



# OFFICER OF THE YEAR BANQUET CELEBRATES SUCCESS

The 2009 Michigan Department of Corrections Officer of the Year was recognized during a ceremony held at the Kellogg Center in East Lansing on May 6, 2009. Officer Donna Houtz of Lakeland Correctional Facility (LCF) was selected as the department's Officer of the Year. The ceremony also recognized officers from each correctional facility throughout the department as well as officers who serve in the two Field Operations regions.

The Officer of the Year Banquet, supported by the MDOC and the Michigan Corrections Organization, is the preeminent event to publicly recognize the value and efforts of our correctional officers. It is the one time each year where the best of the best gather to share their success, their challenges, and their respect for one another.

In difficult times, events like the Officer of the Year Banquet become more valuable because they continue to recognize the importance of the work corrections officers do, while emphasizing their role in the success of the Department. All of the corrections officers recognized at the ceremony lead the way at their respective work site, doing the job with excellence and professionalism.



*From left: Director Patricia Caruso, Officer of the Year Donna Houtz and LCF Warden Carol Howes.*

## PROFESSIONAL EXCELLENCE AWARDS RECOGNIZE JOB WELL DONE

Twenty people have recently been recognized with Professional Excellence Awards for their outstanding achievement. Cheryl Groves and Ray Wolfe were chronicled in a recent FYI article regarding their acceptance of the Director's Award in addition to their Professional Excellence Award. The others receiving Professional Excellence Awards include:

Prisoner Build Team Leader **Arthur Adam** has been recognized for his leadership in the development of products directly benefiting citizens of Michigan. The state park cabin project was completed in 2008, with the development of 16 new state park cabins for use throughout the state park system. Arthur also lead the development of 90 bunk beds for Genesee County foster children and built sheds for habitat homes in Michigan.

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Mr. Adam's team approach and guidance with offenders also helps prepare them for re-entry into society with the attitude and the skill set needed to succeed. His enthusiasm and professionalism are reflected every day in his leadership.

Inspector **Larry Brown** of the Michigan Reformatory is recognized for his diligence and competence in gathering information that helped solve criminal cases, while enhancing the safety of the prisoner population. Brown has worked to help gain convictions in a cold case involving a missing girl who had been murdered and in a murder-for-hire plot that involved a drive-by killing. Brown is highly professional and epitomizes the MDOC vision and values. He takes his work very seriously, showing genuine concern for staff and prisoners.

**Steve DeBor** is the Administrator of the Office of Research and Planning. His ability to deliver high quality analytical analyses coupled with his excellent communication skills have benefitted the MDOC in innumerable ways. Steve's unique personality and ability to provide the right information under pressure have been instrumental in the success of the department. He applies a common sense approach to the job, with leadership intangibles that his employees value. Steve remains one of the key assets to the department, ensuring that current and future policy makers have the information they need to keep the department on course.

Parole/Probation Officer **Anthony Dickson** works at the Lake County Parole/Probation Office. He assists offenders in helping them become successful members of society by developing goals and establishing ways to meet those goals. Anthony is fully engaged in the Michigan Prisoner ReEntry Initiative. He believes offender change comes when they are challenged to

think and act in pro-social ways. Anthony brings a commitment to excellence, professionalism, and consistency to all that he does with the MDOC.

**Kim Eisenbeis** is the Supervisor of the Livingston/Shiawassee Parole/Probation Office. She is recognized for her willingness and enthusiasm to implement new and innovative programming within field operations. She has implemented new programs wherever she has worked, leaving a lasting and valuable improvement. Kim is involved in the implementation and development of "Response to Offender Non-Compliance" policy that will affect how the department deals with non-criminal parole and probation violations. Kim shows a professional demeanor and willingness to embrace new ideas.

Inspector **Fred Funston** has been instrumental in helping the Michigan State Police with several criminal investigations. Fred has foiled multiple attempts to introduce drugs and dangerous contraband into his correctional facility. He also assisted law enforcement officers in the apprehension of a wanted criminal who was armed and dangerous. Funston has a positive demeanor. His professional integrity and determination to succeed on the job have been lauded by his peers and supervisors.

FOA Manager **Sandi Hoppough** oversees the Office of Parole and Probation Services and the Tuscola Residential ReEntry Program (TRRP). Sandi has consistently taken on new responsibilities and challenges promoting the principles of the Michigan Prisoner ReEntry Initiative (MPRI). She has been instrumental in the introduction of several innovative programs at the TRRP including the BRIDGES program addressing domestic violence.

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Sandi is a positive reflection on the department and a true professional.

Chief Accountant **Tim Johnson** works for Michigan State Industries (MSI). Tim developed and implemented several cost-saving procedures within MSI that continue to generate savings. He enhanced communication and consolidated operations, saving over \$2 million while keeping morale up. Tim carries out his duties with professionalism and wisdom that allow him to be a positive role model and leader among his peers.

**Jay Ketcik** is an Operations Manager for Michigan State Industries (MSI). Jay assisted with consolidation of MSI, Prisoner Education, and Prison Build into a new Office of Employment Readiness. His historical perspective helped the new administrator make sound decisions about the consolidation. He recognized potential problems and found solutions so the project could move forward. His efforts established an atmosphere of collaboration and teamwork throughout the work unit.

**Chester Krupairz** is a parole/probation agent in Otsego County. He oversees several specialized caseloads. Following the death of a co-worker in 2007, Chet stepped in and adopted the successful principles on the Michigan Prisoner ReEntry Initiative (MPRI) as part of his daily operating procedure. Once known as for his rigid stance on parole violators, Chet embraced newly introduced methods of supervising parolees. Chet has become a role model and leader for others to follow regarding the positive application of MPRI principles.

**Meegan Lange** is a parole agent in Lapeer County where she oversees specialized offender populations. She embraces the Michigan Prisoner ReEntry Initiative (MPRI), ensuring that other staff and offenders benefit from the value

of the initiative. Meegan strives to meet the needs of offenders under her supervision. She makes sure that parolees have access to the resources they need to be successful, finding ways around or over barriers that may inhibit their ability to be successful on parole. Her motivation to help others is an invaluable asset that helps her deliver high quality service to her parolees.

**Thomas Mackie** is the Deputy Warden at Kinross Correctional Facility. Tom is an innovator. His major innovation at KCF was the introduction of an electronic system called Institution Management Systems (IMS). The system tracks a variety of prisoner-related areas, making it easier for staff and enhancing the accuracy of actions taken regarding prisoner activities, classification and property. Mackie continues to show an intense devotion to helping coworkers succeed.

Psychologist **Brian Majerczyk** has been recognized for delivering psychological services to prisoners and developing skills for staff. He demonstrated his abilities as the team leader, taking on duties at both Pugsley Correctional Facility and Oaks Correctional Facility. Brian continues to excel in his position, even helping Standish Correctional Facility with psychological services delivery while maintaining a positive attitude and being a solution finder when called upon. Brian is widely respected by his peers and is considered a valuable asset by his administrators.

**Terry Malloy** serves as the Regional Health Administrator for Region I. With almost 30 years experience in corrections, Terry has worked a variety of positions in the Bureau of Health Care Services, starting as a staff nurse. Because of her rich background in correctional health care, Terry is able to make effective

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decisions and implement sound procedures that make sense and can be easily applied to the workplace. Terry has stepped up to every challenge, serving as the BCHS Administrator when asked and covering other health care regions when asked to serve. Terry leads with unwavering integrity and leads by example, challenging others to meet the department and state values on a routine basis.

Offender Re-entry Manager **Anthony McCloud** has been recognized for his management of the Michigan Prisoner ReEntry Initiative (MPRI) Phase I implementation in correctional facilities throughout Michigan. His efforts include mapping the rollout of MPRI, delivering COMPAS training - a program used to classify prisoners and identify specific needs of the prisoner, and serving on more than 10 committees that support the development and delivery of MPRI services. Anthony is currently assisting in the rollout of Collaborative Case Management, the overarching program that guides the new way of doing business in the Michigan Department of Corrections.

Parole Supervisor **Kirk McVittie** is the longest serving supervisor in the Outer District Parole Office. His ability to take on new tasks and responsibilities shines at a time when state employees are all being asked to do more with less. Kirk supports the principles of Collaborative Case Management and was engaging in this philosophy of offender management before it became the norm in corrections. Kirk is a conscientious employee who remains optimistic and positive throughout the changes in the department. He is always there to help and takes the time to understand issues and find solutions with his agents. Kirk has an open door policy that helps him stay accessible to his staff even in the most stressful times. He remains an asset to the

department and continues to do his absolute best each day.

Warden **Thomas Phillips** retired this year, but not before being recognized as one of the best. Warden Phillips was instrumental in the incorporation of MPRI initiatives into the department. He chaired several key committees, providing keen insight and representing the best interests of the department with impeccable character and professionalism. Tom worked with community agencies to help give back to the community. In 2008, the prison he oversees, Puglsey Correctional Facility, gave over 18,000 pounds of food to community agencies in need. Warden Phillips was an asset to the MDOC, the community, and the people around him. He is missed in retirement.

Regional Business Manager **Carol Wilson** helped consolidate operational functions in Region III. Carol developed and coordinated regionalization plans for the business offices in the region and helped consolidate prisoner store operations throughout the region. Carol takes a common sense approach toward her work. She lives the MDOC slogan of "Expecting Excellence Every Day," and embodies the values of Excellence, Integrity, Inclusion, and Teamwork.

If you know one of these people, please take a moment to congratulate them. While each has been individually recognized for their accomplishments, they will all admit that it takes teamwork, support, and a collective resolve to improve the Michigan Department of Corrections. While they were each recognized this year, there are so many people within the department who deserve recognition on a daily basis for their efforts to improve the MDOC and ensure it remains a national leader in correctional policy and programming.





## NEGOTIATIONS MAY BRING CALIFORNIA PRISONERS TO MICHIGAN

The Michigan Department of Corrections and the California Department of Corrections and Rehabilitation are engaging in ongoing discussions about housing California prisoners within vacant Michigan prisons. Michigan has a declining prisoner population and will have vacant facilities in the near future as a result. California is under a federal order to reduce the population of its overcrowded prison system, and has already placed prisoners under private supervision at prisons in three other states.

Recently, Governor Jennifer M. Granholm sent a letter to California Governor Arnold Schwarzenegger offering Michigan prison space to California. Last week, Michigan sent MDOC officials to California to discuss the proposal. California recently visited Michigan to tour facilities that may suit them.

Michigan and California are both dealing with serious budget issues and unemployment concerns. Both states would benefit from this cooperative venture. California would be able to house prisoners in Michigan, where the annual per prisoner cost is about \$12,000 less than in California. If California chooses to use the prisons in Muskegon and Standish, many correctional employees would remain employed and those communities would be spared further distress in tough economic climate.

California won't do any better at finding well-trained and professional staff to supervise and provide services for their convicted felons. Michigan has among the best correctional staff in the nation, who are delivering re-entry programming that is also quickly becoming a national model.

While there are still some issues to consider and no deal has been reached between the two states, this proposal appears to make sense for both states at a time when each is struggling to enhance their economic situation.

## SCF CLOSURE CLOSES BOOK ON SITE WITH A HISTORY OF HOUSING WOMEN PRISONERS

Robert Scott Correctional Facility (SCF) transferred the last of its prisoners to Women's Huron Valley Correctional Facility (WHV) on May 20, 2009, completing the consolidation of women prisoners. Many of the employees from SCF also transferred to Huron Valley.

SCF employees worked together with a sense of teamwork and accomplishment as they progressed through the closure process. Acting Warden Heidi Washington was proud of the hard work and dedication that staff displayed to get the prisoners moved and the facility closed. Staff met every challenge, and in the end succeeded in their efforts to get the job done the right way without any significant



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issues. While many staff were sad to see SCF close, they are excited to start a new chapter of their careers.

Once everything is removed from SCF, the facility will be turned over to the Department of Management and Budget as surplus property. Interested developers have already inquired about purchasing the property, which is just south of a sprawling community park and across the street from restaurants, home improvement stores, and a strip mall.

## RMI STAFF, AED SAVE OFFICERS LIFE

On June 22nd, Michigan Reformatory (RMI) Officer Michael Psenski had a brush with death. Officer Darla Minard ran through the control center door, shouting, "I need the AED, officer Psenski has collapsed."

As she left to retrieve the AED (Automatic External Defibrillator), Minard's husband Scott, the front desk officer that day, called healthcare and Control Center for assistance. Several staff ran to the scene, arriving to find Officer Psenski lying on the floor in an unresponsive state.

Officer Ronald Fitzpatrick started CPR after assessing Psenski's condition. Lt. Patrick Nielsen placed the AED pads and administered one shock, which kept Psenski alive. Prior to the shock, Psenski skin was turning pale and blue, the nursing staff RN Tony Croll, RN Joshua Langdon, and Nursing Supervisor Robin Miller responded with an oxygen tank, and RN Croll proceeded to check for pulse and read the AED and there was none. Officer Hutchinson a close friend to officer Psenski, accompanied him by ambulance to the hospital. Sgt. Bradford provided clear instructions to all necessary staff and cleared the area for advanced life support personnel upon their arrival.



Psenski was discharged from the hospital three days after the incident. Psenski's doctor told him he was lucky to be near an AED with people who knew how to use it; otherwise he would not be alive today.

The first responders (Custody and Healthcare) did an excellent job remaining calm and focused during Psenski's health emergency. Their training and teamwork saved Officer Psenski's life. In an odd coincidence, the RMI's Human Resource Developer Sani Abbas was in the Control Center preparing to conduct P.A. 415 2009 CPR practical training for the afternoon shift on that day. He had a pretty good story about the importance of CPR and AED use to kick off the days training program.

## FYI NEEDS YOU !!

*Wanted - someone who can challenge others to think about their purpose in corrections and in life. They must be able to get people to think about how their actions and behaviors influence others and their environment. You need not be politically correct at all times, but you must be truthful and sincere. A sense of humor is a must, and a sense of reality is equally important. If you would like to submit an article to FYI, please send it to [cordeljic@michigan.gov](mailto:cordeljic@michigan.gov).*





## FOR THE HEALTH OF IT: LISTEN, LOVE, LAUGH

For many of us parenting may be the most rewarding important job there is...it may also be the most difficult. Parenting is filled with wonderful moments and many rewards. Raising children can also be demanding, exhausting and overwhelming.

Three important elements in parenting are: listen to your children, love them, and laugh with them.

The following parenting tips may be useful to you:

- Spend quality time with your children.
- Create work/life balance between work schedules, activities outside the home, and family time.
- Assist your children in being able to express themselves and listen to what they have to say. Listening is critical because it helps children develop early communication skills and it shows that you care about them
- Display love, care, consideration, and appreciation.
- Teach responsibility by being responsible yourself.
- Lead by example. Teach principles that relate to being considerate and polite.
- Set rules and limits that they understand. This lets your children know what is expected of them, and assists them in developing skills in self-discipline.
- Establish routines by setting firm schedules around mealtime and bedtime.
- To build better rapport with your children whenever possible give them logical and practical choices and let them make the decision (within reason).
- Discuss the reasons that you set certain

rules; allow them to assist in making the family rules and in deciding consequences for rules that are broken.

- Take charge of your anger before confronting children, if rules are broken.
- Give your children lots of compliments, hugs, smiles, and positives. Say “I love you” every day. It is important for children to know their parents love them.
- Laugh frequently with your children. Laughter is good for everyone’s mental health!

Remember it is important to take good care of yourself in order to have enough energy to be available and helpful to your children. This includes getting enough exercise and rest, eating well, and learning to manage your stress in healthy ways.

If you have further questions the State of Michigan Employee Service Program (ESP) provides EAP assistance to classified state employees and their eligible family members. You can talk with Employee Service Program counselors by phone or in person, Monday-Friday, 8:00 a.m.-5:00 p.m. anywhere in Michigan at 800-521-1377. ESP’s web page is located at [www.michigan.gov/esp](http://www.michigan.gov/esp).

The DOC Work/Life Coordinator can be reached at 517-373-7630 Monday-Friday, 8:30 a.m.-5:00 p.m. Web based parenting resources are located at [www.michigan.gov/corrections](http://www.michigan.gov/corrections), click on “Human Resources”, and then click on “Work/Life Services”.

For additional assistance and/or information the Parent Helpline is available 24-7 at 1-800-942-4357. The Parent Helpline is a statewide Crisis Intervention and Information and Referral Service. Your call is confidential and toll free.

This article has been adapted with permission. Published by the Prevention Network, March, 2009.





## A DIFFERENT PERSPECTIVE

BY JOHN C. CORDELL



Budget, closures, population decline, consolidation, headlines, anger, frustration, confusion, anxiety, fear. These are just some of the things burdening our employees right now. It's a burden they carry for being the best correctional professionals in the nation. It's a burden they carry because they chose to stay onboard throughout the last six years as the Michigan Prisoner ReEntry Initiative (MPRI) began to have an impact, began to make a difference. By choosing to stay, we all signed on for a trip into the unknown. The Michigan Department of Corrections (MDOC) is reinventing correctional policy and applying it on a wider scale than ever before, and each of us is part of that.

With change comes uncertainty. We cling to the safety of past ideas, past beliefs, but change is perpetual, proclaiming itself as the only true certainty. As employees of this agency, we have known since 2004 that MPRI was "the new way of doing business." Yet we chose to stay. There was a reason we stayed. It couldn't have been job security - Michigan has been dealing with state employee layoffs and a downsizing of state government for many years now. Maybe it was the money, or the "golden handcuffs" of benefits the state provides - but recent studies show that some of our benefits are degrading at a faster rate than private sector companies. Maybe it was something else. Maybe you actually **believed** you could make a difference.

I did. I still do. I fight every day to make corrections better because we have an obligation to do so. It's our collective job to provide a culture where the 93% of prisoners who ultimately get out can become better citizens when they return to their communities. Change is here to stay. MPRI is reducing the recidivism rate by nearly 30%. Technical violations are dealt with through negotiation and compromise rather than the strict "no tolerance" rules of the past. Offenders are getting more community support and post-release programming than ever before. Crime is down slightly in Michigan and violent crime is down in every major urban area in Michigan. Maybe it's because people like you have stepped up and are choosing to invest in the success of offenders returning to their communities.

Is any program perfect? No. There have been failures in MPRI and there will be more. Some may even be sensational. There's no reason to hide that. But there have been and continue to be many more successes. **YOU** are making a difference. The ability to close prisons is the result of our collective efforts to be successful on a grand scale. There will be hardship because of that. People will lose jobs because our prison system is getting smaller. That's a difficult reality for those who are affected. But most would agree, a smaller prison system coupled with safer communities allows us to reinvest in all of the other needs that make Michigan the great state we all choose to call home.

Prisoners used to look at me and say, "Cordell you must love your job. You come here every day because you like doing this, don't you?" My response was always the same, "If they told me tomorrow that all the prisons were closed because there was no more crime, I would gladly find another job with the knowledge that I made a difference and our world was better because I chose to care."

Twenty years of human warehousing didn't work very well, so, collectively we decided to invest in a new concept called MPRI. It seems to be paying dividends.





## PEOPLE MAKE THE DIFFERENCE



### FOA EMPLOYEE EARNS AWARD

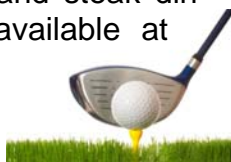
Muskegon County recently celebrated Law Day with an awards luncheon. State Supreme Court Justice Robert Young was in attendance and addressed luncheon attendees. During the ceremony, one of MDOC's finest received the Frank Scott Award, given to the probation or parole officer with a history of exemplary service. Dennis J. Vennema, a Field Supervisor with Muskegon County's probation office, was presented with this locally prestigious award recognizing his 40+ years of dedication and outstanding service in field of corrections.

Dennis is a community catalyst in developing collaborative working relationships with local service providers, law enforcement agencies, local elected officials, and the judiciary. He was recently elected chair of the Muskegon Community Corrections Advisory Board. If you know Dennis, please congratulate him on his recognition.

### GOLF OUTING SUPPORTS WORTHY CAUSE

The Seventh Annual Ric Goward Memorial Golf Scramble will be held on Friday August 7, 2009 at North Star Golf Course in Maple Rapids. There will be a 10:00 AM shotgun start. Cost is \$50 per person or \$200 for a four-person team. Entry includes 18 holes w/cart and steak dinner. Hole sponsorships are available at \$100.00 per hole.

Ric Goward was killed in the line of duty in Iraq when the vehicle he was traveling in crashed into another military vehicle. Ric is the only MDOC employee to be



killed in either the Afghanistan or Iraq theater of operations. Proceeds support Ric's family and a college fund for his children.

For more information about the golf outing or to sign up your team today, please contact:

Gary Miniard at Pine River Correctional Facility  
(989) 681-6668 x8220

Ray Sholtz at St. Louis Correctional Facility  
(989) 681-6444 or cell (989) 445-0082

### EDUCATION TOP PRIORITY FOR AWARD RECIPIENT

The Michigan Association for Adult and Continuing Education (MAACE) recently presented Michigan Department of Corrections (MDOC) Education Manager Julie DeRose with a Lifetime Achievement Award

Julie is a Western Michigan University graduate with a BS in Distributive/Business Education and a Masters of Public Administration. Her career in adult education began in 1987 with the MDOC. Her skills and talents have allowed her to promote from an instructor in Business Education to a School Principal, and Assistant Deputy Warden. In her current position as the Education Manager she has responsibility over four office areas, 330 education staff, and on any given day 8,000 to 9,000 prisoners, the largest adult education school system in Michigan.

DeRose has also been instrumental in the advancement of prisoner education on the post-secondary level with Montcalm, Oakland, and Wayne County Community Colleges providing on-going prison programs that allow prisoners the opportunity to further their education.

