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## **Director's Message**

What a great organization we all work for! The staff of this department consistently demonstrates how committed to public safety we are and that we are resilient, hard working and – above all else – professional.

We've had some complicated and somewhat distressing issues arise of late, and we know how this collectively affects us all as corrections professionals. However, there is no doubt in either of our minds that the vast majority of our staff (99.9 percent of you) come to work every day focused on fulfilling the obligations placed on us by the general public. We will continue to move forward as individuals and as an agency.

When professional misconduct is discovered, be assured that immediate steps will be taken to address it. We know that many of you become frustrated because of the lack of information available to you during the investigation process. This becomes even more apparent when you read or hear about the allegations from the local media. Please understand that we do our best to keep you informed, while at the same time respecting the rights of the accused and the needs of the agencies we work with to resolve the issues. If we can do better, please don't hesitate to share your ideas.

Thank you for your ongoing patience. We particularly thank those directly affected by the most-recent incidents for your continued efforts to pursue the high road. Thank you for your cooperation and continued dedication to the department and for keeping your heads held high during difficult and trying times. Continue to be proud of what we do.

Warm regards,

Max Williams  
Director

Mitch Morrow  
Deputy Director

## Food Drive Results

Kudos, thanks and congratulations to all who participated in the 2004 State Employees Food Drive. Overall, the Department of Corrections collected 7,820 pounds of food, \$5,248 in payroll deductions, and \$19,051 in cash contributions. That translates into 153,075 pounds of food to feed Oregon's hungry!

## New DOC Faces:

**Public Affairs administrator:** Joining the agency in April is Colette S. Peters as Public Affairs administrator. Colette previously served as a researcher for the Colorado Legislative Council, where she was responsible for policy research, analysis and recommendations to legislators on criminal justice, public safety and other policy issues. Earlier in her career, Colette spent three years as a crisis mediator for the Denver Police Department's Victim Assistance Unit, where she worked closely with a wide range of law enforcement agencies. Colette holds a bachelor's degree in psychology from the College of Saint Benedict in Minnesota and a master's degree in criminal justice from the Graduate School of Public Affairs at the University of Colorado. She succeeds Claudia Black, who left the DOC last September for a position with Portland State University.

**Classification manager: Cindy Morse** (formerly Cindy Hanners) left her position as vice-chair of the Board of Parole and Post-Prison Supervision to become the administrator of the DOC Classification Unit. She succeeds Brian Bemus, who became chief of institution services for the Institutions Division. Before her five years with the Parole Board, Cindy served for 19 years as a parole/probation officer with Clackamas County. Her background includes specialized training in the field of criminal personality, the psychopath of a serial killer; the criminal mind, supervising sex offenders, criminal interviews, managing criminality, understanding serial sexual/homicidal offenders, relapse prevention of sex offenders, sex offender specialist training and assessing the violence potential of the psychopathic offender.

**Personnel Records and Payroll units manager: Angie Hyde** joins the DOC from the Oregon Department of Transportation, where she was Business Operations manager for Human Resources. At ODOT, Angie was a key member of the team that developed and implemented an online personnel action processing system. In addition to her personnel expertise, she also served as Webmaster for ODOT Human Resources and is a certified Web designer. Angie succeeds Alida Lee, who now works at the Department of Fish and Wildlife.

## Sustainability and the OAM

As you read in last month's issue, the concept of "sustainability" envisions people meeting their current needs in ways that enable future generations to also meet their needs. The Oregon Accountability Model ties in to sustainability in important ways. Increasing public safety has a positive effect in three interrelated areas of sustainability:

1. Economic – reducing the cost of corrections through lower recidivism (this is one area where we don't want to recycle!).
2. Community – helping to make our communities sustainable and serving as positive role models for offenders to follow when they return to society after release from prison.
3. Environment – ensuring that Oregon's natural resources are used wisely and preserved now and for future generations.

In future issues, you'll read more about what the DOC is doing in these three areas. If you have sustainability efforts at your location to share, please send them to the *Corrections News* editor at the address at the bottom of this newsletter.

## Take Your Kids to Work Day

April 22 is *Take Your Kids to Work Day*. However, because weather conditions in January caused school closures, employers are asked to take missed school days into consideration before deciding to participate. Because of that, the DOC won't have organized events this year. For those of you who still plan to bring a child or children to work that day, here are a few tips:

- The purpose of the day is to promote career awareness with meaningful hands-on experience.
- While there is no age limit, the recommendation is nine years and older.
- On this day only, students may ride in state vehicles as long as the driver is on state business. The student must be in safety restraints.
- Try to plan a structured and informative time for the child with age-appropriate activities. An on-line site to check into is: <http://www.doc.state.or.us/hr/recruitment/students.shtml>
- Finally, please remember that children must be supervised at all times.

## Acronyms and Abbreviations Abound

Have you ever been a 1.0 FTE at the DOC and gone to the CDC to find someone in ISSD's ISU to help you learn CIS, OJIN, LEDS and how to access the FFP, AS400 and AFAMIS, but are so confused by all the acronyms and abbreviations you end up going to your FUM to ask for ESS, EAP or at least some VTO?

The link below takes you to a seemingly ever-expanding list of the acronyms and abbreviations you always wanted to know about but were afraid to ask: <http://www.doc.state.or.us/faq/acronyms.pdf>

If you know of any significant acronyms or abbreviations we've missed (is it possible there are more?), please send them to [nancy.sellers@state.or.us](mailto:nancy.sellers@state.or.us)

## Management In-Service and OAM Coaching Training

**Management In-Service:** Beginning this month, the Staff Development and Training and the Human Resources Labor Relations sections will jointly offer a series of two-day Management In-Service training modules for managers and supervisors for 2004. The modules are stand-alone sessions, each lasting four hours. They include: Succession Planning & Leadership Principles, Respectful Workplace, Performance Planning and Evaluation, and Labor Contract Administration:

<i>Class No.</i>	<i>Course Dates</i>	<i>Location</i>	<i>Hours</i>
MIST401CCCF	April 22 – 23	CCCF	16
MIST402CCCF	October 20 – 21	CCCF	16
MIST401TRCI	May 12 – 13	TRCI	16
MIST402TRCI	June 10 – 11	TRCI	16
MIST403TRCI	October 6 – 7	TRCI	16
MIST401Salem	April 7 – 8	Anderson Readiness Center, Salem	16
MIST402Salem	May 19 – 20	Anderson Readiness Center, Salem	16
MIST403Salem	June 23 – 24	Anderson Readiness Center, Salem	16
MIST404Salem	November 8 – 9	Anderson Readiness Center, Salem	16
MIST401SRCI	June 8 – 9	SRCI	16
MIST402SRCI	July 13 – 14	SRCI	16
MIST403SRCI	November 17 – 18	SRCI	16

**OAM Coaching:** This course provides useful tools to help employees model pro-social behaviors to support the Oregon Accountability Model. It presents principles of coaching employees for performance and behavior enhancement, as well as across generational, gender and cultural differences. The module includes interactive small group work, social concepts, and proven techniques for successful coaching:

<i>Class No.</i>	<i>Course Dates</i>	<i>Location</i>	<i>Hours</i>
OAM401	February 12	Deer Park Training Site	8

OAM402	March 25, 2004	Gath Rd. Firing Range	8
OAM403	April 29, 2004	Gath Rd. Firing Range	8
OAM404	May 5, 2004	TRCI	8
OAM405	May 27, 2004	Gath Rd. Firing Range	8
OAM406	June 3, 2004	Gath Rd. Firing Range	8
OAM407	July 22, 2004	Gath Rd. Firing Range	8
OAM408	August 4, 2004	CCCF	8
OAM409	August 26, 2004	Gath Rd. Firing Range	8
OAM410	September 9, 2004	Gath Rd. Firing Range	8
OAM411	November 3, 2004	Gath Rd. Firing Range	8

Seating is limited; register by date and location by calling Mindy McCartt in Staff Training at (503) 378-2846 or by e-mail: [mindy.m.mccartt@state.or.us](mailto:mindy.m.mccartt@state.or.us).

## Secretary of State's Voter Outreach Campaign 2004

According to the Oregon Secretary of State's office, Oregon and the rest of the nation have experienced a disturbing decline in voter participation, especially among young people. In the last statewide primary election, voter turnout was less than 50 percent. But even that number is deceiving, since not everyone is registered to vote. Looked at from the percentage of the total population, out of every 100 Oregonians, only 24 actually voted, and only 12 of those were under the age of 60.

Oregon has a new toll-free voter information line. Required by the Help America Vote Act and created using federal funds, the voter information line is a joint effort of the Secretary of State and Oregon's 36 counties. By calling 1-866-ORE-VOTES (1-866-673-8683) voters will be connected to representatives of the Secretary of State's office who can answer questions about ballots and voting. Representatives are available Monday through Friday, 8:00 a.m. to 5:00 p.m.

Callers can get answers about voter registration, ballot delivery and return, marking ballots, signature requirements, the Voters' Pamphlet, and other questions that may arise about elections and voting. They can request replacement or absentee ballots. Voters can also be connected to their county elections office or to the Secretary of State's Elections Division.

Representatives will provide services in both English and Spanish. TTY services for the hearing impaired are also available at 1-866-350-0596.

## More News...

- **ISSD Virus Update:** During virus outbreaks, DOC's computer systems get hit with viruses every few seconds. Luckily, ISSD's defenses have been able to keep one step ahead of them. The central anti-virus program scans all messages coming into the network. If a virus is discovered, the program removes the "payload" (harmful part) from the e-mail, attaches its own ".txt" message informing you, and sends the e-mail on to your mailbox. If you receive an email with that ".txt" file attachment, you may safely open and delete it.
- **Restorative Justice: A Community Conversation:** A six-hour interactive event at Willamette University. On Wed., May 5, 2004, 9:30 a.m. - 3:30 p.m. will feature Marshall Rosenberg, founder of the Center for Nonviolent Communication, and Mark Umbreit, founder/director of the Center for Restorative Justice. The goal is to help create a new vision for solving conflicts and reducing recidivism among ex-offenders. The planners anticipate the event will attract people from throughout the Northwest including leaders from political, religious, social action, justice, human resources and professional circles. For more information and registration, please contact Karen Campbell, Oregon Network for Compassionate Communication, at (503) 570-6505 or e-mail her at: [karen@mastumpy.com](mailto:karen@mastumpy.com). (Note: When registering, identify yourself as a DOC employee to be included in the group registration fee.)

- **Mid-Valley-area softball:** The OSP Fitness Center is sponsoring co-ed softball in the Salem league. Interested? Call Jared Cornman at (503) 378.3798, ext. 22447 or e-mail him at: [jared.r.cornman@state.or.us](mailto:jared.r.cornman@state.or.us).

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## **DOC Corrections News**

**Oregon Department of Corrections**

**Max Williams, Director**

**Mitch Morrow, Deputy Director**

The mission of the Oregon Department of Corrections is to promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

***For more information or to submit story ideas, please call Nancy Sellers in DOC Public Affairs at (503) 945-9225 or e-mail: [nancy.sellers@state.or.us](mailto:nancy.sellers@state.or.us).***