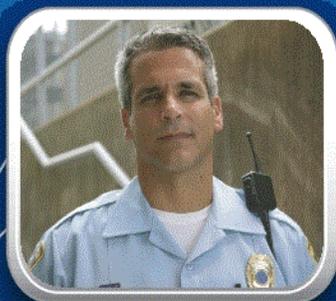
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**AMERICAN CORRECTIONAL ASSOCIATION CONFERENCE
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This issue of the ICJA
Comment is
 dedicated to the
 memory of Ed Cohn



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The ICJA Train Keeps Chugging

By Mary Leffler, ICJA President

Welcome to summer!!! If you are like me this season is the one that comes in and goes out in what seems like the blink of an eye. It's a great time, for those of us who work in this hectic and chaotic industry, to rejuvenate and spend some time in restful and fun outside activities. I encourage EACH of you to take time to fill up your tanks with fresh fuel (maybe not at \$4.00 a gallon) to keep doing the important and critical work of criminal justice.

Since my last report we have held all of the Regional Conferences. I was fortunate to attend each conference and was pleased with the quality of speakers and information we were able to share with those in attendance. A special thanks to Commissioner Lemmon for taking time from his busy schedule to welcome and greet each set of conference registrants!! This is another evidence of his strong commitment of our professional association. Be sure to check out the Regional Directors reports for full reports of the conferences. Great job! Special thanks to our Regional Directors - Bryan Pearson (Central), Dorothy Jones (Northern) and Ron Gibson (Southern), as well as to President-Elect Ryder who supported them through the entire process. Also, thanks go out to Eric Hoch who was available at each conference to provide members the opportunity to purchase ICJA merchandise. Be sure to check out the new arrivals we expect at the Fall Conference.

Speaking of Fall Conference, the Conference Planning Committee led by Director Linda Commons is putting together an exceptional training program, along with fun social and networking opportunities. Be sure to plan to attend October 3-5, 2012 in Indianapolis at the Crowne Plaza at Historic Union Station. A tentative agenda is in this issue! Check it out!

In this edition of The Comment you also see opportunities to apply for ICJA Scholarships. Don't miss your opportunity to be awarded \$750 to continue your educational goals! Additionally, it's time to think about whom among your peers is deserving of one of the many occupational awards that are presented at the Fall Conference. There is no better way to say "You are appreciated!" than to be nominated and receive an award from a community of your peers.

The 2nd Class of the ICJA Leadership Academy has completed 3 of their 4 courses and will be graduating at the Fall Conference. Check out the article in The Comment to learn how you could become part of the next class!!

Plans are underway for your delegate assembly to attend the American Correctional Association Congress of Corrections which will be held in Denver, Colorado from July 20-25, 2012. I will report in the next newsletter any pertinent information from the Congress.

In closing, I would be remiss if I did not acknowledge that there were those among our midst who suffered great personal loss and trauma as a result of the tornadoes in Southern Indiana earlier in this year. I hope that each person affected by the tornadoes is making progress to recover and heal from these devastating storms. A special acknowledgement goes to Superintendent Ron Gibson and his staff for leading in many of those community restoration activities. If you still would like to help, one way to consider helping your colleagues would be to make a donation to the Correctional Professional Assistance Fund of Indiana (CPAFI). To learn more, visit <http://www.in.gov/idoc/2854.htm>.

I remain proud to serve as your President.
Thank you for this opportunity!



ICJA: Picking up Steam to the Railroad of Success

By Michelle Ryder, Vice President/President Elect

This year the Regional Directors were full steam ahead with three great conferences. The Northern Brass hat, Dorothy Jones, brought in over 100 attendees up in Valpraiso. No one can accuse Bryan Pearson of having a one track mind, as he was definitely on the Right Track with having a one day Spring conference with many break out sessions that were very well attended and provided some great information on evidence based practices. Down South, our Dollyfloper, Ron Gibson, switched our gears toward progress by providing some great speakers that moved us through the History of Corrections, to the future of Generation Next. Congratulations to all of you for the hard work that you have put into the very successful conferences this year.

Our Board members and Strategic Planning members have been more powerful than a locomotive this year by keeping everyone focused on the goals and objectives of increasing membership, recruitment of student members and chapters, and providing a Leadership Academy that is bringing ICJA national recognition. Everyone is doing a fabulous job and we plan on keeping that steam to keep us in forward motion to success. Many presentations have been made to students at several colleges by myself, President Mary Leffler, and Eric Hoch. Christie Scott has done an excellent job with keeping on track with ACA and membership. Don't get derailed this summer and forget about recruiting ICJA future leaders for the following positions : Central Director, Director at Large, Membership Director and Director at Large Constituent Representative. More information will be rolling out your way!

Finally, don't get side tracked! Start making those plans and reservations now for the 2012 Fall Conference at Crown Plaza hotel in Indianapolis. Hop on the Crazy Train of Criminal Justice and let off some steam with your friends and colleagues! **All ABOARD!!!**

From The Executive Director

By Steve Ingram, CAE

WANT BALANCE IN YOUR LIFE? GET FOCUSED!

Finding the balance between work and personal life seems to be the hot topic today among my friends and colleagues. With all the performance expectations and demands from the fast-paced work environment, balance seems to be just out of reach for many of us.

According to Joan Gurvis, Center for Creative Leadership, focus is the new key to balance. She suggests that balance is not hours in the day, it's about choice. Gurvis offers the following strategies:

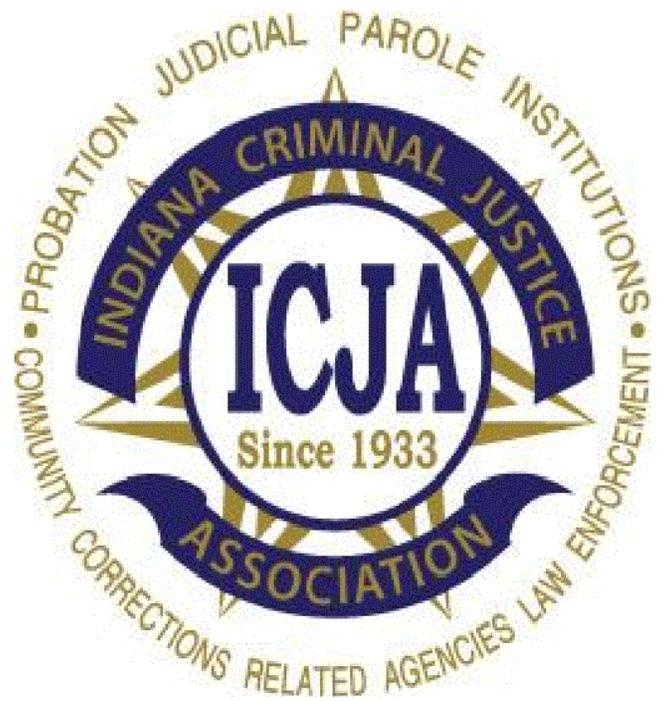
1. Get Clear on Your Values and Priorities – There is never enough time to do everything we want. Instead, push for clarity. Know your real priorities. What do you most value in your life and work? What action will have the real impact?
2. Decouple Time from Effectiveness – efficiency may not increase with intensity and longer hours. Delegating or leaving the office early (or at least on time) occasionally may actually help you to be more efficient.
3. Focus Your Energy – you get balance when you focus on your priorities. Turn off your email or Droid to focus on completing a task. Always do one thing at a time. Change mental channels every so often, such as take a walk between projects or phone a friend. And think small, meaning what small things are in your way, taking time away from more important activities or tasks? What can you discard?
4. Invest in Your Health – Diet and exercise support performance and effectiveness. And they can reduce stress and prevent illness.
5. Make Balance and Organizational Imperative – If you are focused on key priorities, then others will notice in your workplace and at home.

Make a list of your values and priorities and renew your focus on those. Greater efficiency and balance will follow.

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voice is lost
in this
ever-growing
criminal justice
organization?**

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so voices
can be heard!**

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expert is just
waiting to become
a new member...**



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ICJA / ACA Membership Application

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

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Job Title _____ Email Address _____

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City _____ State and Zip Code _____

Phone (Day) _____ (Evening) _____

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MEMBERSHIP CATEGORIES	1 YEAR	3 YEAR	HOUSEHOLD*
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<input type="checkbox"/> Professional II	\$75	\$215	\$115
<input type="checkbox"/> Executive Gold	\$100	\$290	\$150
<input type="checkbox"/> Associate	\$15		
<input type="checkbox"/> K-9	\$35	\$99	\$55

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The Adult Bully

*Submitted By: Rhonda Brennan,
Director at Large*

The following is taken from the article, "Action to tackle bullying at work" from Bully OnLine: web site of the UK National Workplace Bullying Advice Line

Younger people often say things just to be hurtful to others. Many of us were the targets of such comments or were source of hurtful comments to others. With time, we outgrew that behavior. Most adults do. Unfortunately, this is not true in all cases. Unlike the childhood bullies, the adult bully does so behind closed doors, with no witnesses and no evidence. The field that we have chosen often attracts the adult bullies. These people have Jekyll and Hyde type personalities: They have one face for others and a different one toward the object of their derision. If the targeted person calls out the bully, the bully will use their charm to lie convincingly to others. So how do we deal with the adult bullies? The article referenced above gives several steps to handle the workplace bully.

Step 1: Regain Control

The bully is seeking to control another by projecting their feelings onto them. They deride the person's performance with criticisms and allegations, which often contain only a grain of truth. The target of the criticism will see the partial truth and believe the bully. The hardest part is to recognize that the criticism is not valid. Nor does it really relate to job performance. Often the bully is using derision to gain control, something that they feel they are lacking, themselves.

Step 2: Plan for Action

You must learn to discern the difference between constructive critiques and derisive comments. Once a person realizes that they are being bullied they are empowered to act. In order to act effectively it is recommended that the person read up on the tactics used by the bully in order to recognize them. Many articles were referenced at the website regarding this topic.

Step 3: Take Action

The person being bullied must document what is happening and maintain that documentation in a safe place. Talk to others and tell them what you have observed. Be aware that a bully is often an effective manipulator of others and are adept at playing people against each other. Build a support network. However, expect that many colleagues you work with will shy away from you. Legal recourse is available but many people choose not to go this route. Stress is often a factor as such actions take enormous emotional, financial and physical tolls on the person. Know where you stand. If you are not able or willing to take action, you may consider leaving entirely.

Some employers will not get involved. Other employers will side with the bully. Fortunately, most employers have come to realize the destructive effects of workplace bullying and have created anti-bullying campaigns and policies. These employers have come to realize that bullies are bad for business and often cause the employer to incur vicarious liability for their behavior.

Step 4: Action Plan for Everybody

If you are not the victim of a bully, it is your responsibility to address bullying behavior that you observe. Once you become aware of bullying behavior you must report it. If you do not, you are accepting responsibility for the subsequent acts committed by that person.



News from the Constituents

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

- ◆ Best wishes to ChainO'Lakes C. F.'s Connie Miller who recently retired after 25 years of service to the State. Best of luck for a long happy, healthy retirement Connie.
- ◆ ED Richard Currie recently announced the promotion of Phil Sonnenberg to Regional Training Manager for the Northern Region. Best of luck Phil!
- ◆ WCC Supt. Mark Levenhagen recently announced the promotions of Unit Team Manager Tommie Horne, Correctional Captain Mike Reeves, Correctional Lieutenants John Creasy and Donald Winters, and Todd Marsh to Training Coordinator. Congratulations gentlemen.
- ◆ Miami C. F. Mark Sevier recently announced the promotion of Chuck Williams to Training Coordinator. Nice job Chuck.
- ◆ ISP Supt. Bill Wilson is pleased to announce the recent promotion of Tricia Roberts to the position of Unit Team Manager. Good luck Tricia.
- ◆ Wendy Knight, CIF Supt, recently promoted Capt. Larry Taylor to the position of Correctional Major. Congratulations Major Taylor.
- ◆ IWP Supt. Steve McCauley was pleased to announce his recent promotion of Major Ken Wiltsie. Good luck Major Wiltsie!
- ◆ Congratulations to the following DOC personnel who were recognized recently at the Statehouse by receiving the Governor's Public Service Achievement Awards: Mike Callahan, Jan Tyree, Laura Walker, Tom Lucas, Brent Myers, Dushan Zatecky, Mark Olson, Julie Haynes, Linda Barker, Matthew Eby, Jason Fedeler, Mark Sevier, and Mike Herron.
- ◆ Kudos to Pendleton Juveniles' Gerald MacMurray for his appointment to serve as Lead Instructor for the Facilities' Future Soldier Program, and to newly promoted Sergeants Angel Steele, Jeff Cox, Brittany Wilson, and Joe Spiker, and Safety Hazard Manager Nakuma Stone.
- ◆ After 40 years of State Service Pete Taylor is retiring as Safety/Hazard Manager from the Plainfield C. F. Best wishes Pete and thanks for your decades of service.



2012 Fall Conference At A Glance

Tuesday, October 2

8:00 am – 4:00pm	Pre conference sessions
10:30 am – 4:00pm	Golf Outing
12:00 pm - 4:00 pm	ACA Certification testing (must pre-register with ACA)
6:30 pm -	President's Reception and Dinner (Invitation Only- Skyline Club)

Wednesday, October 3

7:30 am – 4:00 pm	Registration Open
7:30 am - 4:00 pm	Voting Open
10:00 am - 11:45 am	Opening Procession & Keynote
11:45 am - 12:00 pm	Break
12:00 pm - 1:45 pm	Awards Luncheon (all attendees invited) – Grand Hall
1:45 pm - 2:00 pm	Break
2:00 pm - 3:00 pm	Workshop Sessions 1
3:00 pm - 3:15 pm	Break
3:15 pm - 3:45 pm	Regional Caucuses (North, Central, South)
3:45 pm - 4:00 pm	Break
4:00 pm - 5:00 pm	Workshop Sessions 2
5:00 pm -	Dinner on your own
5:30 pm -	Fun Run / Walk for Charity (meet in registration area)
5:30 pm - 6:30 pm	Exhibitors Reception (invitation only)
6:30 pm -	DOC Reunion

Thursday, October 4

7:30 am – 3:30 pm	Registration Open
7:30 am – 3:30 pm	Voting Open
8:00 am – 9:00 am	Workshop Sessions 1
9:00 am – 9:15 am	Break
9:15 am - 10:15 am	Workshop Sessions 2
10:00 am - 12:00 pm	Past Presidents/Lifetime Members Brunch (by invitation only)
10:15 am – 10:30 am	Break
10:30 am - 11:30 am	Workshop Sessions 3
11:30 am - 1:00 pm	Vendor's Opening & Lunch on your own
1:00 pm - 4:30 pm	Local Facility Tours (space is limited, registration required)
1:00 pm - 2:00 pm	Workshop Sessions 4
2:00 pm - 2:15 pm	Break
2:15 pm - 3:15 pm	Workshop Sessions 5
3:15 pm – 3:45 pm	Break w/snacks & time to visit exhibitors
3:45 pm - 4:45 pm	Workshop Sessions 6
5:30 pm - 6:30 pm	Vendor's Closing/Door Prizes – must be present to win
6:30 pm - 12:00 am	Fun Night with Dinner (all attendees invited)

Friday, October 5

8:30 am - 9:30 am	Workshop Sessions 1
9:45 am - 10:30 am	Brunch
10:30 am - 11:30 am	Closing Keynote
11:30 am - 12:30 pm	Business Mtg; Election Results; Retire the Colors (Grand Hall)

79th Annual I.C.J.A. Conference Registration Form

All Aboard



Crowne Plaza at Union Station, Indianapolis, IN | October 2nd – 5th, 2012

NAME: _____	TITLE: _____
AGENCY: _____	ADDRESS: _____
CITY: _____	STATE: _____ Zip Code: _____
PHONE: _____	E-MAIL: _____
DATE: _____	ICJA NUMBER: _____

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

PLEASE NOTE: EARLY REGISTRATION ENDS JULY 23RD, 2012

NOTE: NON-MEMBER RATES INCLUDE REGISTRATION & MEMBERSHIP TO ACA/ICJA FOR ONE YEAR

	MEMBER	NONMEMBER
Full 3-Day Conference (Before July 23, 2012).....	\$145.00 _____	\$180.00 _____
Full 3-Day Conference (After July 24, 2012).....	\$150.00 _____	\$185.00 _____
Full 3-Day Workshop No Meals.....	\$125.00 _____	\$160.00 _____
ONE DAY I.C.J.A. OR Non-Member Rate		
Tuesday Pre-Conference, Wednesday (Meal Included), Thursday (Meal Excluded)	Tuesday..... \$90.00 _____	\$125.00 _____
	Wednesday..... \$90.00 _____	\$125.00 _____
	Thursday..... \$90.00 _____	\$125.00 _____

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Activities: Charity Fun Walk – Donations Accepted however **No Fee** to participate- Register: Yes: ___ No: ___

Do you have purchasing authority or influence with purchasing decisions? Yes: ___ No: ___

*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 NABCI, I

Agencies paying by voucher **must** submit registration by **Monday, September 24th, 2012**

ALL Registrations are final "There are NO REFUNDS"

Please submit registration forms to:
 I.C.J.A. 2012 Annual Conference
 Mavis Grady, Registration Chair
 9310 South State Road 67
 Pendleton, IN 46064
mgrady@idoc.IN.gov
 (Call 765-778-3778 ext. 2113 for information)

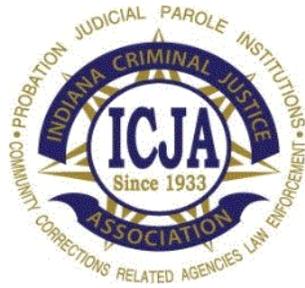
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Indiana Criminal Justice Association 2012 Charity: NAMI – National Alliance on Mental Illness

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**ICJA BOARD OF DIRECTORS
2012 NOMINATION FORM**

Your Name _____ Phone _____

Your address _____

Name of Nominee _____

Nominee's Address _____

Nominee's Employer _____

Offices up for Election –October 2012

___ Central Director

___ Director at Large Governance

___ Membership Director

___ Director at Large Constituent Representative

Membership (number of years in organization) _____

Education and Special Training _____

Professional Organizations to which nominee is a member _____

Position Statement (way in which nominee would contribute toward goals and mission of the ICJA)

A photo must be submitted with the nomination form by Friday, June 29th, 2012.

Mail to: Michelle Ryder, Marion County Jail II, 730 East Washington Street Indianapolis, IN. 46202

Email to : Michelle.Ryder@cca.com.



ICJA BOARD OF DIRECTORS STATEMENT OF UNDERSTANDING

This will acknowledge that I have read, reviewed and understand the duties and responsibilities associated with the director position with the Indiana Criminal Justice Association (ICJA) for which I am seeking election.

If elected, it is my intent to fully fulfill those responsibilities as outlined to the best of my potential.

Position for which I seek election: _____

Name of Candidate: _____

ICJA/ACA Member Number _____

Signature: _____ Date: _____

Return this form with your nomination packet & photo to:

**MAIL TO: Michelle Ryder, Marion County Jail II
730 East Washington Street, Indpls, IN. 46202**

EMAIL TO: Michelle.Ryder@cca.com

-----DO NOT WRITE BELOW THIS LINE-----

Received by the Nomination Committee Chair

- Nomination Form
- Statement of Understanding
- Photo
-

Signature: _____ Date: _____



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Central Region Report

*By Bryan Pearson,
Central Region Director*



The Central Region held its spring conference on May 4th at the Valle Vista Health System in Greenwood. There were over 70 in attendance with 8 Corporate Exhibitors. The morning started with ICJA President Mary Leffler, Commissioner Bruce Lemmon and Federal Judge Ken Foster as guest speakers. There were two key presentations in the morning and 6 breakout sessions in the afternoon. The breakout sessions were a different approach from the programs in recent years and received positive comments from attendees.

The Central Region Merit Award was presented to Bob Ohlemiller for his work on setting up 8 workshops with a diverse subject matter as the Program Chair this year. Bob is a Life Member and has been involved in ICJA actively for many years. He has served as the Fall Conference Chair and on several committees.

An Outstanding Corporate Partner plaque was presented to Valle Vista for hosting the conference at their facility for two years. They provided the breakfast and lunch both years and were very accommodating. I cannot say enough about how I appreciate what they did. The profit from the Central Region Spring Conferences would have been less than half of what was generated for both years if not for their generosity.

The Central Region Director position will be open for election at the Fall Conference. I will not be running for it. This is a great opportunity to be a more involved member of ICJA and to develop or improve your leadership skills. You will need to get your nomination form and picture submitted to President Elect Michelle Ryder or myself by the beginning of July.



Southern Region Report

*By Ron Gibson
Southern Region Director*

The Spring Conference was held in Columbus on April 24th. We had around 30 attendees. With the vendor fees and registrations, we just broke even on this event. We did raise \$72 for NAMI. Thank you to Eric Hoch for setting up and selling the merchandise. Another big thanks to President-Elect Michelle Ryder for presenting a session and to President Leffler for her support and attendance.

I have a couple of members that I am going to try and convince to throw their names in the hat for the upcoming elections. I am hoping if we can get more involvement in the southern region as board members, that it could bolster the participation from the southern membership in all other events.



Former KY DOC Commissioner
John Reese Presents

Northern Region Draws 108 to Conference in Valparaiso, Indiana

*By Dorothy Jones
Northern Region Director*

Sheriff David Lain welcomed the attendees of the Indiana Criminal Justice Association's 2012 Northern Region Spring Conference to Porter County. He spoke on the great challenge of an overburdened and glutted system of substance abuse offenders. Speaking to one hundred and eight members who met at the conference April 27th in Valparaiso, he said some 95 percent of the correctional population is infected by the drug problem and the future hope of the community lies within the correctional system. Sheriff Lain noted they are addressing the crisis with all the resources available and emphasized to do less would lead nowhere. "Doing nothing always doesn't work," he said putting it in double negative context.



It is a problem that Commissioner Bruce Lemmon also addressed. The Commissioner said one solution may lie in part within the realm of Community Corrections. Of the ninety-seven percent of offenders released, thirty-eight percent will return. The issue is so important that Commissioner Lemmon is scheduling a special conference later this year to address the issue.

Recidivism was just one of a myriad of challenges discussed but as important for this day were the successes that members from the northern tier of Indiana Counties had realized as leaders in the field of corrections.

ICJA President Mary Leffler addressed the guests regarding the importance of the ICJA mission and how its growing membership at 750 serves the communities through the preparation of offenders for release, training of staff and educational opportunities.

Keynote speaker, Mr. Jack Duckworth, retired Warden of the Indiana State Prison from 1976 to 1989 spoke in reverent tones of these leaders and the correctional system with such facilities as the Indiana State Prison – its longevity and importance – how it was in operation before Lincoln's Gettysburg Address or Custer's Last Stand. The veteran staff member said Indiana correctional staff had made a difference. Through a multitude of stories he praised staff that needs not to be pushed to obtain excellence for they were like "watches, dependable useful and fine tuned".



Each year the ICJA Northern Region presents the Merit Award to one of their members "In recognition of their outstanding dedication to the field of criminal justice". This year's recipient was Christie Scott! Ms. Scott is a lifetime member of ICA/ACA, veteran of the IDOC with 25 years of service, and current ICJA Membership Director. In Christie's term as director she has made considerable strides in updating the membership database. After all, an organization is only as good as their members. She is as her co-workers call her, "the glue that holds the Training Department together" Congratulations Chris

Members came from every realm of criminal justice. In addition to correctional staff were, parole agents, adult and juvenile probation agents, judges, superintendents, assistant superintendents, program directors, training coordinators, support staff, unit team, chaplains, community correction staff, law enforcement, and retired correctional staff.

- The Colors were presented by the Camp Summit Honor Platoon under the command of W.O. Eduardo Lozano
- La Porte County Detective Brian Piergalski presented information on Identity Theft
- Lake County Superior Court Judge Thomas Stefaniak Jr. spoke and answered questions on the Judicial Process
- Marc Kniola PSSS/South Bend Juvenile provided a lively and interactive workshop on Juvenile Treatment
- IDOC Apprenticeship Director Doug Evans and Lisa Williams, Apprenticeship Manager spoke on the benefits of the Department of Labor's Apprenticeship Programs

Each year the ICJA selects an organization as their charity. This year's organization is National Alliance on Mental Illness of Indiana. A total of \$570.00 was raised during the day's events on behalf of NAMI of Indiana.

ICJA Northern Region Director, Dorothy Jones summed up the conference by saying, "The conference provides a wonderful opportunity to share experiences and learn from each other. Noting the year's accomplishments and recognize those having achieved them". Numerous comments have been received by those in attendance such as "very enjoyable and informative", "great location", "motivating and helpful" and "right on target". "All of the day's events would not have been possible without the great committee members, Nicole Doctor, Jackie Salyer, Pat and Jim Kimmel, Marion Thatcher, Tommie Horne, Pam James, Ivan Jones and Lynette Collins".





From the Archives

By Jack Harlow

The following is a reprint from the Summer 2004 Comment written by Ed Cohn, titled "Reflections". 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.

Semper Fi,
Jack

"REFLECTIONS" by Ed Cohn

I completed my masters at IU and destiny called. Off to Michigan City, where I remained at the prison for six years as Assistant Superintendent. Friendships developed with Ron Batchelor, Chuck Penfold and Herb Newkirk. There is no way I'll share stories about these guys. However, there is one related to golf. Ron introduced me to the game in the prison golf league. He loaned me a set of clubs because I didn't know if I would like the game and therefore, didn't want to make a big investment. He figured if I liked it, I would buy those clubs. Well, as it would happen, I broke the two wood on a tree limb, trying to hit out of a hazardous area. When asked at the end of the season if I planned to buy the clubs, I told Ron, "No, it's not a complete set." What a volatile verbal reaction! Not many people got one up on Ron professionally or socially.

While at Indiana State Prison (ISP), I experienced riots, homicides, suicides, hostage situations and Steven Judy's execution. Related thoughts and comments will show up in my book. There will probably be a few golf and bowling league stories thrown in also.

LaPorte County Probation was always active in ICA. I remember Virginia Able from my early days and Shirley Griffin, who retired about three years ago. Both provided leadership in their agency and ICA.

December 1983 brought another assignment change as I was promoted to Superintendent of the Putnamville Correctional Facility (Indiana State Farm). The facility was in transition from minimum security to medium security for felons. The staffing was interesting as Putnamville is located in west central Indiana between Indianapolis and Terre Haute. Recruitment was, and still is, difficult. It was not uncommon for many members of a family to have worked

at the "farm". In fact, the facility "family tree" looked more like the Hoosier National Forest. One memory that stands out is when there was a serious illness or death; many people were absent from work. Also, if I reprimanded an employee there were at least fifteen others upset with me because they were all related!

One former Putnamville employee and active member of ICA (past president) is Dottie Stanfill. She completed her degree and moved on to teach at Vincennes University.

Pendleton was the next stop, seventeen months later. I had always heard that the Reformatory was a make or break job. During my four and a half years as Superintendent, I found out. This maximum-security facility experienced numerous difficult times prior to my arrival and it didn't change after I settled in, at least for a while. Inmate homicides, cell house takeovers and the destruction of the disciplinary segregation unit resulted in the violation of a Federal Court order related to the utilization of soft restraints. Based on circumstances, the most secure restraints, for obvious reasons, were used. Security and control were important for us to function. However, Federal Court orders take precedent and are not to be ignored. An investigation followed and I was on a ten-week paid vacation during that time. Without going into additional details, I will only state that the communication process between central office and the facility experienced a gap that might have prevented this unfortunate situation if the appropriate people had been on top of everything and acted accordingly. I was delighted when Craig Hanks, Assistant Superintendent, located documentation that he authorized earlier. As "the man", the "captain of the ship" and "superintendent", I received attention

From the Archives continued

from the liberal faction of society but I must say that the media was fairly supportive in its reporting.

These incidents were the catalyst to modifying a cell house, with a lot of expanded metal and initiating the first super-max concept for Indiana. Also, during my "vacation", which was in the heart of the summer, I lowered my golf handicap to nine. However, I would recommend a golf academy for improvement rather than the way I did it.

Governor Evan Bayh and Commissioner Jim Aiken sent me to the Government Complex in Indianapolis in August of 1991 as Director of Security and Emergency Response Operations to plan and implement a security program for the DOC, cross training and working with related agencies across the state was a part of this plan. Concentration was given to expanding the existing K-9 program. We also developed the critical incident stress management teams to support all the components of ERO, including a more sophisticated Situation Control Team (hostage negotiations). We spent a lot of hours at Camp Atterbury, the Law Enforcement Training Academy and Westville (Correctional Training Institute).

The interesting part about this assignment is that it was done without a formal budget the first year. The Commissioner stated that the money would come from the facilities. He and/or John Nunn would advise the Superintendents of the situation. After a period of time spent recruiting staff, staying in training mode for one to two weeks at a time, ordering weapons, equipment, supplies and uniforms, the cost was deferred to the facilities. Needless to say, many Superintendents used my name in vain. Someone had failed to explain to them what was happening and why. I was taken off a few Christmas card lists that year. However, that is said and done. Today Indiana is highly regarded in emergency response operations nationally. I'm very proud of this.

During my tenure as Deputy Commissioner of Programs, I had the opportunity to work with the Community Corrections programs being developed in many of our counties. Good programs and good people, - very innovation when funds were limited.

My year and a half as Operations Deputy Commissioner was full of experiences, which prepared me for the next four years and four months as Commissioner. Budget hearings, caucus meetings, Legislative hear-

ings, meeting with advocate and special interest groups made me wonder why I would ever consider the Commissioner's post.

With individuals and groups who come at the Commissioner from the philosophical left and right, the wee hours that I left the office to go home and it just felt good that every inmate had a bed – at least for that night. It's impossible to make or keep everybody happy. One should never try. My management philosophy was to try and make the best decision on an issue with the information available at the time. Depending on whom you talk to, Ed Cohn, is a liberal or he is an ultra conservative. Being Commissioner affords you the opportunity to be scrutinized by a lot of different people from various walks of life. I believe that not being labeled as an all the time liberal or conservative is good and I must have had balance to my decision-making. Of course, taking a poll of employees and inmates regarding smoking and the discontinuing of such a practice will bring interesting comments.

I have had an interesting career and it has continued with my employment as Executive Director of the National Major Gang Task Force. Many people have helped me along the way. Some have been mentioned already, others are remembered just as a meaningful experience. The Indiana Correctional Association has played a big part of my life. Northwest District, Conference Program Chairman, Conference General Chairman, President and numerous committee chairs have been time consuming, but fun. I'll never forget people like Marge Barker, Ed Tomlinson, Russel Rea, Don Phillips, Clementine "Tiny" Barthold, Elvera Riggs, Neil Hannon, Rose Buchanon, Marilyn Neiquist, Steve Smith, Dick Green, Jim Hmurovich, Jim Harlow and Bart O'Connor to name a few. These folks represent many agencies throughout our state.

Have the past 40 years been a challenge? Yes.

Have the past 40 years been rewarding? Yes.

Would I do it again? Probably.



ICJA Scholarship Criteria

By Dave Leonard,
2012 Scholarship Chair

ICJA will award three (3), (One to each of the three regions), \$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.

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2012 ICJA SCHOLARSHIP APPLICATION

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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





ICJA SCRAMBLE GOLF OUTING

TUESDAY, OCTOBER 2, 2012

**** 10:30 AM TEE TIME ****



BLUFF CREEK GOLF COURSE

2710 S. Old St. Rd. 37, Greenwood, IN
317-422-4736 Bluffcreekgolf.com

Directions: From I-465 and US 37/Harding exit south side, go south on US37. Approximately 9 miles, turn right at Stones Crossing and follow curve around and there is Bluff Creek Golf Course. If miss Stones Crossing, then next road to right there is flashing lights on sides of road, turn right there and make right hand turns to go to golf course. Or about another 1/4 mile on US37 and you would be at St. Rd 144 at stoplight, turn right and then turn right at next road and go north about 1/2 mile to golf course.

Golf outing is for ICJA Members and Corporate Sponsors or Exhibitors and Attorneys and Criminal Justice guests. Fee is \$40 for “ICJA members only” for golf, coffee and doughnuts, lunch, door prizes, and plenty of fun. SEE other rates for non-ICJA members. The usual skins, longest drive, longest putt, closest to the hole, and top teams and bottom team will win a prize package. Mulligans are available!!! The Skirt and Ten-Inch String and Solo and Putting contests are back this year and included in the Super Ticket for \$15

Any proceeds will go to the 2012 ICJA Charity: “NAMI”

NAME(S) or TEAM OF FOUR:

TEE TIME 10:30a.m.

FACILITY/AGENCY: _____

Telephone: _____ e-mail: _____

Cost: \$40 per player (make check to ICJA)

OR register on the conference registration form.

NON-ICJA MEMBERS: \$55 “per player”

Or \$75 for “ICJA membership and golf”.

Major Sponsorship: \$500 (includes golf for four and signs)

Please mail to: **ICJA Golf**
1202 N. Pennsylvania St.
Indianapolis, IN 46202

Questions: hoccs1202@att.net

JOIN ICA/ACA for \$35

Occupational Award Criteria

By Kellie 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.

Occupational Award Criteria, Continued

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.

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 open to any person who has offered assistance to any public or private center, facility, institution, agency or program in the criminal justice field.



is

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 _____

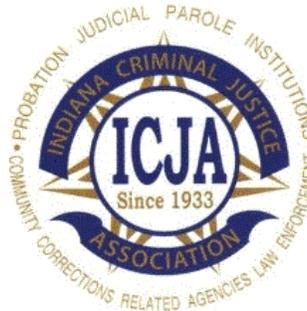
Work Relationship to Nominee _____

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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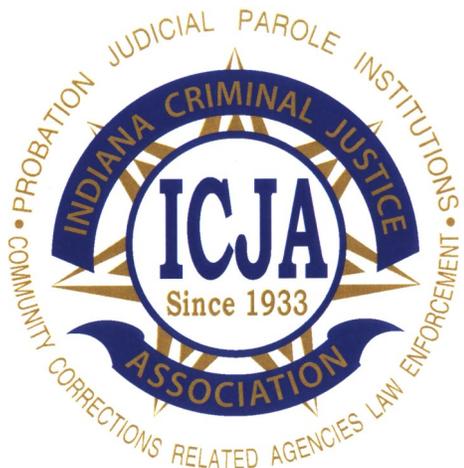


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