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SOUTH KOREAN CORRECTIONS OFFICER TOURS BELLAMY CREEK CORRECTIONAL FACILITY

Gun Young Na, a Corrections Officer with the Republic of Korea’s Justice Ministry - Corrections Service, recently toured Bellamy Creek Correctional Facility (IBC). Young (the name he preferred to be called) is in a foreign study program through Michigan State University’s Criminal Justice Program. He will be in the United States until late December before returning to South Korea where he will share the information he learned with fellow officers and administrators.

Young’s IBC tour went very well. He saw many similarities and some differences between the South Korean Corrections Service and the MDOC. One major difference was the actual size and number of prisoners inside the prison. At his correctional facility in Korea, there are over 3,000 prisoners in a fairly compact facility. As he observed IBC’s physical plant, he was surprised by the amount of acreage the prison occupies, saying, “Everything’s bigger in America. It’s beautiful.” His facility has a large concrete wall surrounding the perimeter - more like the Michigan Reformatory.



L to R: John Cordell, South Korean Corrections Officer Gun Young Na and Warden Ken McKee.

During the tour, he asked many questions of facility staff, including about a 15 minute Q & A with Warden Kenneth McKee, who provided a great overview of facility operations and prisoner reentry. Areas he observed included segregation, education, a general population housing unit, the chow hall, visitation, and the control center.

Young is specifically interested in correctional operations and administration, health care, and litigation issues. He has reviewed many of the Michigan Department of Corrections (MDOC) policies and is fascinated by the complexity of the system. He appreciates the grievance policy, which helps reduce costly lawsuits at the institution or department level, rather than in a court of law. He is also fascinated by the suicide prevention measures employed by

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SUPPORTING SECC HELPS MICHIGAN CHARITIES

The 2011 State Employees Charitable Campaign (SECC) kicked off September 12, 2011 and runs through October 14, 2011. The SECC makes it easy for all of us to donate to the charitable causes that are meaningful to us. State employees--and MDOC employees in particular--are generous with their time and money even in tough economic times.

If you already contribute to the campaign, please consider increasing your pledge. If you don't currently participate, please take a look at the list of agencies you can choose from to support. You may find an organization that you already support. By completing an online payroll deduction form, you can save time, spread your donation out over a year, and reduce administrative costs for your charity. Even a single dollar per pay period will make a difference.

Volunteers are providing informational materials to all Department employees. To reduce costs, fewer printed material will be issued this year. Employees are encouraged to donate online at:

<http://www.michigan.gov/selfserv>

You can also call the MI HR Service Center at (877) 766-6447. Your facility/office volunteers are available to answer questions or direct you to someone who can help you. If your volunteer is unavailable, feel free to contact our Department coordinator, Sandy Feldpausch, at:

FeldpauschS@michigan.gov .

Please take time to learn more about the State Employees Charitable Campaign at <http://www.misecc.org>.

By choosing to participate through contributions, volunteering and advocacy, it's possible for you to help change the lives of people in your community, our State, the nation, or the world.

Thank you for your support of SECC.



VISIT (Continued from page 1)

the MDOC. South Korea is very concerned about high profile prisoners committing suicide because of the shame of imprisonment. Their system is trying to balance prisoner safety and protection with the constitutional right to some level of privacy - even in the prison setting.

Young has several educational requirements he must achieve while in MSU's program, including writing several articles for his department's newsletter. He is excited to learn about Michigan's correctional system and will continue working with the MDOC and other criminal justice entities to complete his course requirements. For more information on the Korean Corrections Service, visit the following link: http://www.moj.go.kr/HP/ENG/eng_03/eng_3090.jsp.



REENTRY ROUNDTABLE

Reentry Roundtable is a continuing column that provides news, facts, and program successes within the prisoner reentry program.

SELF-SUFFICIENCY THE KEY TO REENTRY

One of the primary goals of Prisoner Reentry is to remove barriers which have historically inhibited offenders from self-sufficiency and success following release from prison.

Those who achieve self-sufficiency, by obtaining lawful employment or establishing eligibility for benefits through sources like Social Security Insurance/Social Security Disability, will require less direct support during parole and will have fewer barriers to successfully remaining in their community.

The Workforce Development Program (WFD) used by the Calhoun Site has been effective in assisting those who participate in obtaining employment. In Calhoun County, 86% of those who participate in the program secure employment despite having a felony conviction. The three month retention rate is 93%. This program utilizes standard WFD activities such as job assessment, resume writing, interview skills, job leads, active outreach to potential employers and on the job training opportunities. Additionally, the Prisoner Reentry Employment and Community Service Manager found during interviews with potential employers, that the decision not to hire a reentry participant was based more on the lack of recent work history rather than having a felony conviction.

To address this, participants are involved in community service projects, funded by the program, which give them resume building opportunities, job references and the personal victories associated with giving something back to the

community. Additionally, these projects have created positive partnerships with community members. As an example, Prisoner Reentry Participants and staff have begun harvesting produce from the Battle Creek Downtown Garden. Produce is donated to The Haven (the community homeless shelter) to provide fresh, locally grown food for the homeless individuals and families seeking shelter.

This project began last year as a community service project in partnership with local community groups. The goal was to turn a vacant, rubbish-strewn lot into productive urban garden space. To do this, raised beds were built and planted. The Downtown Garden received plantings from the Michigan Department of Corrections Horticultural Training Program and has been tended by Prisoner Reentry participants. The Battle Creek Downtown Garden is a member of the

Sprout Urban Farms and a partner with the Good Food Battle Creek project.



Other volunteer projects have included gang graffiti removal with local law enforcement agencies, Adopt-

A-Highway, Neighborhood Beautification, assisting at the Longest Breakfast Table, Stuff-A-Bus, River Clean-Up and other events.

The success of the WFD program led to discussions at the Steering Team regarding the actual number of Prisoner Reentry participants who were not employed and thus should be referred to the WFD program. As a result, the Parole Supervisor determined that 2/3 of those identified

SELF-SUFFICIENCY (Continued on page 4)



REENTRY ROUNDTABLE

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SELF-SUFFICIENCY (Continued from page 3)

as being Prisoner Reentry participants were not employed or receiving support due to disability or other causes.

The disparity between the success of those participating in WFD programs and the percentage of those who had not obtained employment led to the establishment of a test project in which intensive job service programming would be provided to a subset of the population. Agents



Parolees celebrate success at the Battle Creek Downtown Garden Project.

were instructed to identify five participants who were unemployed, but were able to work and refer them to the WFD program. The WFD program agreed to have staff at the parole office and meet with the clients twice a week. Results from the project such as employment secured, missed appointments, participation in programming including community service projects would be reported regularly to the agents and supervisors. The results would be evaluated on a 30-day basis.

Originally, 42 individuals were referred to the project by agents in the Calhoun Office. The individuals that were referred had been on parole anywhere from one month to over 48

months. As of the end of August (1.5 months), the project achieved the following results:

STATUS	PERCENT (#)
Employed	21% (9)
Referred for SSI/SSD	5% (2)
Dropped from Project	17% (7)
Actively Participating	50% (21)
No Show	7% (3)

Of those dropped from the Project, two transferred out of the county, three were involved in criminal activity, one was discharged and one was removed by the agent for non-compliant behavior. While the level of employment for this project does not reach that for individuals who actively participated in WFD, it nonetheless suggests that targeted intervention of a small group of unemployed participants by parole agents and reentry staff can improve outcomes leading to obtaining employment and achieving economic self-sufficiency.

**The article was written by Mike DeBoer, Calhoun Area Prisoner Reentry Community Coordinator.*

COLLEGE-BOUND MDOC KIDS RECEIVE SCHOLARSHIPS

The Association of State Correctional Administrators (ASCA) has awarded scholarships to the children of four Michigan Department of Corrections Employees. The scholarship award is named in honor of Susan B. Hunter, former Chief of the Prisons Division at the National Institute of Corrections, as a lasting tribute to her commitment to the field of corrections. Each year, correctional systems throughout the nation nominate students who are the child of a current, retired or deceased employee who is or was a full-time employee of a corrections agency that is a member of ASCA. Applicants must be high school seniors entering college, undergraduates, or graduate students and must attend a 2- or 4-year accredited college or university to receive these scholarships. The Michigan Department of Corrections has a proud tradition of supporting students through this scholarship process.

Thomas Birkett, the son of Warden Thomas Birkett of Central Michigan Correctional Facility and Parole/Probation Officer Thalia Birkett of Ogemaw County, received a \$500 continuing scholarship from ASCA. Tom has started his second year at Michigan State University; however, he will be classified as a junior due to AP

courses and college courses he took during high school. Tom is majoring in Chemical Engineering with an emphasis on bio-fuel technology. He received an internship this summer focusing on bio-fuel research. He would like to work for Dow Chemical or maybe DuPont.

Iesha Mitchell is the daughter of Field Agent Minnie Mitchell, who works in Field Operations Outer District Parole. She is a 2010 Renaissance High School graduate, and is now a sophomore at Bowling Green State University. Her major is Telecommunications and her minor is Broadcast Journalism. Her immediate plan is to attend graduate school after obtaining her Bachelor's degree. She eventually has career plans of reporting for the national broadcasting station CNN. Iesha received a \$1,000 initial scholarship from ASCA.

Haley Smith is the daughter of Corrections Officer Ronald Smith of Charles Egeler Reception and Guidance Center in Jackson. Hailey is currently a freshman at Spellman College in Atlanta and plans to major in biology/pre-med. She loves working with children and wants to be a pediatrician. She received a \$1,000 initial scholarship toward her studies.

TRAINING BENEFITS HEALTH UNIT MANAGERS

All of the Health Unit Managers met for a training at the Radisson Hotel on June 8-9, 2011. Director Heyns and Deputy Director Straub opened the training, expressing appreciation for health unit management and staff that provide quality health care every day in the facilities.

Many MDOC processes were discussed such as Infirmary Admissions, Pharmacy Return Process, New Medication Operating Procedure, Project Main Ordering, Contract Timekeeping, Formulary vs Off-Formulary Changes, Mental Health Services Update, Nursing Documentation, and Quality Improvement.

There were many positive comments from the Health Unit Managers. The topics were pertinent to their job responsibilities and very well presented. Information presented by Central Office and Corizon experts such as Lia Gulick, Terese London, Dr. Jeffrey Stieve, Erin Cody, and Kathleen Mutschler was informative and appreciated.



MICHIGAN WORKS! DELIVERS WORKFORCE DEVELOPMENT WORKSHOP TO SUPPORT PRE-RELEASE EFFORTS

Capital Area Michigan Works! (CAMW) and South Central Michigan Works! (SCMW) worked in collaboration to bring the first workforce development workshop to the G. Robert Cotton Correctional Facility a Statewide Facility on Prisoner Reentry.

On July 26, 2011, CAMW's Derrick Jones and Workforce Development Coordinator Tony Woods engaged 33 pre-release prisoners in a workforce development workshop. The workshop covered understanding the labor market, identifying skills, resume development and business literature. Also in attendance were SCMW Community Coordinator Ed Woods and Workforce Development Coordinator Donny Crumbsy.

In addition to sharing pertinent market information with the inmates, the training also offered group activities and an opportunity for inmates to work together to identify their qualifications, and their hard and soft skills and learn how those skills are transferable to jobs in the community.

The most impactful moment during this workshop may have been the question and answer session where staff members from CAMW were able to point out situations that have caused released inmates to find their way back into trouble. This was greatly appreciated by the prisoners, as they develop their own strategies for being successful in their transition back to the community.

Herb Price, Assistant Resident Unit Supervisor, who attended the workshop noted, "I have been approached by many prisoners requesting information on when the next workshop will be held. Personally, I found the information on resumes and job interview protocol beneficial. Since Michigan Works! deal with employers on a daily basis, it was very helpful to get current information about what employers expect from potential applicants."

***From L to R:** JCF Prisoner Reentry Coordinator Kim Dabner, CAMW Director Derrick Jones, Community Coordinator Ed Woods, Reentry Specialist Kimberly Edwards, Workforce Development Coordinator Tony Woods, and Workforce Development Coordinator Donny Crumbsy.*



F.Y.I. NEEDS YOUR STORIES

If you have something interesting and informative to share, please submit it to F.Y.I. for consideration. We can't put all of the articles in F.Y.I. but we try to get as many in as possible. Send submissions to John Cordell in the Office of Public Information and Communications at cordellj@michigan.gov.

Thanks for supporting your department newsletter. Enjoy.



JCF HOSTS NIC PROGRAM ON STAFFING ANALYSIS

G. Robert Cotton Correctional Facility (JCF) and the Michigan Department of Corrections (MDOC) hosted a National Institute of Corrections (NIC) program August 22-25, 2011. The program was geared to incorporate Staffing Analysis as a job skill. There were 27 participants from five states and five NIC faculty who facilitated the training. Groups were divided into three teams that were assigned to three locations: Charles E. Egeler Reception and Guidance Center, Parnall Correctional Facility and JCF. They did an on-site staffing analysis with each team presenting their findings to the entire group on the last day of the program.



A group of trainees prepares to head to Parnall Correctional Facility.

Staffing analysis teaches managers to capitalize on staff strengths and abilities by using the right people in the right positions at the right times. This effort is the essence of staffing analysis, and it relies on decision makers' competence to use their knowledge and understanding of basic staffing concepts, post identification, shift relief factors, critical staffing levels, and more to accurately assess staffing needs for new or existing facilities and operations. The training specifically applies to individuals with responsibility for prison staffing, such as wardens, deputy wardens, and security chiefs as well as individuals with central office responsibility for monitoring staffing levels in federal, state and county facilities.



Back Row: Grantt Culliver, and Russ Savage. **Front Row:** Meg Savage, Michele Elzie and Evelyn Bush.

Participating MDOC employees included Steve Rivard, Jodi De Angelo, Jeff Woods, Jeff Larson, Randall Haas, Teri Cline and Lucille Evans.

The training was facilitated by Grantt Culliver, Institutional Coordinator, Alabama Department of Corrections; Evelyn Bush, Corrections Program Specialist, NIC; Michelle Elzie, Criminal Justice Consultant; and Russ and Meg Savage, Technical Resource Providers for the National Institute of Corrections.

Deputy Director Dennis Straub, Correctional Facilities Administration; Tom Finco, Assistant to the Director for Special Projects; and Regional Prison Administrator Bruce Curtis attended the exit meeting.

The Michigan Department of Corrections is proud to host valuable training like this where corrections professionals from neighboring states can share information and collaborate on program objectives together. The National Institute of Corrections does a great job facilitating that experience while providing valuable information to help correctional agencies manage emerging issues.



MDOC MEDALS IN PISTOL SHOOT

On August 3, 2011, the Upper Peninsula Criminal Justice Association held its 35th Annual Pistol Match at Marquette Branch Prison. There were four classifications to the match, Service Handgun Individual, Service Handgun Team, Open Class, and Administrators. The competition was open to correctional staff and police agencies throughout the Upper Peninsula.



Corrections Officer Daniel Charlebois, Alger Correctional Facility's Corrections Officer of the Year, took first place for the Service Handgun Individual Class, and also the Open Class! Additionally, Daniel Charlebois and Jason Denman took third place as the Service Handgun Team.

Congratulations to these employees for doing an outstanding job and representing Alger Correctional Facility in fine fashion!

POWER CAMP SUPPORTS CHILDREN WITH AUTISM

Kimberly Morea (pictured below), Executive Secretary to Warden David Bergh, is more than just a secretary for the Department of Corrections. She is an advocate for children with autism and the driving force behind POWER Camp. POWER Camp, (Peer Outreach With Extraordinary Results) was Mrs. Morea's dream for her son who was diagnosed with autism at age 2½ (now 11) and all children with autism. After building a committee consisting of special education teachers, parents, social workers, occupational therapists, and camp personnel, and after 1½ years of planning, POWER Camp held their first camp at YMCA Camp Copneconic (Genesee County) in July of this year.

Making use of local resources and opening the eyes of the community to the needs, the abilities, and the faces of children with autism is important. Showing the community how they can benefit from knowing someone with autism is equally important and one of the great things POWER Camp achieves.

POWER Camp is made up of four groups: Guardians of Fun (same age peer buddies), First Time Campers (campers with autism), Peers Who Care (Honor Society volunteers), and a variety of adult counselors with special training. Its focus is to provide a safe, friendly, and 'regular' summer camp experience where kids can be kids, regardless of their differences.

Everyone involved in the camp process had a rewarding experience, gaining leadership skills, self-confidence, and a sense of responsibility towards others; something that is rarely seen in our youth anymore.

The YMCA of Greater Flint acknowledged the Morea family with a Volunteer Youth Development Award in recognition of their dedication and support of POWER Camp for the autistic youth in their community.

Mrs. Morea made a difference not only in her home, but in her community. She encourages you to make a difference too. For more information about POWER Camp, please contact Camp Copneconic at: www.campcopneconic.org



PEOPLE MAKE THE DIFFERENCE

