



STATE OF MICHIGAN  
OFFICE OF THE GOVERNOR  
LANSING

JENNIFER M. GRANHOLM  
GOVERNOR

JOHN D. CHERRY, JR.  
LT. GOVERNOR

May 31, 2008

Dear Friends:

As governor of the state of Michigan, it is a privilege to welcome you to the 21<sup>st</sup> Correctional Accreditation Managers Association Training Conference on Mackinac Island.

Accreditation is a useful mechanism for encouraging, measuring, and achieving excellence. Even in economic challenging times, the state of Michigan has remained committed to staff-training and development of new ideas, and we continue to invest in accreditation of our prison system as we realize that meeting national standards is an important component of a well-run corrections system.

We are proud of and deeply committed to the Michigan Prisoner Re-Entry Initiative (MPRI). Through its vision and mission, the MPRI is working to ensure every prisoner released from prison will have the tools needed to succeed in the community, and through collaborative efforts with many state agencies, progress has already been made. In all 83 counties in Michigan, sites have been established with child advocacy, mental health, substance abuse, and sex offender services.

Another point of pride has been the success of Michigan's Prison Build Program, a nationally recognized program that permits inmates the opportunity to build housing for low-income families, with all operations conducted within prison walls. Operating out of 18 Michigan prisons, inmates design housing plans, build interior and exterior wall panels, kitchen and bath cabinets, sheds, and trim and also provide landscape products. Since 1998, more than 1,500 Habitat for Humanity homes have been built in Michigan, Indiana, and Wisconsin through the direct assistance of the Prison Build Program.

I commend the Correctional Accreditation Managers Association for providing this opportunity for its members to network and enhance knowledge and experience with accreditation. Again, welcome to Michigan, and please accept my very best wishes for a pleasant and productive conference.

Sincerely yours,

Jennifer M. Granholm  
Governor



JENNIFER M. GRANHOLM  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF CORRECTIONS  
LANSING

PATRICIA L. CARUSO  
DIRECTOR

May 31, 2008

Dear CAMA Attendees:

On behalf of the Michigan Department of Corrections, I welcome you to the 21st Annual CAMA National Training Conference at Mission Point Resort on Mackinac Island. We are excited to be hosting this national conference and are thrilled to have you as guests here in Michigan!

We believe in the accreditation process, and our host committee has worked hard to offer meaningful workshops and networking opportunities geared to assist your department's ability to successfully achieve and maintain American Correctional Association (ACA) Accreditation.

I hope to have an opportunity to greet you sometime during the conference. If we can assist you in any way, please do not hesitate to let us know.

Sincerely,

A handwritten signature in cursive script, appearing to read "Patricia L. Caruso".

Patricia L. Caruso, Director  
Michigan Department of Corrections

**NOTES****OFFICERS 2006 – 2008**

**Joe Rion, President**  
KENTUCKY  
joe.rion@ky.gov

**David Haassenritter, President-Elect**  
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haasedk@hqda.army.mil

**Angela Arabie, Treasurer**  
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amarabie@oyd.louisiana.gov

**Jo Glazier, Secretary**  
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jglazier@parole.state.ny.us

**Dora Gorey, Past President**  
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dgorey@bellsouth.net

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**Scott Renshaw, Northeast Region**  
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srenshaw@twcny.rr.com

**Ruby Galpin, North Central Region**  
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**Lynnwood "Lynn" Baade, Western Region**  
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**STAFF**

**David K. Taylor, Executive Director**  
cama.ed@earthlink.net

**Phil Fiacco, Webmaster**  
-fasttrak@twcny.rr.com

**Dr. David Helmie, Criterion Editor**  
dhelmie@thegroupinc.com

Greetings!

On behalf of the Executive Board I would like to extend a warm welcome to the 2008 Correctional Accreditation Manager's Association's (CAMA) annual training conference. In keeping with the CAMA tradition, this conference promises to be both informative and enjoyable.

The Michigan Host Committee and the CAMA Executive Board have worked throughout the year to assemble a great schedule of workshops and activities. Please take advantage of the programs and be sure to visit with our sponsors and vendors. Mackinac Island is one of the most scenic and historic conference sites in the country. Please take the time to enjoy the marvels of this unique setting.

With warmest regards,

**Joe Rion** (electronically signed)  
Joe Rion, President

State of Michigan  
**City of Mackinac Island**  
 City Hall, Market Street, P.O. Box 455, Mackinac Island, MI 49757-0455

Correctional Accreditation Managers Association  
 American Correctional Association  
 206 North Washington Street  
 Suite 200  
 Alexandria, VA 22314

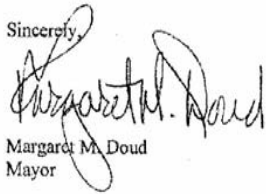
Dear Attendees;

On behalf of the City of Mackinac Island I would like to welcome you to the 21<sup>st</sup> Annual Training Conference, Michigan's "Building Bridges" CAMA Conference, on beautiful Mackinac Island.

We are very honored that you have chosen Mackinac Island to host this year's conference. Mackinac Island is a unique destination with many amenities to offer. I hope that you will be able to sample some of our uniqueness while working with the CAMA. Mission Point is a beautiful resort that will satisfy all of your needs during your stay.

Again, I welcome you to lovely Mackinac Island. Good luck and congratulations to the nominees for the "Accreditation Manager of the Year Award".

Sincerely,



Margaret M. Doud  
 Mayor

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 Building Inspection (906) 847-4088  
 Department of Public Works (906) 847-6103

City Treasurer (906) 847-6002  
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Mayor (906) 847-3452  
 Assistant (906) 847-6002  
 FAX (906) 847-6430

## *Our Sincere Thanks to:*

*Susan Curtis for your immeasurable help with registrations.  
 Your professionalism and patience are greatly appreciated.*

*Judy Gold for your help with the initial planning  
 and set-up of our conference logo.*

*Christine Navarro for assisting us with whatever  
 we needed at the drop of a hat.*

*Barb Arthur (Horticulture Teacher at the Muskegon  
 Correctional Facility) for providing us the  
 beautiful floral arrangements.*

*The Office of Employment Readiness for helping with our  
 printing needs and your vast array of assistance  
 provided in preparing for this conference.*

*Director Caruso, thank you so much  
 for your optimistic and never ending support!*

*Amy Fairbanks, Robin Gilbert, Bruce Denny  
 (Conference Co-Chairs)  
 and the entire Host Committee*

## A TIP TO SPEED UP YOUR DEPARTURE FROM THE ISLAND

Individuals who will be attending the final day of the conference (Tuesday, June 3<sup>rd</sup>) may want to bring their luggage to the front desk or call a bellman to retrieve their luggage prior to attending the morning workshops. This will help speed up your departure from the island later in the day. This **DOES NOT** mean you have to check completely out at that time. Your luggage will be transported ahead of time to the mainland and placed in a secured area out of the elements.

The island horses can only pull two luggage carts at a time to the ferry docks and it takes approximately ½ hour per trip. If everyone attending the conference waits until the last minute to bring their luggage down, it may take several hours to get your bags to the mainland.

**Be sure to let the front desk staff or bellman know**

- 1. WHICH BOAT LINE YOU ARE USING***
- and***
- 2. IF YOUR LUGGAGE SHOULD GO TO ST. IGNACE  
OR MACKINAC CITY FOR YOUR RETRIEVAL.***



### CAMA Executive Board

President – Joe Rion  
 President-Elect – David Haasenritter  
 Treasurer – Angela Arabie  
 Secretary – Jo Glazier  
 Executive Director – David K. Taylor

### CAMA Regional Directors

Northeast Region – Scott Renshaw  
 Western Region – Lynnwood “Lynn” Baade  
 Central Region – Tami Williams  
 Southeast Region – Clayton R. Williams  
 Mid-Atlantic – Byron A. Jasis

### CAMA Host Committee Members

Conference Co-Chairs – Amy Fairbanks, Robin Gilbert, Bruce Denny  
 Finance & Registration Chair – Carol Wilson, Committee - Carla Ohlerich  
 Hospitality Chairs – Candie Chase, Karilyn Sanders  
 Programs Chair – Delores Crosby, Committee - Micki Sorensen  
 Transportation & Entertainment Chair – Ken Dunton, Committee - Eric Thomas  
 Food Planning Chair – Barbra Storey  
 Vendor Chair – Jeff Oswalt  
 Technical Assistance – Tom Thielen  
 Security – Dave Fenby

## CAMA CONFERENCE ITINERARY

Saturday, May 31	Event	Location
9:00 a.m. – 12:00 noon	CAMA Executive Board Meeting	Fort Holmes
1:00 p.m. – 5:00 p.m.	CAMA Sub-Committee Meetings	Wawashkamo
1:00 p.m. – 5:00 p.m.	Registration	Foyer/Main Lobby
6:00 p.m. – 8:00 p.m.	Evening Reception <i>(Welcome Reception and Hors d'oeuvres sponsored by Keeffe Group)</i>	Sound Stage
Sunday, June 1	Event	Location
8:00 a.m. – 9:00 a.m.	Continental Breakfast	By Atrium/Vending
8:00 a.m. – 1:00 p.m.	Professional Development Certification Workshop and Testing	Arch Rock
8:00 a.m. – 5:00 p.m.	Registration	Foyer/Main Lobby
9:00 a.m. – 10:00 a.m.	Opening Session <i>(MDOC Deputy Director Dennis Schrantz)</i>	Sound Stage
<b>10:30 a.m. – 12:00 noon</b>	<b>Developing Your ACA Accreditation WORKSHOPS</b>	<b>Friendship Altar</b>
	<b>Offender Success – Prisoner Re-Entry Initiative (Cynthia Follen, Patricia Barnhart, Julia Cady)</b>	<b>Amphitheater</b>
	<b>Leading Through Empowerment – Strengthening Change (Janine LaCroix, Synthia Hughes)</b>	<b>Eagle Point</b>
	<b>ACA Policy &amp; Procedure Manual (Dave Haasenritter, Joe Rion)</b>	<b>Sugar Loaf</b>
12:00 noon – 2:00 p.m.	Networking Event	Atrium
<b>2:00 p.m. – 3:30 p.m.</b>	<b>The Audit Process - Including Standard Files (Mike Bradley)</b>	<b>Sugar Loaf</b>
	<b>Juvenile Accreditation (Charles Kehoe)</b>	<b>Friendship Altar</b>
	<b>Prisoner Rape Elimination Act (Commissioner J. David Donahue)</b>	<b>Amphitheater</b>
	<b>Absconder Location and Implications for ACA Standards (Phillip Greer)</b>	<b>Eagle Point</b>
4:00 p.m. – 5:00 p.m.	Vendor Reception	Atrium Lounge



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and would like to welcome everyone to the  
Conference.

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Web: [www.michigan.gov/msi](http://www.michigan.gov/msi)

Monday, June 2	Event	Location
7:30 a.m. – 4:30 p.m.	<b>ACA Auditor Training (Mark Flowers)</b> 1. New Auditor 2. Auditor Refresher/Chairperson Training 3. ACA Manager's Q&A Session 4. Standards Update Session 5. Health Care Accreditation/Outcome Measures	Amphitheater
8:00 a.m. – 9:30 a.m.	Registration	Foyer/Main Lobby
9:30 a.m. – 11:00 a.m.	<b>First Impressions: The Guidebook to Your Friendship Altar WORKSHOPS</b>	
	<b>Changing Facility Culture (Thomas Birkett, Mary Earley)</b>	Eagle Point
	<b>Second Chance at Life - Dog Program (Carol Howes, Beverly Sebastian)</b>	Sugar Loaf
11:30 a.m. – 1:00 p.m.	Conference Luncheon (MDOC Director Patricia Caruso)	Sound Stage
1:30 p.m. – 2:30 p.m.	Vendor Exhibits	Atrium
3:00 p.m. – 4:30 p.m.	<b>Ask the Auditor (AJ Hamburger, Clare Armstrong-Seward, Mike Bradley)</b>	Sugar Loaf
	<b>Work Release Programming for Mental Health Inmates/Jails (Phillip Greer)</b>	Eagle Point
5:30 p.m. – 7:00 p.m.	Dinner Reception	Sound Stage
Tuesday, June 3	Event	Location
8:00 a.m. – 9:30 a.m.	Registration	Foyer/Main Lobby
8:30 a.m. – 10:00 a.m.	<b>Post Audit Activities WORKSHOPS</b> <b>(David Haasenritter, Theresa Grenier)</b>	Friendship Altar
	<b>Job Safety, Sanitation, &amp; Fire Safety Inspections for Corrections (Mike Kirkwood, Lyle Harter, Gene Fushi)</b>	Amphitheater
	<b>"Red Tape Games" (Jeri-Ann Sherry)</b>	Sugar Loaf
	<b>Jails/Facilities Accreditation (Patrick Clapgood, Diana Brown, Connie White)</b>	Eagle Point
10:30 a.m. – 12:00 noon	Closing Session (CAMA President Joe Rion)	Amphitheater

## CAMA Conference Opening Session

(Sunday, June 1, 2008 9:00 a.m. – 10:00 a.m.)

Welcome and Introductions .....	David Haasenritter CAMA President-Elect
Presentation of the Colors .....	MDOC Honor Guard <i>(if able, please stand)</i> John Cordell, Commander
The National Anthem .....	Geri-Lynn Bailey, Local Resident
Prayer	
Introduction of Speaker .....	William D. Wilson Jr. Administrator, MDOC Office of Employment Readiness
Keynote Speaker .....	Dennis Schrantz MDOC Deputy Director
CAMA Opening Comments .....	Joe Rion CAMA President
Announcements .....	Amy Fairbanks, Robin Gilbert Conference Co-Chairs
Recognition of .....	Joe Rion Michigan Conference Host Committee CAMA President



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## OPENING SESSION

Sunday, June 1, 2008

### KEYNOTE SPEAKER

***DENNIS S. SCHRANTZ***  
***Deputy Director (Planning and  
Community Development  
Administration), Michigan  
Department of Corrections***

Dennis Schrantz is responsible for strategic planning and collaborative efforts with the department's Executive Policy Team to develop and implement a five-year plan to control prison growth and manage the department's Prisoner Re-Entry Initiative. Dennis also held positions as Chief Deputy Director, Field Operations Administration,

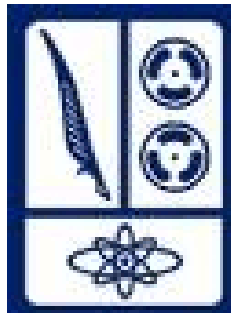
MDOC, Adult Services Division, Wayne County, Michigan Department of Community Justice and the Executive Director, Michigan Office of Community Corrections. Dennis is also a Consultant with the Center for Substance Abuse Treatment, the National Institutes of Corrections and Justice, Center for Effective Public Policy, and the Sentencing Project. He has published articles and taught seminars on effective targeting of prison bound offenders and reducing racial disparity in the justice system. He is the co-author of The Sentencing Project manual, *Reducing Racial Disparity in the Criminal Justice System: A Manual for Practitioners and Policymakers*.

Dennis has been married for thirty-one years to Nicki Wood and has four beautiful children with two living at home. Hobbies include improving skills in the impossible sport of golf, paddle ball and fishing.



The Office and Professional Employees International Union is happy to extend our gratitude and best wishes to the Correctional Accreditation Managers Association on their 21<sup>st</sup> Annual Convention. It is our hope that you will continue to take the lead in developing the standards that make

correctional facilities safer for both the staff and offenders. The work done by CAMA through training, policy development and the input in helping correctional facilities understand the problems related to accreditation is invaluable. Our members, who work daily in the facilities in Michigan, understand the importance of the work done by all the professional members of CAMA. So, on behalf of President Michael Goodwin and myself, we hope your convention is a complete success and we look forward to working with you and your organization for many years to come.



Sincerely,  
Aaron E. Sanders  
Region VII Vice President  
Web Site: [www.opeiu.org](http://www.opeiu.org)  
(800) 346-7348

## CAMA Conference Awards Luncheon

(Monday, June 2, 2008 11:30 a.m. – 1:00 p.m.)

Welcome and Introductions .....	Joe Rion CAMA President
Recognition of Executive Board, Criterion Editor .....	Joe Rion Regional Managers, and Webmaster CAMA President
Prayer	
Lunch	
Introduction of Keynote Speaker .....	William D. Wilson Jr. Administrator, MDOC Office of Employment Readiness
Keynote Speaker .....	Patricia L. Caruso MDOC Director
Presentation of Awards .....	Joe Rion Accreditation Manager of the Year Linda J. Allen Scholarship Welcome Book CAMA President
Closing Announcements .....	Amy Fairbanks, Robin Gilbert Conference Co-Chairs

Three-day registrants automatically receive a ticket for this evening's Dinner Reception; however, others wishing to attend may purchase a dinner ticket for \$25.00 at the registration table.

**We hope to see everyone there.**

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## WORKSHOP DESCRIPTIONS

**SUNDAY, JUNE 1**

**10:30 a.m. – 12:00 noon WORKSHOPS**

**Developing Your Accreditation Manual**

**Friendship Altar Room**

***Amy Fairbanks***

This program is designed to help accreditation managers organize and maintain the information needed to achieve a successful accreditation and have a process in place that can be handed over to the next manager while maintaining consistency. As each organization/agency has its own unique accreditation needs, a manual format would be more helpful than attempting to address all the needs in one generalized manual.

**Offender Success – Prisoner Re-Entry Initiative**

**Amphitheater**

***Cynthia Follen, Patricia Barnhart, Julia Cady***

Participants will understand the Michigan Prisoner Re-entry Initiative and the changes needed within the “Prison Culture” to ensure offender success. Focusing on the need to change the way we approach and interact with offenders through a Collaborative Case Management Approach is a “Key Factor” in providing an environment conducive for change. Changing our approach will change the way we do business as a Department.

Discussion of where we are, where we need to be and how we plan to get there will be offered. The workshop will explain the process needed to ensure changes in the way Departmental employees view their job responsibilities as it relates to the offender. Finally, the session will help to explain the plan of action developed to incorporate the changes needed to ensure offender success.

**Leading Through Empowerment – Strengthening Change**

**Eagle Point**

***Janine LaCroix, Synthia Hughes***

The Michigan Department of Corrections has taken an active role in providing leadership training throughout every level: Executive, Manager and Supervisor. Today, the Department continues to move forward in strengthening the organization through its leaders. Leaders establish strength in a 360 degree move by empowering staff to effectively implement and strengthen positive change. Strengthening change for a positive outcome is accomplished by empowering staff at all levels within the workplace. Topics include: understanding the difference of how change affects an organization and an individual, knowing the targeted end result, motivating staff to buy into the change through establishing teams, strengthening individual staff by recognizing team leaders, inclusion of other areas that may be affected by the change to be part of the change, and reinforcing the change in a 360 degree pattern.

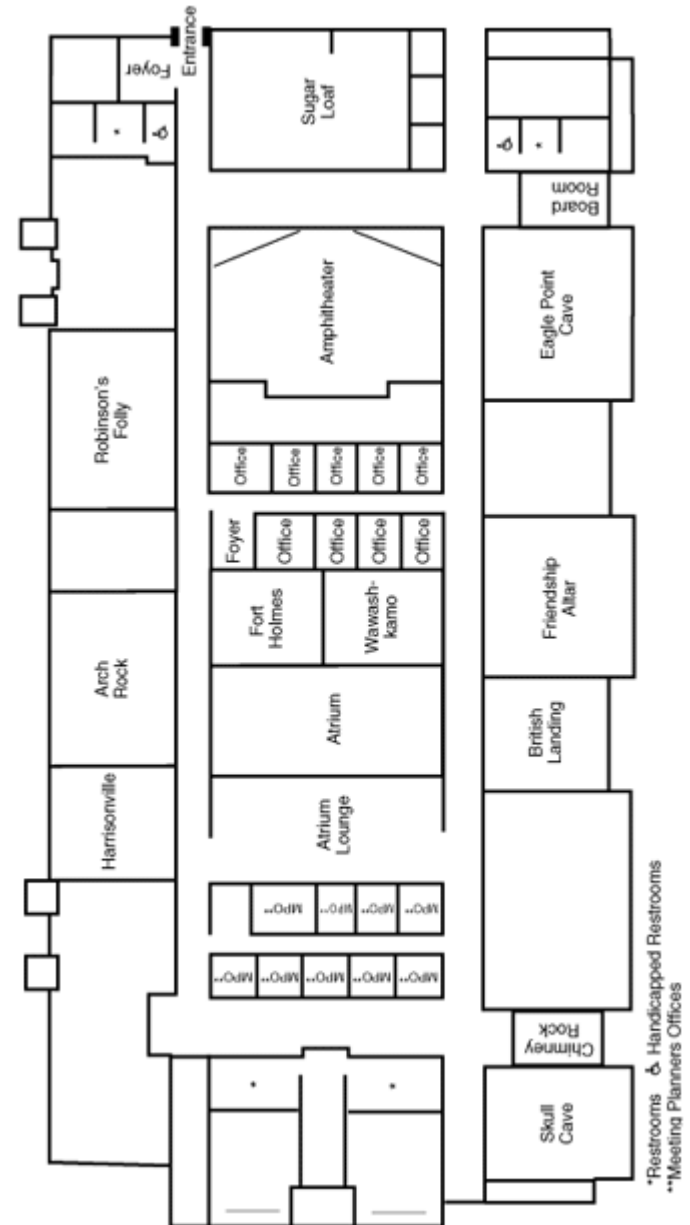
**ACA Policy & Procedure Manual**

**Sugar Loaf**

***Dave Haasenritter, Joe Rion***

Policies and Procedures are the cornerstone of the accreditation process. This workshop will walk you through the ACA policy and procedure manual on the ACA website. Topics will include the accreditation process and cycle, audit protocols, accreditation hearings, and standards development.

### Conference Center Floor Plan



A Special Thanks to our  
CAMA Conference Sponsors this year!

**Keefe Supply Company**  
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SUNDAY, JUNE 1

2:00 p.m. – 3:30 p.m. WORKSHOPS

The Audit Process – Including Standard Files

Sugar Loaf

*Mike Bradley*

This presentation will provide guidelines for formatting ACA standard files to make them “auditor friendly.” It will cover everything from organizing the documentation, to completing the Standards Compliance Checklist. The presentation will move from file design to providing a helpful guide to assist the new accreditation manager in their preparation for their upcoming ACA audit. It will start with processing the ACA contract and other pre-audit paperwork, to information needed in the welcome book, to all the audit logistics necessary to produce a successful accreditation audit.

Juvenile Accreditation

Friendship Altar

*Charles Kehoe*

The history of the development of juvenile standards, the diverse organizational approaches taken by juvenile correctional agencies and uniqueness of juvenile offenders makes juvenile accreditation a challenge for even the most experienced corrections professional. This interactive workshop will provide an overview of juvenile standards and accreditation and will challenge the participants to identify new strategies designed to involve juvenile corrections and juvenile justice agencies in the accreditation process.

Prison Rape Elimination Act (PREA)

Amphitheater

*Commissioner J. David Donahue*

The Prison Rape Elimination Act (PREA) Commission and the PREA Review Panel have been working with ACA and others to develop standards designed to promote PREA's zero tolerance for sexual victimization in prisons, jails and detention facilities. This presentation will not only review standards specific to PREA, but also examines issues jurisdictions face today in addressing PREA requirements, and outlines actions jurisdictions may take to reduce the prevalence of sexual violence in their institutions.

Absconder Location and Implications for ACA Standards

Eagle Point

*Phillip Greer*

This session will review the practices of community based correctional programs in locating and re-engaging absconders from supervision. Session discussion will include applicable ACA standards and agency policy & protocol based on statute and field versus community based residential programming standards.

**MONDAY, JUNE 2****7:00 a.m. – 4:30 p.m. Auditor Training****ACA Auditor Training****Amphitheater****Mark Flowers**

This session will be a full day of auditor training, consisting of New Auditor, Auditor Refresher and Chairperson training. The Director of Standards and Accreditation will also participate in a question and answer session allowing ACA managers time to discuss important issues. The 2008 supplement, as well as the process of changing, deleting or recommending new standards will also be presented. The last portion will be a discussion on all of the health care standards which were changed in 2007.

**MONDAY, JUNE 2****9:30 a.m. – 11:00 a.m. WORKSHOPS****First Impressions: The Guidebook to Your Facility****Friendship Altar****Clare Armstrong-Seward**

Evolving from stale fact sheets, the welcome book has grown to be a useful print and electronic tool to introduce your facility, agency or program to auditors in advance of their arrival. This class will guide you through your welcome book preparation and design.

**Changing Facility Culture****Eagle Point****Thomas Birkett, Mary Earley**

The reality of beginning something new in any organization can be overwhelming. Changing the culture of an organization to ensure compliance with ACA standards where none have previously existed may seem a daunting task. Many challenges may be faced not only in inventing new policy, procedures, practices, but in staff resistance to the transformation. This presentation will address issues that may be experienced in a facility which is beginning the process of becoming accredited and provide recommendations on how to (or how not to) implement change.

**Second Chance at Life – Dog Program****Sugar Loaf****Carol Howes, Beverly Sebastian**

Refurbished Pets is a local non-profit agency that rescues dogs from the Branch County Shelter. This program is fairly new. Carol Howes will share experiences in the MDOC Coldwater Complex prisons regarding prisoners working with these dogs, and the benefits of the program to the prisoners and the non-profit agency. The program has thirty greyhounds from Second Chance and eight dogs from Refurbished Pets. The outside agencies find adoptive homes and pick the new dogs which are then placed in the prisons. Prisoners work on teaching them basic obedience and socialize with them in order to make the dogs more adoptable.

all of the housing modules, and other projects and duties to assist Captain Clapgood, the Facility Administrator.

Connie has lived in several Ohio communities as an adult. She attended Ohio University in Athens, Ohio for two years and received an Associate Degree in Criminal Justice from Central Ohio Technical College in Newark, Ohio. She and her husband currently live in Heath, Ohio and have four daughters and two sons. They are the proud grandparents of fourteen grandchildren and one great-grandson.

*There will be a "Silent Auction" occurring throughout the conference. Proceeds will benefit Habitat for Humanity.*

**BEVERLY SEBASTIAN**  
**(Executive Director of the National Greyhound Foundation)**

Beverly Sebastian has a multitude of experience in the Competitive International Motion Picture production and distribution business as a successful Independent Film Producer. She was one of the first women international Independent Film Distributors in the country. Beverly spent more than thirty years working with Corporate Industry giants like Warner Bros., Paramount Pictures and the Disney Corp. She has worked at creating ideas, writing scripts, and film production and distribution. In her current position, she (along with her husband Ferd) has produced more than twenty infomercials, television commercials, short movies, PSA commercials and news stories which offer insights into the way Greyhounds live, die, and are remembered.

Mrs. Sebastian's National Greyhound Foundation is the only Greyhound Adoption Group specializing in the use of the media to help adopt, rescue and spread the word about Greyhounds. In 1994 while researching for a script for a movie about dogs, Beverly met and fell in love with a retired racing greyhound named "Happy" which led her to begin the National Greyhound Foundation Inc. After adopting over four thousand retired racing greyhounds, she has developed a national plan and entered into the first phase of the Second Chance at Life: Greyhounds and Inmates Prison Partnership Program. The Michigan Department of Corrections was chosen as the one of the first pilot programs. The Coldwater Complex, operated by Warden Carol Howes, is the premier operation of the program in the United States. Since the program's beginning in late 2006, it has helped to save the lives of hundreds of dogs and heal the spirits of hundreds of prisoners.

**JERI-ANN SHERRY**  
**(Regional Prison Administrator, MDOC)**

Jeri-Ann Sherry was recently named Regional Prison Administrator for Region I of the Michigan Department of Corrections. Region I encompasses seventeen men's correctional facilities covering all security levels from minimum to maximum security and administrative segregation. RPA Sherry has a diverse background with over thirty years of experience in government administration; twenty of which have been in the Department of Corrections. She has served as an Administrative Manager, Deputy Warden and Warden in the Michigan system.

**CONNIE WHITE**  
**(Lieutenant/Assistant Facility Administrator, Licking County Sheriff's Office, Newark, Ohio)**

Connie White has been involved with law enforcement since 1975. She began working for the Licking County Sheriff's Office in 1987 as a Deputy in the Licking County Justice Center. She transferred to the Patrol Division in 1992 and then to the Detective Division in 1994. She was promoted to Sergeant of the Detective Division in 1999 and then to Lieutenant of the Administrative Services Division in 2002. While in this position, Connie began working with accreditation with the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) and became the Accreditation Manager in 2005. She was transferred back to the Licking County Justice Center in 2007 as the Assistant Facility Administrator. In her current position, she is responsible for the supervision of six sergeants, answers inmate communications and grievances, conducts weekly visits to

MONDAY, JUNE 2

3:00 p.m. – 4:30 p.m. WORKSHOPS

Ask the Auditor

Sugar Loaf

*AJ Hamburger, Clare Armstrong-Seward, Mike Bradley*

This session will provide information to help facilities be fully prepared for ACA Auditor teams. An overview of questions asked by the auditors and proper care and feeding of auditors during your accreditation will be looked at. Other topics such as facility descriptions, changes to facility since last audit, organization of the facility, significant reports and agendas of planned activities will be included. The session will also provide information regarding what the audit chairperson will need from your facility in order to complete the ACA Audit Report.

Work Release Programming for Mental Health Inmates/Jails

Eagle Point

*Phillip Greer*

This session will provide an overview of multiple mental health options for the inmates of the Pennington County Jail, utilizing only contractual agreements with community resources. These collaborations entail utilizing contracted personnel within the secure facility and work release program to provide all mental health services. The session will include discussion regarding the impact to Accreditation in utilizing contractual providers in both a secure and work release facility.

## TUESDAY, JUNE 3

8:30 a.m. – 10:00 a.m. WORKSHOPS

### Post Audit Activities

### Friendship Altar

*David Haasneritter, Theresa Grenier*

This workshop will focus on the preparation and submission of post-audit documents such as appeals, plans of action, and plans of action waivers. Issues such as drafting requirements and preparation tips will be addressed. Procedures for filing requests for discretionary non-compliance with standards will also be discussed.

### Job Safety, Sanitation & Fire Safety Inspections for Corrections Amphitheater

*Mike Kirkwood, Lyle Harter, Gene Fushi*

This presentation will explain how the Michigan Department of Corrections provides documentation for the various (Adult) ACA files relating to sanitation, fire safety and job safety through the weekly, monthly and annual inspection process. A discussion regarding "qualified individuals" for sanitation and safety inspectors is also included.

### "Red Tape Games"

### Sugar Loaf

*Jeri-Ann Sherry*

Have you ever felt that the bureaucratic processes in your organization are out of control? If yes, the "Red Tape Game" may be useful to you. The "Red Tape Game" provides a fun method to visually demonstrate cumbersome bureaucratic process and perhaps stimulate organizational change. You will be provided with a "tongue in cheek" tool to help your organization recognize and cut through the "red tape" that hampers employee productivity. Come join us for some fun and games!

### Jails/Facilities Accreditation

### Eagle Point

*Patrick Claprood, Diana Brown, Connie White*

This program will take a look at getting started in the accreditation process from our perspective as a Jail. The student will learn how to hurdle the stumbling blocks that most aging jails face and how to become successfully accredited.

the Region I office in June of 2002 as the Regional Sanitarian. In July of 2006 he was again reassigned to the Physical Plant Division of MDOC and has spent a total of twenty-four years with MDOC.

Mike conducts the Annual Facility Sanitation Inspections and Food Service Safety and Sanitation Inspections throughout all Region I facilities. He also facilitates sanitation and job safety training programs for the region. In addition to helping to coordinate the sanitation related ACA files for all facilities in Region I, he participates in ACA second year, pre-accreditation and accreditation audits throughout the region. Mike enjoys playing the guitar and fishing in his spare time.

### **JANINE LACROIX**

**(Assistant Business Manager, Chippewa Correctional Facility, MDOC)**

Janine LaCroix has worked for the Michigan Department of Corrections for fifteen years and has experienced diverse cultures within ten facilities throughout Michigan while working and promoting in various positions. In the past seven years, Janine has had the opportunity to open two facilities and reorganize services in four facilities. As Assistant Business Manager she has been challenged as a "change agent" to lead and strengthen individuals while forming teams to meet our organizational growth and challenges. Janine completed a Bachelor's Degree in Business Administration and a Master's in Strategic Management with emphasis in Leadership through Davenport University.

Completion of the M.D.O.C Competitive Leadership Academy was accomplished in 2002. Currently, Janine is a mentor for Decisions to Actions in Sault Ste. Marie, MI working with troubled teens and has recently completed certification as a Mediator for the Eastern Upper Peninsula (EUP) Community Dispute Resolution Center. She is also a sponsor for Embrace Child Network, Red Cross and Special Olympics.

### **JOSEPH RION**

**(CAMA President, Warden of Blackburn Correctional Complex)**

Joseph Rion began his career in Corrections as a Correctional Officer at Kentucky State Reformatory in 1977. During the past thirty-one years he has held several positions within the Department of Corrections including Classification & Treatment Officer, Correctional Lieutenant, Training Instructor, Procedures Development Specialist, Administrative Specialist III, Corrections Program Administrator and Deputy Warden of Security at Northpoint Training Center. He was promoted to Warden and assigned to the Blackburn Correctional Complex on June 1, 2006.

Mr. Rion received his Bachelor's Degree in Sociology from Morehead State University in 1977 and a Master's Degree in Criminal Justice from Eastern Kentucky University in 1996. He has maintained professional memberships with state and national correctional associations. In 2000, he was named a Certified Public Manager by the National Certified Public Manager Consortium and in 2004 was named a Certified Corrections Executive by the American Correctional Association. Warden Rion serves as the current President of CAMA.

Before being named Warden at the Crane Correctional Facility in 1985, Carol worked for two years as the Assistant Deputy for Housing at the Michigan Dunes. Carol and her staff opened Crane Correctional Facility in 1985. She transferred to Lakeland Correctional Facility in 1994. She assumed the responsibility of Warden for the three prisons at the Coldwater Correctional Facilities Complex in 2003.

### ***SYNTHIA HUGHES***

#### ***(Assistant Deputy Warden, Oaks Correctional Facility, MDOC)***

Synthia Hughes currently holds the position of Assistant Deputy Warden at the Oaks Correctional Facility and has twenty-one years of service with the Michigan Department of Corrections. She began her career as an officer in SPSM in 1987 and began to climb the promotional ladder after five years. She has worked in seven different facilities to date, obtaining experiences in every custody and security level within the DOC - including working with female offenders. These experiences have offered Synthia several opportunities to assist in continual training curriculums, as well as present new departmental programs to employees. Her many years of supervision has led to her vast levels of exposure to continued learning and options into today's level of leadership within the twenty-first century.

### ***CHARLES J. KEHOE***

#### ***(Vice President Marketing and Communication, G4S Youth Services, LLC)***

Charles J. Kehoe has over forty-three years experience in the juvenile and adult corrections field. He has worked in the public and private sector and in community-based and institutional programs. He published several articles on correctional issues and has served as an expert witness in Federal and State Courts. Charles has provided training and technical assistance in thirty-three U. S. states and the Territory of Guam. He has participated in the design and planning of several juvenile and adult correctional facilities, as well as the master planning for a number of states. Charles also toured and inspected correctional facilities in several foreign countries.

Mr. Kehoe has served on the ACA Standards Committee and is a former member of the Commission on Accreditation for Corrections. He has received nine awards for his contributions to the judicial and corrections professions, including the E. R. Cass Award from the American Correctional Association. Charles is a Past President of the American Correctional Association and a Vice President of the National Juvenile Detention Association. He is also an active member of numerous other professional associations, including CAMA.

### ***MIKE KIRKWOOD***

#### ***(Regional Sanitarian, MDOC, Environmental Sanitarian, Environmental Health and Fire Safety Section, Physical Plant Division, Bureau of Fiscal Management)***

Mike Kirkwood earned a Bachelor of Science Degree in Biological Science from Colorado State University in 1971. He began his career working as an Environmental Sanitarian with the Marquette County Health Department and Macomb County Health Department. In early 1984, Mike was hired into the Michigan Department of Corrections as the Environmental Sanitarian for the Marquette Branch Prison. Eventually, he began providing sanitation inspection services to various other facilities, and was reassigned to

## **CAMA WORKSHOP PRESENTERS**

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### ***CLARE ARMSTRONG-SEWARD***

#### ***(Assistant Professor, Morrisville State College)***

Dr. Clare Armstrong-Seward is currently an Assistant Professor with Morrisville State College where she has developed an Associate degree of Applied Science in Criminal Justice and is in the process of gaining approval for a Bachelor of Technology in Criminal Justice. She has been an accreditation auditor since 1995 and is the founder of the Historical Association for Corrections. CAMA has always been important to her, serving as President, Executive Director, and instructor. Clare retired from the NYS Department of Correctional Services after nearly twenty-six years in security. She is the recipient of the NYS Medal of Honor and was recognized by the NYS Assembly in a Legislative Resolution. On an accreditation note, Clare is the originator of the term "Welcome Book".

### ***PATRICIA BARNHART***

#### ***(Deputy Warden, Thumb Correctional Facility, MDOC)***

Patty Barnhart is a 1989 graduate of Ferris State University located in Big Rapids, Michigan. She has a nineteen year career with the Michigan Department of Corrections (MDOC) working as a Corrections Officer, Probation/Parole Officer, Probation/Parole Supervisor, and currently as the Deputy Warden of Thumb Correctional Facility located in Lapeer, Michigan. As an MDOC employee, she has participated on numerous committees related to Diversity, Michigan Prisoner Re-Entry Initiative, and Leadership, to name a few. She has also completed the Women's Leadership Training Program and has continued this supportive training offered within the MDOC as a presenter. Ms. Barnhart is the proud mother of two girls, ages nine and six. Her spare time is spent officiating basketball as a member of the Michigan High School Athletic Association and softball as a member of the Amateur Softball Association.

### ***THOMAS BIRKETT***

#### ***(Warden, Standish Maximum Correctional Facility, MDOC)***

Warden Birkett began his career in the Corrections field in the Arizona Department of Corrections (ADC) in 1979 as a Corrections Officer in Florence, Arizona. He was promoted through the custody ranks in Arizona and was an Assistant Deputy Warden when leaving ADC. He came to the Michigan Department of Corrections and became the Assistant Deputy Warden of Housing at Chippewa Regional Facility in May of 1989. In July of 1990 he became the Classification Director at Alger Maximum Facility due to statewide ADW cutbacks. Tom became a Captain at Chippewa Regional Facility in September of 1990 and then moved to the Riverside Correctional Facility as a Security Specialist in April of 1991. Tom was promoted to an Assistant Deputy Prison Warden at Camp Sauble-Special Alternative Incarceration Unit also in April of 1991. In May of 1992 he became the Assistant Deputy Warden of Custody at the Oaks Correctional Facility. He came to the Standish Maximum Correctional Facility in March of 1993 as the Deputy Warden and was promoted to the Warden position on May 3, 1998. Warden Birkett received a Bachelor of Science Degree from Northern Arizona University.

**MICHAEL BRADLEY**  
**(Director of Accreditation, GEO Group)**

Michael Bradley retired in 2000 from the Kentucky Department of Corrections after twenty-seven years with that agency. He retired as a Regional Director with administrative responsibility for the operation of six adult correctional institutions. During his twenty-seven years with the Department he also served as the statewide Accreditation Manager for the state's twelve adult institutions.

After his retirement, Michael joined The GEO Group as the Director of Contract Compliance for the eastern half of the United States and now holds the position of Director of Accreditation at the Corporate Office with responsibility for overseeing the ACA accreditation process on a national level. He has been an ACA auditor since 1984, has received the Chairman's Award from the Commission on Accreditation for Corrections in 1999, and has been a member of CAMA since it was founded.

**DIANA BROWN**  
**(Accreditation Coordinator, Licking County Justice Center, Newark, Ohio)**

Diane Brown began working for the Licking County Sheriff's Office in July 1989 as a Radio Room Dispatcher. She continued in that position until January 1999, when she transferred to the Jail Division as a Records Clerk and also assisted the Commissary Clerk. In 2001, she volunteered to take over as the ACA Accreditation Coordinator and approximately two months later participated in a successful audit. In 2003, Diane assumed the responsibilities as the NCCHC Accreditation Coordinator and the Medical Department successfully completed the NCCHC audit in 2004 and 2007. The Licking County Justice Center also was re-accredited in ACA in 2004 and is to be re-accredited again this year.

Diane coordinates the monthly jail reports, assists with the annual jail report and attends monthly Sergeant's meetings and medical meetings. She is a member of ACA, CAMA and CAAO. Diane has always resided in the Newark area, except for a couple of years in Indiana. She is the proud mother of one daughter and an even prouder grandmother of an almost five year old grandson.

**JULIA CADY**  
**(Departmental Analyst/MPRI Coordinator, Parnall Correctional Facility, MDOC)**

Julia Cady began her career with the Michigan Department of Corrections on August 18, 1985. Her first assignment was as a corrections officer at the Charles Egeler Correctional Facility, Jackson. Over the past twenty-two years, she has served as a Resident Unit Officer, Sergeant, Assistant Resident Unit Supervisor, and in several acting capacities. These assignments took place at various security levels ranging from Level I to IV. She is currently assigned as a Departmental Analyst – MPRI Coordinator at the Parnall Correctional Facility. Julia graduated from Michigan State University School of Criminal Justice with a Bachelor of Arts specializing in Police and Corrections Administration. She has served as an MDOC Harassment Investigator and an Institutional Trainer. Julia is a 2005 graduate of the Competitive Leadership Academy.

and Corrections Senior Advisor to the Assistant Secretary of the Army. Upon retirement he served as Program Manager, Army Corrections for the Office of the Provost Marshal General before moving to his current position.

Mr. Haasenritter earned a Master of Science Degree in Criminal Justice-Corrections from the University of South Carolina. He is a consultant with the American Correctional Association conducting audits of county, state, federal and private prisons and training of correctional professionals. He led a team that assessed the Dominican Republic Prison System and has made numerous trips to GTMO as an advisor on detainee operations. He has also operated correctional and detention facilities.

Mr. Haasenritter was awarded the 2004 Commission on Accreditation for Corrections Walter Dunbar Award for significant contributions to the corrections profession through the accreditation process and the American Correctional Association Military Affairs Committee 2000 Austin MacCormick Award for significant contributions to Department of Defense Corrections. Mr. Haasenritter currently is the President-Elect of CAMA, having also served as a regional director. He also serves on the ACA standards committee. He is married to Mrs. Scharlotta Haasenritter and has four children: Michael, John, Phillip, and Malia.

**A. J. HAMBURGER**  
**(Accreditation Administrator, State of Ohio, Department of Rehabilitation & Corrections)**

A.J. Hamburger had been with the Ohio DR&C since 1979 in various capacities, having started his career as the Commissary Manager at the Old Ohio Penitentiary (Death House). From there he held the positions of Business Manager at Lancaster, the Deputy Warden at the Nelsonville Facility, to Deputy Warden at Ross Correctional Institution from 1986 to 1990. In 1990, he became the Accreditation Manger at Ross Correctional Institution, where he developed policies and procedures and set up files of documentation in preparation for the American Correctional Association accreditation audit. After the initial ACA audit, A.J. assisted Central Office staff in preparing other institutions for audits by the ACA. In June of 1995, he was transferred to Central Office as the statewide Accreditation Administrator.

In November of 1998, Ohio became one of the few states to have their total department accredited by the American Correctional Association which made Ohio eligible for the Golden Eagle Award. This included thirty Institutions, Central Office, two Boot Camps, Training Academy, Parole Board and Parole Officers. A.J. was promoted to Deputy Warden, Administration, in August of 2003 where he served until his retirement October 1, 2006. He has been an ACA Auditor since 1990.

**CAROL HOWES**  
**(Warden, Coldwater Correctional Facilities Complex, MDOC)**

Carol Howes has a Master's Degree in History, and a second Master's in Teaching in the Community College from Western Michigan University. She was a Peace Corps Volunteer in Kano, Nigeria for two years. She worked several years for the House of Representatives and came to the Department of Corrections in 1978 as the Assistant for Prisoner Affairs.

**THERESA A. GRENIER**  
**(Accreditation Manager, U.S Disciplinary Barracks, Department of the Army)**

Theresa began working for the Department of the Army, U.S. Disciplinary Barracks in 1985 and is currently serving as the Accreditation Manager for the facility. In 2005 Theresa became the first Department of Defense civilian employee to pass the Certified Corrections Supervisor exam. She also received the “Best of the Best” award for her “Outstanding Contributions to Department of Defense Corrections” and was appointed by the American Correctional Association as an auditor and proctor for the Professional Certification exams.

**LYLE HARTER**  
**(Fire Safety Supervisor, MDOC, Environmental Health and Fire Safety Section, Physical Plant Division, Bureau of Fiscal Management)**

Lyle Harter began his career with the Michigan Department of Corrections in 1986 as a Corrections Officer at the Kinross Correctional Facility. He transferred to the newly opened Chippewa Correctional Facility in 1989. In 1998, he was given the opportunity to work in fire safety by then Warden Patricia Caruso, the current Director of MDOC.

The fire safety program was reorganized in 2002 by the Department, which resulted in layoffs of the facility fire safety inspectors. After a brief layoff, Lyle was promoted to the position of the Region I - Fire Safety Inspector until 2006 when he was promoted to the Region I – Fire Safety Supervisor, the position he currently holds. As the Fire Safety Supervisor, Lyle supervises three regional fire inspectors including the Fire Safety, Occupational Safety and Hazardous Materials programs in Region I. He conducts the Annual Fire and Occupational Safety inspections at thirteen facilities and four camps. He has been involved with ACA since 1998 when he started in fire safety. Since 2002, he has been an ACA advisor to Region I facilities, as well as participating in ACA second year, pre-accreditation and accreditation audits throughout the region.

Lyle earned an Associates Degree from Michigan State University. He has been a member of the Rudyard Fire Department for nineteen years and served as the Assistant Chief for five years of that. He also holds certifications as a Fire Inspector from the State of Michigan and the National Fire Protection Association. Lyle lives on a small farm in Rudyard, Michigan with his wife and two sons and enjoys farming, hunting and fishing.

**DAVID HAASENRITTER**  
**(Assistant Deputy - Corrections Oversight, Army Review Board Agency)**

David Kaleolani Haasenritter is the Army Assistant Deputy (Corrections Oversight) within the Office of the Assistant Secretary of the Army (Manpower and Reserve Affairs) and is responsible for oversight of the Army Corrections System. Mr. Haasenritter retired from active military service in December 2003, having served as a military police officer for over twenty-one years with increasing levels of responsibility to include Commander, Trustee Unit, United States Disciplinary Barracks (USDB); Operations Officer, USDB; Chief, Corrections U.S. Army Pacific Command; Battalion Executive Officer, 25<sup>th</sup> Military Police Battalion, Schofield Barracks, Hawaii; Chief Corrections Branch, Department of the Army; Battalion Commander, 10<sup>th</sup> Military Police Battalion Fort Drum, New York;

Julia has been involved with the Correctional Mapping project and several implementation committees such as: Victim’s Rights, Inmate Behavior and Programming, Education, Vocational Training and Employment. As an acting Administrative Assistant to CFA Operations Manager she served as lead for Michigan Re-entry initiative, Females in Transition, Volunteers in Prevention and Children’s Visitation Program initiatives. As the MPRI Coordinator for Special Populations at the G. Robert Cotton Correctional Facility, Julia has been a strong advocate for the deaf population. Julia has been married for nineteen years to Richard and has four children, Allison, Andrea, Allen, and Anna. Her interests include cooking, travel, and history.

**PATRICK CLAPROOD**  
**(Captain/Jail Administrator, Licking County Sheriff’s Office, Newark, Ohio)**

Pat Claprood has worked in Law Enforcement since 1983 and for the Licking County Sheriff’s Office since 1987. During that time he obtained his Bachelor’s Degree in Business and became a Certified Jail Manager through the American Jail Association. He is the Jail Academy Commander and Instructor for the state of Ohio. The Licking County Justice Center is accredited by the American Correctional Association and the National Commission on Correctional Health Care. Pat serves on the Board of Directors for the Corrections Accreditation Association of Ohio.

**J. DAVID DONAHUE**  
**(Commissioner, Indiana Department of Corrections)**

Commissioner Donahue has devoted twenty-six years to the field of corrections, including service with the Federal Bureau of Prisons, state and private corrections. Donahue has worked at numerous facilities throughout the United States, ranging from minimum to maximum security levels. He started in corrections as an entry-level officer and worked his way up the chain to be named warden of two prisons. He was also called upon many times to use his correctional knowledge as an auditor for the American Correctional Association (ACA), and most recently, he served as Deputy Commissioner for the Kentucky Department of Correction. Donahue graduated from Eastern Kentucky University, with degrees in Criminal Justice and Police Administration.

**MARY EARLEY**  
**(ACA Accreditation Manager, Douglas County Department of Corrections)**

Mary Earley began her career in corrections over nineteen years ago as a Correctional Officer with the Nebraska Department of Correctional Services. She served in uniform for several years at a maximum custody intake facility and at a maximum/medium custody facility prior to working in housing as a case manager. She worked as a full time staff training academy instructor for over three years. Her last position with the state was as the Administrative Assistant to the Warden at the Diagnostic and Evaluation Center where she was responsible for development of policy and procedure, preparation of litigation responses, public information officer functions, and served as the Accreditation Manager. In May of 2007, Ms. Earley accepted a position as the Accreditation Manager with the Douglas County Department of Corrections. This 1458 bed county jail has initiated the accreditation process. Ms.

Earley is hopeful to appear before the Commission on Accreditation at the August 2008, ACA Conference to accept a certificate of accreditation on behalf of the Douglas County Department of Corrections.

**AMY FAIRBANKS**  
**(MDOC Health Care Standards Coordinator)**

Amy Fairbanks has approximately twenty-five years of experience with the adult correctional system in the Michigan Department of Corrections. She is currently the Health Care Standards Coordinator, through which she addresses various aspects of quality improvement for the Bureau of Health Care operations. Previous jobs include Resident Unit Manager, Lieutenant, Counselor, and Corrections Officer. Amy worked in various adult male prisons prior to promoting to the central office. In addition, she teaches part time at a community college in the criminal justice department. Amy has been actively involved in the accreditation process throughout all Michigan correctional facilities, serving as the state-wide accreditation coordinator for approximately nine years before taking on her current duties.

**MARK FLOWERS**  
**(ACA Director of Standards and Accreditation)**

Mark Flowers enlisted in the U.S. Army in 1983 as a Correctional Specialist. Throughout his career he served in various positions continuing to specialize in the field of Corrections. He was promoted through the ranks and eventually served three tours as the Senior Corrections Advisor, which is equivalent to a Warden or Deputy Warden. Mark received his Bachelor's Degree and went on to complete a Master's Degree from Webster University in 2003. He instructed college level Criminal Justice classes for eighteen months while stationed in Korea. Mark retired as a Sergeant Major from the Army after he and his family served for twenty-three years. He was appointed as the Director of Standards and Accreditation for the American Correctional Association in June 2006.

Mark married his high school sweetheart Cheryl and the couple has been married for twenty-three years. They have been blessed with two wonderful daughters, Brittany (nineteen) and Shelby (thirteen). The family currently resides in Woodbridge, Virginia.

**CYNTHIA FOLLEN**  
**(Assistant Resident Unit Supervisor, Pugsley Correctional Facility, MDOC)**

Cynthia Follen started with the Michigan Department of Corrections in 1989 as a Correctional Officer. She has worked in a number of areas within the Correctional Institution including working with men and women offenders, custody, housing, and programs. Cindy is currently working in collaboration with FOA, CFA and the community as the MPRI Facility Coordinator for the Pugsley Correctional Facility, which is designated by the MDOC Correctional Facilities Administration as an MPRI In-Reach Facility. Cindy graduated in 1988 from Kutztown University in Pennsylvania with a Bachelor of Arts Degree in Social Welfare. As an MDOC employee, Cindy has participated on committee work associated with Michigan Prisoner Re-entry Initiative. She has completed the Women's Leadership Training Program and the MDOC Leadership Academy and continues her support in this area as a presenter. Cindy has been married for fifteen years and is a proud mother of one son. Cindy's passion in life is

to "make a difference". She spends her spare time volunteering for her church, school, and within her community.

**GENE FUSHI**  
**(Region III Fire Safety Supervisor, Environmental Affairs Section, Physical Plant Division, MDOC)**

Gene Fushi offers more than two decades of accomplishments in the fire and safety industry. His current responsibilities with the Michigan Department of Corrections include the supervision of Regional Fire Inspectors, fifteen prisons, three camps, twenty-one prison industries and Duane Waters Health Center. He is an ACA advisor to Region III facilities and participates in accreditation audits throughout the region. He has testified in federal court as an expert witness for MDOC regarding prisoner fire and safety issues.

Gene began his career in United States Air Force as a Fire Fighter/Fire Safety Inspector providing protection for military members and foreign nationals around the world. He earned several promotions throughout his distinguished military career and developed several new initiatives to help improve base safety for all personnel. After an honorable discharge, he joined the Michigan Department of Corrections where he has become instrumental in the department's vision to be more efficient. His efforts include various committee memberships to reorganize the fire and safety programs and redevelop departmental policy and procedures for MDOC to ensure compliance with ACA accreditation standards. Gene holds an Associate Degree in Fire Science, a Bachelor of Arts Degree from Spring Arbor University, a National Fire Protection Level II Certification, and is a Michigan State Certified Fire Inspector.

**PHILLIP GREER**  
**(Commander of Pennington County Jail, Rapid City, SD)**

Phill Greer became the Commander of the Pennington County Jail in Rapid City, South Dakota, following a long career in the corrections field in Missouri, Kansas and Virginia. He received his B.A. Degree from Park University in Parkville, Missouri, where he majored in Criminal Justice. He has been an active auditor and consultant for the American Correctional Association since December of 2004. He is a member of the American Correctional Association; Kansas Corrections Association; Missouri Corrections Association; Correctional Accreditation Managers Association; and the Academy of Criminal Justice Sciences and National Sheriff's Association.

Phill has been active in his local communities volunteering for such programs as the Neonatal Parent Support Group, Meals on Wheels, Christmas Bureau, and as President of the local Rotary Club.