Warden Fizer Honored for Innovative Correctional Programs

ADC Staff Contributions for LETR International Conference Recognized

James O’Neil Retires as Eyman Warden

Cover photo: “Tower 60 at Sunrise” by Lt. Ron Carlson at ASPC-Eyman/Browning Unit.
Our Employees Make a Difference!

Arizona’s annual State Employees Charitable Campaign (SECC) is once again underway. SECC supports nearly 500 local, state, national, and international organizations dedicated to improving the communities they serve.

State employees, especially in the Department of Corrections, take immense pride in volunteering personal time and resources to support worthy causes, including local domestic violence shelters, food banks, Special Olympics Arizona (LETR), 100 Club of Arizona, and Concerns of Police Survivors (C.O.P.S.), just to cite a few.

The Campaign is very unique, raising donations through special events and payroll deductions each year. Some of the events this year include the annual Clay Target Fun Shoot, and Arizona Cardinals games. Cardinals’ ticket sales this year alone have raised over $8,000 for the SECC!

If you do not have a charity of choice, I encourage you to review the list of organizations and see if there is one or two that inspires you to contribute to their efforts.

The campaign is currently asking employees to donate as little as $1 from each paycheck. Payroll deductions will begin in January 2017.

For the full list of organizations and ways to give, please visit secc.az.gov.

The link and additional information is also posted on the ADCnet under ‘ADC Gives’ section.

Thank you very much for your generous support of SECC, and for your daily professional commitment to improving our communities.

Sincerely,

Charles L. Ryan
Director

The Directions is an official publication of the Arizona Department of Corrections.

This publication is to promote the work of ADC and the achievements of its staff.

Questions and comments are welcomed and encouraged at Directions@azcorrections.gov
Earning a degree in higher education can be a vital, though expensive, foundation for building a successful career. Through the help of the Susan M. Hunter Correctional Scholarship, two students whose parents work for the Arizona Department of Corrections (ADC) now have a little extra financial assistance.

The Susan M. Hunter Correctional Scholarship, provided through the Association of State Correctional Administrators (ASCA), is named in honor of the former Chief of the Prisons Division at the National Institute of Corrections, as a lasting tribute to her commitment to the field of corrections.

ADC is proud to announce that Cayley Hensley and Jordan Farinsky have each received scholarships for the 2016-2017 school year. Ms. Hensley’s scholarship is a new $1,000 award, and Ms. Farinsky’s is a $500 renewal scholarship.

Ms. Hensley is the daughter of Deputy Warden Walter Hensley, who works at the Tucson Complex. His daughter is attending the University of Arizona, studying biochemistry. She hopes to eventually go to medical school and become a surgeon.

Getting the Susan M. Hunter Scholarship is a blessing to me and my family it will help with expenses and to achieve my goal of completing my undergraduate degree with no student loans,” said Ms. Hensley. “To have the availability for children of corrections professionals to be the recipients of this scholarship is an opportunity that I would encourage all of Corrections Officers children to put in for, as a way to show appreciation for the dedication of their parent’s commitment to us and our community.”

Ms. Farinsky is the daughter of CO III Heather Dison, who works at the Department’s Eyman Complex in Florence. Ms. Farinsky is well on her way to earning a degree in business management from Northern Arizona University. She is now a junior and has a perfect 4.0 GPA.

“Cayley, Jordan, and their families represent the best of ADC,” said Director Charles Ryan. “They have chosen important and challenging fields of study. On behalf of the entire Department, I wish them the greatest success, and I thank ASCA for its support of our ADC families!”
Leading From the Front

Article provided by NROD Earnest Trujillo

Fizer Implemented Programs
Showing Successful Results

In May 2012, the staff at ASPC-Florence/Central Unit implemented two mental health programs. The program team consisted of mental health staff, select CO IIs, CO IIIIs, CO IV, and psychology technicians. The goals of the programs were to provide a safe and secure setting for inmates with mental health needs to participate in treatment, decrease self-harm attempts, reduce acting-out behaviors, and develop socialization skills.

In March 2014, the staff at ASPC-Florence/Central Unit implemented the Restricted Status Housing Program. The program goals were to establish a highly structured treatment program that addressed assaultive behaviors, critical thinking, conflict resolution, problem-solving, relationship building, and socialization skills. The program team consisted of select CO IIs, CO IIIIs, CO IV, and a sergeant.

The Arizona State University School of Criminal Justice and Criminology contracted with ADC to conduct evaluations on both programs.

Mental Health Programs

- The mean number of assaults on staff, assaults on inmates, and major violations were all significantly reduced.
- The mean number of mental health watches, protective custody requests, and drug violations were significantly lower.
- The mean number of visits was significantly higher. Some inmates had not seen their family members for years.

Restrictive Status Housing Program

- The mean number of major violations, drug violations, assaults on staff, and assaults on inmates were all significantly lower one year after release from the program than the year prior to the start of the program.
- The RSHP through the use of cognitive behavioral (CB) programming does impact the criminogenic needs of the inmates as significantly evidenced by sensitivity analysis findings at the 12-month point.
- Based on a pattern of more frequent minor violations being the sole significant difference between those that violated and those that did not at the 12-month point, perhaps the ADC should develop CB intervention programming at all custody levels for those inmates that demonstrate patterns of repeat minor violations.

Arizona State University will be honoring the Arizona Department of Corrections very own Warden Greg Fizer with the 2016 Dr. Marie L. Griffin Distinguished Alumni Achievement Award. This newly created award is named in honor the late Criminology & Criminal Justice Professor Marie Griffin who was a distinguished alumna of ASU, is presented annually to one alumnus or alumna for having made significant contributions to the advancement of criminology and criminal justice through outstanding leadership achievements as a practitioner in a justice profession. Warden Fizer is being recognized for his pioneering work implementing innovative programs in the correctional field.

Warden Greg Fizer earned his Master’s Degree in Criminal Justice from ASU in May of 2014 and was recently accepted into ASU’s Ed.D in Leadership and Innovation Program. Warden Fizer was one of 25 individuals selected out of approximately 900 applicants for the doctoral program, which is geared towards active

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professionals who want to transform and better their practice to implement change in their chosen fields. Dr. Kevin Wright of ASU’s School of Criminology & Criminal Justice stated “Greg brings a level of commitment to education that is unique among correctional administrators.” Dr. Wright and Warden Fizer have since worked together to strengthen a partnership between the Arizona Department of Corrections and ASU’s Criminology & Criminal Justice Department. The two initially met in 2014 when ASU agreed to conduct program evaluations to validate the positive outcomes in two mental health programs and the Restrictive Status Housing Program implemented in Florence Complex/Central Unit by Warden Fizer. His approach towards managing these difficult populations received national exposure through the National Institute of Justice.

In 2015, Warden Fizer established an internship partnership with ASU which has since given multiple students the incredible opportunity to learn within the various units at Florence Complex. He has spoken to Dr. Wright’s corrections classes and facilitated participation from other ADC staff to speak to ASU students. Dr. Wright in turn has brought ASU students out to tour Florence Complex and learn about the programs offered to the inmate populations. They are both currently working on an Inside-Out Prison Exchange Program that will bring ASU students (outside) together with incarcerated students (inside) to learn together about issues of crime and justice over a semester.

Dr. Wright was so impressed with Warden Fizer’s commitment to education and his support of programs that improve the opportunities of both students and incarcerated individuals that he nominated him for the Distinguished Alumni Achievement Award. Dr. Wright wrote “Greg’s position as a leader in the correctional community makes him the ideal individual to receive this award. He is an incredible asset to ASU and has exhibited all the qualities we might expect of a distinguished alumnus. He has made significant contributions to the field of corrections while positively impacting the next generation of ASU alumni through sharing his time and expertise.”

Congratulations Warden Fizer on receiving this well-deserved award!

ASPC-Eyman Warden James O’Neil Retires

*Article and photos provided by Security Operations Administrator Ron Lee*

On June 28, a celebration was held to honor the retirement of Warden James O’Neil. Attendees included Director Charles Ryan, Deputy Director Jeff Hood, Director of Offender Operations Carson McWilliams, Northern Region Operations Director Ernest Trujillo, Southern Region Operations Director Joe Profiri, Warden Kevin Curran, Warden Chris Moody, Warden Al Ramos, and Warden Carla Hacker-Agnew.

Director Ryan presented Warden O’Neil with a plaque and retired badge, honoring his service as the Warden of Eyman Complex from November 8, 2014 to June 30, 2016.

Warden O’Neil’s Retirement Luncheon was held on June 28 at ASPC-Eyman/Rynning Unit Visitation, where staff gathered to celebrate his 21 years with the Department. At the head table, from left to right, NROD Ernest Trujillo, Director of Offender Operations Carson McWilliams, Deputy Director Jeff Hood, Director Charles Ryan and the guest of honor, Warden James O’Neil.

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In late July, teachers across the state completed the first Arizona Department of Corrections Education Instructional Coaching and Mentoring Program. The program began in January 2016, led by Southern Region Education Director Bridget Carrington and Professional Coaching Consultant Glynda Underwood.

The purpose of this program was to train teachers to work with their colleagues in the classroom to support student learning. The Teacher/Instructional Coach will provide personalized support that is based on the goals and identified needs of individual teachers. Teacher/Instructional Coaches provide a structure to guide all educators to excel in their teaching practice by providing:

- **Professional development**
- **Collecting and reflecting instructional data**
- **Provide necessary resources**
- **Model best instructional practices**
- **Co-teach lessons**
- **Engage in reflective conversations about professional practices**
- **Evaluate student achievement data to help guide instruction**

In their role of teachers they have received training that will focus on individual and group professional development that will expand and refine the understanding about researched-based effective instruction at their complex.
NO Cost Increase for State Employee Benefits

State employees WILL NOT see an increase to their employee benefit premiums for the upcoming 2017 plan year! All benefits, such as co-pays, will remain the same! The State of Arizona continues to lead the way in providing its employees with outstanding benefit packages at affordable rates.

In 2016, the estimated cost to the State for not increasing employee or retiree benefit premiums and keeping current benefits as is was approximately $50.8 million. In 2017, the cost the State will be absorbing to keep the existing benefits will climb to an estimated $67.1 million!

As State employees, you earn a paycheck and get a benefit package to include paid leave, retirement and insurance benefits. But, have you ever taken a minute to actually look at what your personal total estimated compensation package (ECP) includes? Take a minute and log into ‘YES’ to review your personal ECP. (To find it, once in YES, click on ‘Pay’ then on ‘Total Compensation.’) You’ll be amazed at just how much your ECP is worth!

Open Enrollment for the 2017 plan year will be: **October 24, 2016 through November 14, 2016.** So watch for pertinent Open Enrollment information coming soon!
ASPC-Douglas Work Crews Respond to Little Girl’s Needs

Article and photo provided by ESA Veronica Abrigo

When they heard about four year old Gianna Hurtado, who has been diagnosed with DPIG (Diffuse Intrinsic Pontine Glioma) a brain tumor that spreads very quickly and is inoperable, the ASPC-Douglas Work Crew staff didn’t hesitate. During briefing one morning, they opened their wallets and emptied them out. This went on for a couple of days and by the third day they had collected $740.00 for the Hurtado family.

These men and women represent ASPC-Douglas in the local communities. They are the officers who are seen by the community and interact with people in the cities of Douglas, Bisbee, Sierra Vista, Benson, Tombstone, Whetstone, and Huachuca City.

When asked why they would collect money for a little girl that they don’t know, the answers varied from person to person. “I am blessed with the health of my children”; “I received a check that I was not expecting”; “I wanted to help out the family” and “Because it is the right thing to do.”

The Douglas Work Crews are a great example of what giving back means, what giving from the heart means. Thank you ASPC-Douglas Work Crews!!!

ASPC-Yuma Supports Special Olympics

Article and photo provided by ESA Erin Reese

On August 20th, Special Olympics Arizona (SOA) in Yuma hosted its annual swim meet at Marcus Pool in Yuma. There were over 18 athletes in attendance and over 40 fans in the stands including the Gil Ridge Cheer Team.

Both the Department of Corrections and US Border Patrol were on hand to award medals to the athletes. Lisa Ball, the River Area Director of SOA, said, “Our athletes look up to our law enforcement truly for the heroes that they are and they always get excited to see them there supporting them.”
Director Ryan presented Warden O’Neil with two plaques. The first was from the Department, thanking him for his outstanding performance and leadership as Warden of Eyman Complex, and the other plaque was a Commendation from the Governor in recognition of his 21 years of Service.

as well as a Governor’s Certificate honoring 21 years of service to the State of Arizona. The administrative team shared stories and expressed gratitude for the great leadership attributes that Warden O’Neil exhibited. But more importantly, many shared their appreciation for the mentoring and leadership by example Warden O’Neil lived by, taking honor in serving each employee. Each of those who spoke described stories that, little would the Warden know, inspired many to expand their career opportunities and advance to new challenges.

Warden O’Neil entered State service starting at COTA in 1995. Upon graduation, he took his first assignment at ASPC-Eyman. He soon promoted to CPO III at the newly constructed Browning Unit where he remained until his promotion to CO III. In 1996 he was given a special assignment as a Correctional Classification Specialist that in 1997 become a promotion within the Eyman Complex where he would remain until promoted to ASPC-Tucson as a CO IV. In 2000, a promotion to Associate Deputy Warden paved the way to later accepting a position as Deputy Warden of the ASPC-Tucson/Rincon-Minors Unit. In 2005 a transfer to Central Office as the Security Administrator for Offender Operations would soon be followed his role as Special Assistant to the Director.

In 2009 he transferred to ASPC-Phoenix until being promoted to Deputy Warden of Operations at ASPC-Perryville in 2010. In December 2013, Warden O’Neil promoted to Warden at ASPC-Phoenix where he would remain until transferred as our Warden of ASPC-Eyman.

Warden O’Neil is a great friend, mentor, and leader who will be missed by the Eyman Complex team as he moves onward to represent the Department in a collaborative role as the State of Arizona rolls out each agency’s LEAN initiatives.

ASPC-Eyman/Cook Unit inmates created this token of Appreciation for Warden O’Neil’s support of Special Olympics Arizona and the Law Enforcement Torch Run.
Employee Spotlight:
Physical Plant Supervisor II Mikel Adair / ASPC-Winslow/ Apache Unit

Where were you born?
Mesa, Arizona

What is your fondest childhood memory?
Spending every Thanksgiving at Disneyland.

Where is your favorite place to vacation and why?
Laughlin, Nevada. I like taking my wife, just hanging out and relaxing.

What are your hobbies?
Being out in the woods, fishing and building my house.

What are your favorite sports and/or teams?
Football, Professional Bull Riding and Mixed Martial Arts.

What brought you to Arizona and when did you arrive?
I was born and raised in Arizona.

Would you like to share anything about your family?
I have an awesome wife and daughter. I may be outnumbered, but I still consider myself very lucky.

What are your family fun spots?
Anywhere out in the woods and just being at home on our little ranch.

What did you want to be when you grew up?
An Electrical Engineer.

When did you join the State of Arizona?
I joined the Department in 1998.

What positions have you held with the Department?
I started out as a building Maintenance Specialist, then I promoted to a Physical Plant Supervisor I and my current position, PPS II.

How many years have you been with the ADC?
18 years.

If you win the lottery, how will your life change?
My wife and I would build a cabin, deep and isolated in the woods.

Is there anything unique that you would like to share about yourself?
I have lived in Thailand, Singapore, Malaysia and Vietnam and I speak the native language of each. After I retire, my wife and I will spend 3 or 4 months a year in Thailand.

In 2014, Mikel Adair was nominated for a Meritorious Service Award.

With his wife and daughter, Mikel says he may be outnumbered, but very lucky.

Mikel would like to build a cabin deep in the woods for him and his wife to retire to.
ADC Staff Key to LETR International Conference Success

In September, the Law Enforcement Torch Run (LETR) held its annual International Conference right here in Phoenix. This major event brought together more than 1,200 law enforcement personnel, including from every state and 12 countries around the world. The success of the conference was in great part due to the contributions of several dedicated ADC employees.

Deputy Warden Heather Pruett, CO II Chris Kriebel, AA III Danielle Hallahan, AS II Sandra Brockman, AA III Rosemary Cordova, and Employee Assistance Administrator Eric Abt began planning and preparation two years ago, and their efforts are reflected in successful outcome of the conference.

Together, these employees oversaw huge tasks that made this conference special for everyone, and Special Olympics Arizona expressed appreciation for their incredible efforts.

“We truly appreciate the Arizona Department of Corrections’ commitment in supporting Special Olympics through the Law Enforcement Torch Run! Arizona Department of Corrections’ continued support of the Torch Run for the organization shows commitment towards acceptance, inclusion and respect of people with disabilities,” said Josh Montgomery with Special Olympics Arizona. “They demonstrated the best of Arizona’s law enforcement in every way possible. On behalf of Special Olympics, we are forever grateful for the support of the Department of Corrections and all that your department does to support people with special needs in our communities.”

ADC Director Charles Ryan also extended his appreciation for the employees who supported the event, saying “The efforts by our LETR team from around the Department are nothing short of exemplary. Their volunteerism and community service should be a source of inspiration to us all, and a point of agency pride.”

In addition to the core team, many other ADC employees volunteered their time and efforts to support the conference, including helping to organize guest registration, the very popular t-shirt exchange and the Torch Run itself, as well as working with Special Olympic athletes.

The efforts of everyone involved ensured that the multi-day conference and Torch Run was a great experience for everyone and displayed our state, and ADC, in a positive light.

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CO II Kerley can always be counted on to take care of any task and get it done with a smile and a positive attitude. Fixing locks, working with contractors on special projects, or even just checking people in at the lobby, he gives the tasks his professional all.

Lt. Swanson is one of the backbones of Meadows Unit, taking on the responsibility of making sure that things are running right.

Lt. Teresa Swanson

“Responsibility means being accountable for what we think, say, and do. It involves working on your character and skills rather than blaming others for situations and circumstances. It means choosing to honor our values and purpose. We must begin by taking responsibility for our thoughts, choices, and reactions. Then we can be responsible for our circumstances we create.”

CO II Pekrol says he has always cherished this West Point quote when it comes to having the courage to make the right choices. While it can be tempting to make those easy choices just to get the job done, even if it’s not done right, he knows and understands the need to resist that temptation and make the harder choice to do things right from the start.

CO II Shawn Pekrol

“Make us to choose the harder right instead of the easier wrong…”

Working in SSU, Sgt. Romero knows the truth of having to have integrity. He wouldn’t be able to do his job if he went around making promises he couldn’t keep. He knows how hard it is to keep a deception going and how they almost always crumble in the end leaving ruin behind.

Sgt. Chris Romero

“Responsibility means being accountable for what we think, say, and do. It involves working on your character and skills rather than blaming others for situations and circumstances. It means choosing to honor our values and purpose. We must begin by taking responsibility for our thoughts, choices, and reactions. Then we can be responsible for our circumstances we create.”

CO III Francisco has to exemplify efficiency to get everything done that is needed, from being the only CO III for the Close Custody S/O inmates, to acting as backup Disciplinary Coordinator, helping run fundraisers, serving on the Volunteer Appreciation Committee, and dealing with all the special projects.

CO III Rebecca Francisco

“To be efficient means eliminate waste; and means to find synergy. Don’t look at each task of a job, but to look at your job as a system and reduce duplication or unnecessary wastes of time and energy. When you find something that is not working, take the time to evaluate what could be more efficiently or eliminated.”

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Share your story of Core Values in Action. Email your Core Values to the Directions Newsletter at directions@azcorrections.gov. We want to hear from you!