



# RIDOC REVIEW

A QUARTERLY NEWSLETTER FOR EMPLOYEES AND FRIENDS OF THE DEPARTMENT

Winter 2009

Vol. III, Issue 1

## CO Spotlight: *Steve Pichie*



C.O. Steve Pichie in uniform and (at right) in various coaching situations.

**“It’s a different world here from the outside.”**

**C.O. Steve Pichie**

(which includes oversight of the facility’s fences and alarms, vehicles, keys, and radios) on a three-day rule but is now back to his post as Key Control Officer, a position he has held for about six years. He spent several years prior to that working in the Segregation Unit, something he enjoyed in large part because of the officers who shared that post with him.

Steve Pichie was fresh out of the Marine Corps when he joined the RIDOC’s Training Academy Class 50 at the young age of 20. A friend’s dad had called to tell him about the opportunity and although he knew of only one person who worked for the Department, he decided to give it a shot. Classes were much smaller than they are today, and Steve was one of about 22 to graduate and go on line in July of 1988. Back then, the Academy training took place at the National Guard building across from the Pastore Complex on New London Avenue.

Steve got his start at the High Security Center, where he spent his first six months on the job. He then moved to the Donald Price Facility and finally to Medium Moran when it first opened, and he’s been there ever since.

Steve spent 11 years in the Reserves, traveling to a variety of destinations around the world, including Norway, for brief two-week stints. He took a five year break from military service and then returned to the Air Guard for another five years.

Steve’s two sons, Jeffrey and Nicholas, ages 9 and 11, are his pride and joy and the main reason his schedule as a Correctional Officer fits so well with his family life. It enables him to be home when his sons get home from school and to coach them in basketball and baseball. He coached the Burrillville High School football team (on which he had played in high school) for 13 years and helped lead them to three state championships. He is now encouraging his sons to be active in local sports as well and he serves as president of the Burrillville Little League.

Steve recently served as the Moran Facility’s Security Specialist

Asked what he thinks the general public should know about the role of a Correctional Officer, Steve says, “It’s a different world here from the outside. People on the outside don’t realize what goes on here.” Steve finds it frustrating that a few high profile situations have shaped public perceptions of CO’s in the state, noting, “It doesn’t make the paper when our guys routinely break up or prevent fights. You only hear about the bad. The public doesn’t realize the level of danger or the fact that the small percentage of officers who make ‘the big money’ work a tremen-

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The *RIDOC Review* is published quarterly by the Office of the Director. Please send suggestions for future topics and feedback to:  
Tracey E. Zeckhausen, Chief of Information & P.R.  
Editor, Designer, and Photographer  
401-462-2609; tracey.zeckhausen@doc.ri.gov

# RIDOC in the Community, the Classroom, and Beyond

Information for this page comes from the "Request to Make a Onetime External Presentation" and "Academic Course Notification" forms required of staff per Policy 1.12 Public Presentations.

## ADMINISTRATIVE SERVICES

**Gina Caruolo, Chief Program Development, Policy Unit**, taught *Urban Crime* and *Problems in Correctional Management* at Roger Williams University and *Intro to Sociology* at the CCRI during the fall semester. This spring she is teaching *Women and Crime* at Roger Williams.

**Paul Gutowski, Human Resources Analyst**, spoke on *Recruiting, Retaining and Developing the 21st Century Workforce* (also attended by **Director Wall** who sits on the national advisory panel) at the Bureau of Justice Assistance-sponsored workshop in Las Vegas in October.

## DIRECTOR'S OFFICE

**Director Ashbel T. Wall II** was named outstanding Director of Corrections for 2008 at the annual awards ceremony of the Association of State Correctional Administrators (ASCA) on November 15<sup>th</sup>. He accepted the RI Statewide Independent Living Council's *Distinguished Service Award* for the Prison Pup Partnership Program at its annual awards dinner on September 24<sup>th</sup>. Joining him at the event were **Deputy Wardens Kirk Kaszyk** and **Nelson Lefebvre** and **Chief of Information and P.R. Tracey Zeckhausen**, along with service dog, *Kricket*. The Director spoke at the National Correctional Industries Association 2008 Training Conference in Providence in September. He attended the Rhode Island Public Expenditure Council's (RIPEC) annual meeting and dinner where he, the Governor, the Speaker of the House, and the Senate President discussed the state's fiscal conditions before a large group of private executives and public officials in October. Also in October, he attended the annual NAACP-RI dinner. The Director spoke to students in Brown University Professor Ross Cheit's *Advanced Seminar on Criminal Justice* in the fall. In November, he attended a national meeting on improving outcomes for the children of incarcerated parents, sponsored by the Council of State Governments in Washington, D.C. Also that month, he attended three community meetings sponsored by the Providence Reentry Council and spoke at the 69<sup>th</sup> Annual Training Center of the New England Council on Crime and Delinquency (NECCD) in Newport. Numerous RIDOC staff participated in the event including **Adrienne R. McGowan**, Probation and Parole Supervisor, who spoke about the RIDOC's involvement in Project RENEW (Revitalizing and Engaging Neighborhoods by Empowering Women).

**Chief of Information and Public Relations Tracey E. Zeckhausen** spoke about the Canines for Combat Veterans Program to the board of the RI Statewide Independent Living Council in Bristol in the fall. In October, she attended the Ethics training offered for executives of state agencies by URI. Tracey has been selected as a 2008 recipient of the Justice Award by the RI Attorney General's Office for her work in crime prevention, specifically the creation and oversight of the **Zero Fatalities Project** (ZFP) and the revitalization of the **SCORE** Program. She did a national radio interview on the **ZFP** on DC Public Safety, which is posted at <http://media.csosa.gov> and was interviewed about the *Prison Pup Partnership* by Helen Glover on her WHJJ AM radio show.

## INSTITUTIONS & OPERATIONS

**Deputy Warden Sergio DeSousarosa** lectured twice at Rhode Island College in December, in Prof. Maureen Bradley's *Crime & Criminal Justice* class and Dr. Darek Nichlas' *Introduction to Corrections* class.

**Arthur Fillo, Associate Director of Maintenance**, along with former **Deputy Warden David Caruso** and **Chief of Information and P.R. Tracey Zeckhausen** led three Mount Ida interior design students on a tour of the Reintegration Center and the Donald Price facility in preparation for their Institutional Design course project for which they chose to design a correctional facility.

**CO Lieutenant William Galligan** spoke about sex offender management and treatment and computer monitoring prevention programs to the Minority Alcohol Program (MAP) in Pawtucket in October. Bill also participated in a panel discussion on corrections for students in the *Introduction to Legal Studies* course at Johnson & Wales University in November.

**Debra Gilbert, Correctional Officer**, became the first CO to receive a *Heroes in the Fight Award* from the National Alliance on Mental Illness (NAMI-RI) for her work with a mentally ill inmate. The award was presented at NAMI's annual dinner on September 24<sup>th</sup>.

**Records & ID Captain Frederick Haibon** was called to the podium during the Rhode Island State Police's annual Promotion and Award Ceremony in November to receive the Colonel Chaffee Award for his role at the scene of an accident on Rte. 295.

**Deputy Warden Al Leach** presented an overview of the women's facilities to the Meshanticut Garden Club in February. He was invited by former Parole Coordinator Patricia Carr in connection with the group's donation of bulbs to be planted in front of the Gloria McDonald Facility.



Director Wall was named Outstanding Corrections Director for 2008 by the Association of Correctional Administrators



Debra Gilbert is the first CO to be named by NAMI-RI as a Hero in the Fight.

## REHABILITATIVE SERVICES

**John Antonelli** and **Laura Zarski, Probation and Parole Officers** spoke to students in Rhode Island College's *Victimology* course about domestic violence in November.

**Marietta Cleasby, Art Instructor**, spoke about *Teaching Art in a Prison* to Endicott College students in November.

**Anne D'Alessio, Home Confinement Coordinator** and **Mark Messier, Community Program Counselor** gave an overview of the Home Confinement program

to students in Lincoln Tech's Community Corrections class in early February.

**Heidi DuPerry, Probation and Parole Officer**, recently received the *Torch Run Flame of Hope Award* for her continued support and tireless work with the Special Olympics Rhode Island.

**Teresa Foley, Probation and Parole Officer**, was the guest speaker at an event honoring past and present volunteers with The Blessing Way at St. Peter's and St. Andrew's Church in Providence in February.

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# Personnel Notes: Comings and Goings

## Promotions, Retirements, & Appointments

Congratulations to the following RIDOC employees who received promotions between July 1 and December 31, 2008:

LYNNE CORRY, **PROBATION AND PAROLE SUPERVISOR**  
 TONYA DANA, **MEDICAL RECORDS CLERICAL SUPERVISOR**  
 MATTHEW DEGNAN, **EXECUTIVE SECRETARY, PAROLE BOARD**  
 JEAN EMBREY, **PROBATION AND PAROLE SUPERVISOR**  
 ARTHUR FILLO, **ASSOCIATE DIRECTOR, MAINTENANCE**  
 TERESA FOLEY, **PROBATION AND PAROLE OFFICER I**  
 LYNN GARDINER, **PROBATION AND PAROLE SUPERVISOR**  
 RAYMOND McNALLY, **LOCKSMITH II**  
 MICHELE POULIOT, **FIELD INVESTIGATOR**  
 JOHN SEPULVEDA, **CORRECTIONAL OFFICER HOSPITAL II**



*Newly promoted Probation and Parole Supervisor Lynne Corry speaks at the formal opening of the District 2 substation where Probation and Parole staff share space with Providence Police, similar to the arrangement in District 7. Behind her are Providence Mayor David Cicilline and RIDOC Assistant Director Roberta Richman.*

The RIDOC said farewell to dozens of valued, longtime employees who retired between July 1 and December 31, 2008:

SHEILA AMARAL, **EXECUTIVE ASSISTANT**  
 ARNOLD ANDERSON, **CORRECTIONAL OFFICER CAPTAIN**  
 LEO BAGENSKI, **CORRECTIONAL OFFICER**  
 JOE BALADO, **CORRECTIONAL OFFICER LIEUTENANT**  
 JANICE BARNETT, **FISCAL CLERK**  
 MICHAEL BERNARD, **CORRECTIONAL OFFICER**  
 ANN MARIE BOLVIN, **EXECUTIVE SECRETARY, PAROLE BOARD**  
 JOAN BOUCHER, **LIBRARIAN**  
 SHARON BRAITSCH, **PROBATION AND PAROLE SUPERVISOR**  
 EDWARD BRENNAN, **FIRE SAFETY TECHNICIAN**  
 RONALD BRODEUR, **CORRECTIONAL OFFICER CAPTAIN**  
 COLLEEN CAPEZZA, **DIRECTOR OF GENERAL NURSING SERVICES**  
 JOSEPH CARDILLO, **CORRECTIONAL OFFICER**  
 RAYMOND CARDILLO, **STOREKEEPER**  
 DAVID CARUSO, **DEPUTY WARDEN**  
 MARCIA CROCE, **EXECUTIVE ASSISTANT**  
 ALFRED DELFINO, **CORRECTIONAL OFFICER LIEUTENANT**  
 ROBERT DiMAIO, **PROBATION AND PAROLE OFFICER II**  
 LORRAINE DiZAZZO, **STOREKEEPER**  
 ROLAND FERRIERE, **CORRECTIONAL OFFICER STEWARD**  
 THOMAS FIORI, **SENIOR MAINTENANCE TECHNICIAN**  
 LINDA FOLCARELLI, **ACCOUNTANT**  
 ARMAND FRECHETTE, **CORRECTIONAL OFFICER**  
 JOHN FUNDERBURK, **CORRECTIONAL OFFICER**  
 JORDAN GALETTI, **CORRECTIONAL OFFICER**  
 FRANCES GALLUCCI, **CORRECTIONAL OFFICER**  
 RENE GOMEZ, **CORRECTIONAL OFFICER HOSPITAL II**  
 ALAN GRACE, **STEAMFITTER SUPERVISOR**  
 WILLIAM GUILBALT, **CORRECTIONAL OFFICER**  
 PETER GUILBEAULT, **PROBATION AND PAROLE OFFICER II**  
 THOMAS HANLY, **CORRECTIONAL OFFICER LIEUTENANT**  
 SUSAN HARVEY, **DATA CONTROL CLERK**  
 KEVIN HOTALING, **CORRECTIONAL OFFICER**  
 RICHARD HOUSE, **CORRECTIONAL OFFICER**  
 DONALD JOUBERT, **CORRECTIONAL OFFICER**  
 JOHN KEENAN, **CORRECTIONAL OFFICER CAPTAIN**  
 TIMOTHY KENNEDY, **PROBATION AND PAROLE OFFICER II**  
 BEVERLY KOLY, **EXECUTIVE ASSISTANT**  
 KIRK LAMBOY, **ADULT COUNSELOR**  
 ALFRED LANCELLOTTI, **CORRECTIONAL OFFICER**  
 RENALD LANGLOIS, **INSPECTOR**  
 RICHARD LECOMTE, **CORRECTIONAL OFFICER**  
 JOHN LEE, **CORRECTIONAL OFFICER**  
 GEORGE LOCKHART, **CORRECTIONAL OFFICER LIEUTENANT**  
 ALICE MAHER, **CORRECTIONAL OFFICER HOSPITAL**  
 SAMUEL MALIN, **TEACHER**  
 STEPHEN McCAFFREY, **CORRECTIONAL OFFICER LIEUTENANT**  
 HAROLD McDADE, **CORRECTIONAL OFFICER**  
 LUCILLE MEEHAN, **CORRECTIONAL OFFICER HOSPITAL**  
 RICHARD MILLARD, **CORRECTIONAL OFFICER**  
 ROBERT MILLARD, **CORRECTIONAL OFFICER**  
 DAVID MOREAU, **CORRECTIONAL OFFICER**  
 THOMAS MORRISON, **MANAGER, FOOD PROCESSING PLANT**

### RETIREMENTS (CONT'D.)

MICHAEL PALUMBO, **CORRECTIONAL OFFICER**  
 EVELYN PARENTEAU, **IMPLEMENTATION AIDE**  
 HERBERT PERRIN, **CORRECTIONAL OFFICER HOSPITAL**  
 THOMAS RANDALL, **CORRECTIONAL OFFICER**  
 LOUIS RICCI, **CORRECTIONAL OFFICER LIEUTENANT**  
 AUDREY RIVET, **PROBATION AND PAROLE OFFICER II**  
 ANTONIA ROCHA, **CORRECTIONAL OFFICER**  
 SEAN ROCCHIO, **PROBATION AND PAROLE OFFICER II**  
 LAWRENCE RUGGIERO, **LANDSCAPE TECHNICIAN**  
 ALBERT SMITH, **FURNITURE/UPHOLSTERY REPAIR SHOP SUPERVISOR**  
 DEBRA STACEY, **PROBATION AND PAROLE OFFICER II**  
 MAUREEN TRIFARI, **FIELD INVESTIGATOR**  
 MARY ANN TUCCI, **ASSISTANT ADMINISTRATOR, FINANCIAL MANAGEMENT**  
 WILLIAM VOTTO, **ADULT COUNSELOR**  
 RICHARD WEBB, **CORRECTIONAL OFFICER**  
 GEORGE H. ZEIL, **CLASSIFICATION COUNSELOR**  
 CHRISTINE ZYCH, **SENIOR WORD PROCESSING TYPIST**

A warm welcome to these individuals who joined the RIDOC's staff between July 1 and December 31, 2008:

CRYSTAL BAPTISTA, **SENIOR WORD PROCESSING TYPIST**  
 LOUISE BLANCHETTE, **SENIOR WORD PROCESSING TYPIST**  
 VANESSA CAMERON, **PROBATION AND PAROLE OFFICER I**  
 HERBERT DESIMONE, **MEMBER, PAROLE BOARD**  
 BEATRIZ DIRISSIO, **PROBATION AND PAROLE OFFICER I**  
 HOLLIS DOLAN, **PROBATION AND PAROLE OFFICER I**  
 BRIAN HULSEBUS, **CORRECTIONAL OFFICER**  
 SUSAN LAMKINS, **ADMINISTRATIVE ASSISTANT/CONFIDENTIAL SECRETARY**  
 WAYNE MASTERSON, **PROBATION AND PAROLE OFFICER I**  
 MARGARET OLIVIER, **PROBATION AND PAROLE OFFICER I**  
 GINA PERROTTI, **SENIOR WORD PROCESSING TYPIST**  
 RICHLIEU TRINITY, **PROBATION AND PAROLE OFFICER I**  
 JOVINA VALES, **PROBATION AND PAROLE OFFICER I**  
 KENNETH WALKER, **CHAIR, PAROLE BOARD**

## Images from Retirement Celebrations



*Captain Arnold (Andy) Anderson*



*Sheila Amaral, Director Wall, and Beverly Koly*



*Ned Brennan and Lyn Parenteau*



*Brothers Richard and Robert Millard*

# CO CLASS 77 GRADUATES



Fifty-four members of CO Training Academy class 77 prepare to be inspected by Director Wall and Attorney General Patrick Lynch prior to the graduation ceremony at Rhode Island College's Sapinsley Hall on Friday, January 16th.



RI Attorney General Patrick Lynch delivers the keynote address, noting, "The people of this state rely very deeply on Correctional Officers and most don't even realize why."



Of the 2,240 men and women who applied during the recruitment period last spring, 54 graduated and 21 went on line the following Sunday, shadowing more senior officers for two weeks. The others will be called up as positions become available.



Assistant Director for Administration Ellen Evans Alexander welcomes the crowd of 300 family and friends as members of the Training Academy staff, executive staff, and wardens look on.



After nine weeks of intensive training, congratulatory hugs are in order.



Training Instructor John Lavery congratulates Chanda Ti Watts, a member of Class 77, following graduation.



Supervisor of Training Marc Moreau shakes the hand of Jonathan P. Clark, son of C.O. Gary Clark.

## Congratulations, Class 77 Graduates

HEATHER ANDERSON  
 ISLANDDIA D. ARELLANO  
 SHANE S. BASILIERE  
 CARA A. CAMPOPIANO  
 DAWN M. CARLOW  
 JONATHAN P. CLARK  
 VICTOR M. COTTO JR.  
 ROBERT E. CUMMINGS  
 WILLIAM R. D'ATTILIO  
 DONALD R. DEARING  
 JON J. DEFILIPPIS JR.  
 JODI A. DI TROIA  
 JOSE F. DRITT  
 JARED M. FERGUSON  
 CHRISTOPHER L. FERRIS  
 COURTNEY M. FISKE  
 JASON L. GONCALVES  
 RYAN T. JARVIS  
 ANDREW B. KORKUC  
 SENYO Y. KUADA  
 PHILIP A. LEITE  
 BRIAN K. LEMME  
 SHANE C. LINDELL  
 RONALD A. LOIGNON  
 ERIC J. LUCENA  
 DONNA M. MELIKIAN  
 CARLOS M. MIRANDA  
 MICHAEELEN F. NAPOLITANO  
 JASON O. NAULT  
 ROBERT NYSTROM JR.  
 JAMES R. O'GRADY  
 JASON P. OKOLOWITCZ  
 MARK A. PALANA  
 KEVIN R. PARENTEAU  
 ALLEN M. PATNAUDE  
 ARLETTE M. PEGUERO  
 CHARLES J. PEPIN JR.  
 CLIVE E. PORTER  
 MICHAEL F. PORTRAIS  
 TERESA Y. RAMOS  
 LEE J. REBELLO  
 LUIS A. ROBLES  
 ADAM P. SACCOCCIO  
 DANIEL J. SITORS  
 BRIAN J. SMITH  
 ANTONIO S. TIMAS  
 RENE B. TORRICO  
 JOHN A. VIGNIERO  
 SARAH E. WATERMAN  
 CHANDA TI WATTS  
 JASON A. WILK  
 CHRISTOPHER T. YOUNG

## CO Spotlight: Steve Pichie *(cont'd. from page 1)*

dous amount of overtime hours, often to the detriment of their families and their own health.”

During his tenure with the department, Steve has served under at least five wardens including Ron Brule, Jake Gadsden, Walt Whitman, James Weeden, and now Warden Stephen Boyd. He notes that “Times have changed for the better for us,” crediting that improvement in part to the fact that there are now “more activities for the inmates.” When he first began, there was only one warden for the entire system.

Some of the experiences that stand out in Steve’s mind include a baseball bat incident several years ago caused by racial tensions among inmates that could easily have become very ugly were it not for the five or six officers who intervened. “There’s much less of that now than when I started,” he reflects. One problem that has remained, however, is contraband. “Even with a million dollar camera system,” he shares, “contraband will always be a concern.”

Steve’s wife, Laura, is a school teacher in Burrillville and Steve admits that she gets frustrated because he prefers not to bring his work home with him so he doesn’t share much about his work life. She’s from Uxbridge, Mass., and they met when Steve was bartending at the Westin Hotel.

Steve’s favorite thing about his job is the other officers he works with. “If you don’t have the respect of your fellow officers,” he notes, “it could be a very long day or night (depending on the shift).” He talks about the bond and loyalty among the ranks noting, “you’d do anything for your fellow officers and know they would do the same for you.” His next door neighbor happens to be a fellow officer at Moran.

Like most officers who have worked their way up through the ranks, Steve began working 3 – 11 p.m., then went to 11 p.m. – 7 a.m., and moved to days when the Moran Facility opened. “Nights do go by faster,” he reflects, “But it’s tough on family life.”

Steve believes corrections is a good field for the right person but would prefer to see his sons pursue something different. One of four children, his sister, Ellen, is a teacher, sister Kate works in social services, and brother, Mike, is employed by Wright’s Farm in North Smithfield. He says his dad, Bill, a high school teacher in Burrillville for 35 years who is well known in town, was “thrilled” when he got a state job because of the stability and security.

In addition to playing sports with the boys, Steve loves taking the family on vacation. One of his favorites was a baseball trip where they went to different parks in major cities throughout the country including Washington D.C., New York City, and Philadelphia. He also enjoys taking the kids to sporting events like the Bruins games.

Steve is very modest, saying he likes to keep a “low profile” about what he does. The kids he coaches know what he does, he says, adding “everybody is interested, but I don’t talk about it much.” Asked how his work affects him off the job, he admits to being a little more strict and watchful with his children but insists that he keeps his home and work life entirely separate, as if they are “two different worlds.”

## HOLIDAY FUNDRAISER



*Director A.T. Wall, Honor Guard member Randy Denton, CO Tony Carvalho, CO David Petronelli, Honor Guard member John Bray, and RIBCO President David Mellon stand with a mock check for \$5,712 representing money raised in the joint RIDOC/RIBCO T-shirt holiday fund raiser.*

Thanks to the joint efforts of members of the RI Brotherhood of Correctional Officers (RIBCO) and the RIDOC’s administration and staff, a first-ever joint fund raiser held during the holiday season resulted in close to \$6,000 being donated to needy families in our state. In what is hoped to be the first of numerous joint fund raisers and public awareness efforts, long-sleeved black Corrections T-Shirts with the RIDOC seal and RIBCO emblem were sold to staff in each of the prisons and administrative buildings for \$15 each. David Petronelli and Anthony Carvalho, Correctional Officers at the Donald Price facility headed up the effort, which exceeded expectations. Staff were authorized to wear the T-shirts to work on Fridays during December.

*- continued from page 2 -*

## RIDOC in the Community, Classroom, and Beyond

**Susan Heffner, Probation and Parole Officer, and James Plante, Providence Center mental health discharge planner,** spoke to social workers at Butler Hospital about RIDOC initiatives concerning mental health-involved probationers in December. **Susan** also had an article published in the January issue of the Rhode Island Mental Health Association newsletter about her work with a client.

**Christine Imbriglio, Probation and Parole Supervisor,** was interviewed for a video on the importance of first impressions and interviewing prepared by the Cooperative Education and Internship Program at CCRI in November. Earlier in the fall, Christine spoke about the Kent Center’s Criminal Justice Diversion Program at a conference for mental health and criminal justice professionals from around the country sponsored by the Center for Mental Health Services’ National GAINS Center.

**Micheline Lombardi, Probation and Parole Supervisor,** has recently been shadowed in Providence District Court by two Plainfield High School students interested in the criminal justice field.

**Medical Director Michael Poshkus, M.D.** spoke about Tick Safety and Lyme Prevention at Ledge Ends Learning Center in East Greenwich in August.

# CULTURE CHANGE PROJECT UNDERWAY

## **Special Community Outreach Education (SCORE) Program**

Thousands of students from middle school to college age from across the state have come to RIDOC prisons – not as inmates, but as visitors to the **Special Community Outreach Education (SCORE)** Program. In recognition of its support of the RIDOC's public safety initiatives, AMICA Mutual Insurance Company donated its graphic design and printing services and worked with Chief of Information and P.R. Tracey Zeckhausen to create a new brochure describing the program which is posted on the Department's website under Media and Community Relations at [www.doc.ri.gov](http://www.doc.ri.gov). A mailing to schools about **SCORE** and the **Zero Fatalities Project** (a drunk-driving awareness program) has resulted in increased bookings.

The **SCORE** program was established many years ago in partnership with the Rhode Island Brotherhood of Correctional Officers and the Rhode Island Family Court. Currently, it is held in the John J. Moran Medium Security Facility, the men's Maximum Security Facility, and the Dorothea Dix Women's Minimum Security Facility. Attendees hear from a panel of inmates serving for a variety of crimes including murder, robbery, and drug offenses. Panelists talk candidly about the negative behaviors that led to their incarcerations and what their lives are like behind prison walls. They address such topics as peer pressure, gangs, bullying, truancy, and respect for authority figures.

The program's success depends in large part on the staff in the buildings where it is offered, who select the inmate panelists, describe the challenges of working in the prison environment to audiences, and make sure visitors are properly screened and have a safe and beneficial experience. Comments from attendees make it clear why so many schools return year after year. Nichols College Professor Arthur McGovern, who brought his Psychology students recently, had this to say, "On the ride back to campus, we polled the students. On a scale of 1 to 10, most rated the experience a 10, while a few said 20 and even 25!" Martin Middle School Resource Officer Doug Borden, who brings several groups from his school each year, says, "The SCORE Program has served as an effective tool for our school and community by reinforcing the importance of values and respect."

Bookings can be made through Tracey E. Zeckhausen at (401) 462-2609 or [tracey.zeckhausen@doc.ri.gov](mailto:tracey.zeckhausen@doc.ri.gov).

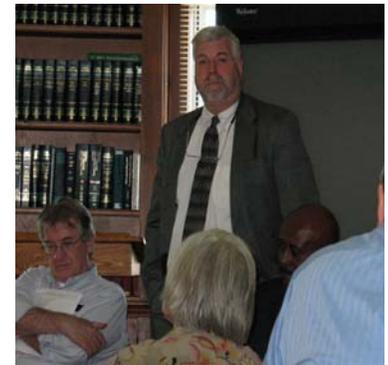


*Prof. Leo Carroll addresses RIDOC managers*

At the January 2009 Managers' meeting, URI Professor Leo Carroll, the lead consultant on an NIC-funded project to develop a more positive organizational culture within the RIDOC, announced the formation of a Steering Committee for Cultural Change, with representation from all three divisions -- Institutions and Operations, Administrative Services, and Rehabilitative Services. The mission of the committee is to promote a more creative and team-oriented culture at all levels of the Department. To this end, the committee has issued a request for proposals from staff concerning ways to enhance the operation of their units by making them more efficient or effective and/or by improving the conditions of work. The committee will review all proposals in terms of their ability to achieve the desired goals and the feasibility of their implementation.

The Department's managers have been engaged in this project for the past year. A team of managers has looked at the Department's **Awards and Commendations** policy and suggested revisions to make the process more equitable and inclusive. The Director and the three Assistant Directors are being provided with management coaching from two executive management consultants. Another team will soon begin to develop a curriculum for diversity training, and research is underway to see if a number of changes made during the past year (e.g. the institution of internal classification systems at Minimum Security and the Intake Service Center) have had their desired effects.

Staff who have suggestions on how to develop a more positive culture are encouraged to contact Prof. Carroll ([leocarroll530@cox.net](mailto:leocarroll530@cox.net)) or any member of the committee with their ideas. In addition to Prof. Carroll, members of the committee include Erin Boyar, Principal Planner, Planning & Research; Brenda Brodeur, Administrator for Financial Management; Sergio DeSousarosa, Deputy Warden, Minimum Security; Richard Delfino, Assistant Probation and Parole Administrator; Kirk Kaszyk, Deputy Warden, John J. Moran Medium Security Facility; Pauline Marcussen, Interdepartmental Project Manager, Healthcare Services; Ralph Orleck, Special Education Director; Maggie Picot, Administrator of Community Confinement, and John Rogers, Associate Director, Food Services.



*Director Wall speaks to RIDOC managers about the Culture Change initiative as Prof. Leo Carroll listens.*



*Deputy Warden Sergio DeSousarosa speaks to fellow managers at a recent Managers' Meeting on the culture change project.*

## News from the Prison Pup Partnership Program



Acting Deputy Warden Nelson Lefebvre with "Nellie," who has since nearly doubled in size, shortly after she arrived at Moran in October.

The **NEADS/Dogs for Deaf and Disabled Americans Program** is going strong in both of the RIDOC's men's medium facilities, with eight dogs at Moran and four at Price, being trained to assist disabled children and adults across the country.

~A new partnership between NEADS and the RI Veterans' Home in Bristol kicked off in February with the arrival of two pups,

**Liberty** and **Joe**, who will be trained by residents following the model used in our **Prison Pup Partnership Program**.

~One of the newest arrivals to our program, "Nellie," was named in honor of Acting Deputy Warden Nelson Lefebvre in recognition of his dedication to the program since it began at Moran back in '05.

~Joshua Joyal, a disabled man from Providence, came to speak to inmate handlers last fall to let them know how much his late service dog, **Blaze**, empowered him and positively impacted his life.

~The next NEADS graduation will take place at the Four Points Sheraton in Lominster, Mass., on **Sunday, March 2nd**. It is free and open to the public.



Joshua Joyal, with personal care assistant, Sherry, speaks to inmate handlers.



Liberty will be trained as a service dog for a disabled Combat Veteran by a resident of the Veterans' Home in Bristol.

## CAREER MILESTONES RECOGNIZED IN FALL CEREMONY

Twenty-seven RIDOC employees were recognized in a September 16th Career Awards Ceremony in the Minimum Security Multipurpose Room for having retired or reached significant anniversaries of their entrance into state service since the last such ceremony.

Reaching career milestone were:

### 10 YEARS

Kate Costa, *Data Control Clerk, Probation & Parole*  
Silka Delgado, *Correctional Officer, JJ Moran*

Tara Barbosa-Kennedy, *Correctional Officer, JJ Moran*  
Christine Mero-Amaral, *Correctional Officer, Intake*

Jay Pierotti, *Correctional Officer, JJ Moran*

Jeremy Trivison, *Correctional Officer, JJ Moran*

### 15 YEARS

Teresa Foley, *Professional Services Coordinator*

Joseph Rhodes, *Community Program Counselor*

### 20 YEARS

Kim Mallett, *Inspector*

Jeffrey Renzi, *Associate Director, Planning & Research*

### 25 YEARS

Louis Cesario, *Correctional Officer, JJ Moran*

Donald Riel, *Correctional Officer, JJ Moran*

### 35 YEARS

Janice Barnett, *Fiscal Clerk, Probation & Parole*

Leonard Larrivee, *Correctional Officer, JJ Moran*

### RETIREES

Thirteen employees had retired since the last ceremony. Retirees are recognized on the *Comings & Goings* page.



Leonard Larrivee, 35 years



Janice Barnett, 35 years



Director Wall with Kim Mallett and Jeff Renzi, 20 years

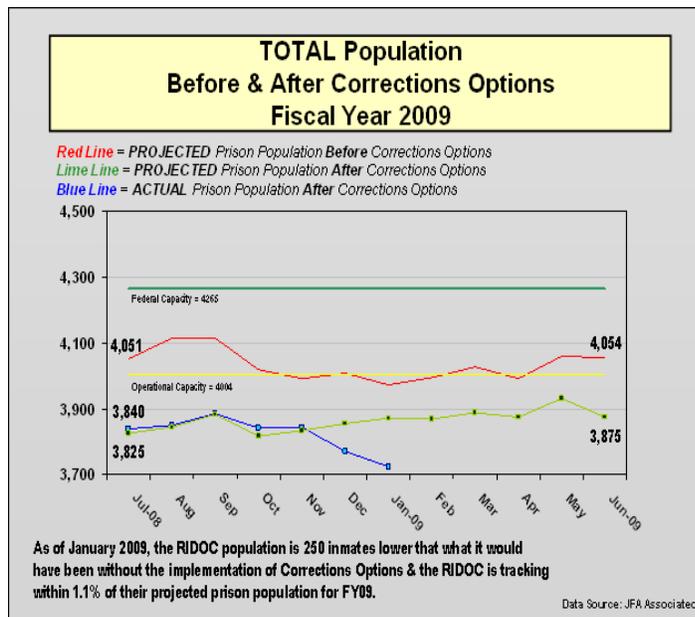
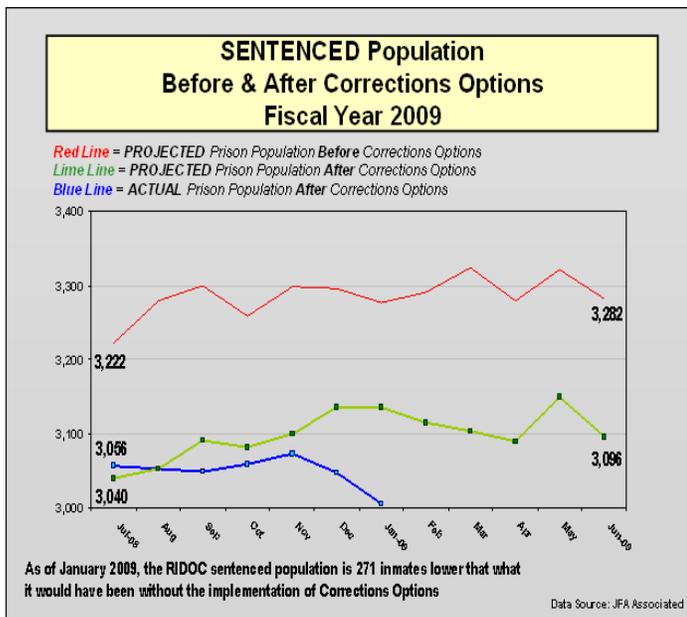


Donald Riel and Louis Cesario, with Director Wall, 25 years



**Retirees:** Michael Kociuba (5/87-5/08); Ralph Lee (1/84-3/08); John Keenan (6/73-7/08); Linda Meaker (3/75-6/08); John D'Errico (9/74-6/08); Deborah Rotondo (12/73-7/08); Colleen Capezza (6/77-7/08); Marcia Croce (7/88-7/08); Karen Coutu (4/73-4/08); Christine Marchetti (5/76-7/08); Robert Evon (7/91-6/08); Director Wall; David Florio (2/80-5/08); and Peter Turcotte (7/72-6/08)

# CORRECTIONS OPTIONS IMPACT: IS IT WORKING?



In 2007, national corrections expert James Austin testified to the Rhode Island legislature that our state had an outdated, backwards, and upside down system for awarding earned time unlike any other state and spoke about the need to provide incentives for inmates to participate in programs in order to reduce recidivism. Legislation failed in the General Assembly in 2007 but was revisited in 2008 by the Criminal Justice Oversight Committee in light of overcrowding and the state's fiscal crisis. RIDOC Senior Legal Counsel Kathleen Kelly rewrote the legislation, which was tweaked and reviewed by the CJOC, and that legislation passed the General Assembly, was signed by Governor Carcieri, and became law in May of last year.

Referred to as *corrections options legislation*, the law has now been in effect for nine months and is clearly making a difference in the inmate census and program participation. When it first passed, a committee comprised of representatives from Legal Services, Discharge Planning, Probation and Parole, MIS, Education, and Substance Abuse Treatment met at least bi-weekly to address all of the issues related to the new law. The new Transition from Prison to Community Data System (TCPDS) was amended to allow for the recording of program time and counselors and providers were trained on how to enter the data.

Rather than an opening of the floodgates, the measure meant that about 70 people would be released 10 days earlier than they normally would have been in the first wave of releases impacted by correctional options on June 1st. Four Probation Officers and a Probation Aide supervise the Corrections Options Program under the leadership of Jean Embrey, Probation and Parole Supervisor. Says Jean, "We see approximately 100 inmates each month according to geographic region. Only a small number of violations



Jean Embrey, Corrections Options Program Supervisor, Probation and Parole

have been processed." Those individuals are placed on intensive case loads for the period of time between their release and when they would otherwise have been released.

In a reversal of the state's inverted system of awarding good time where more serious offenders with longer sentences earned more time than nonviolent offenders with shorter sentences, everyone except sex offenders and those receiving discipline now automatically get 10 days off their sentences for good behavior. Inmates serving one month or more (other than sex offenders and those serving life) can receive two days for gainful institutional employment, up to five days for participation in programs, and up to 30 additional days for completion of a program. Only those completing a program get the maximum award. Program credits are entered by providers at the beginning of each month and a list is generated by mid-month of projected release dates so discharge planners and Probation and Parole staff can meet with and prepare the inmates for release.

It is still early to project exact cost savings, but as the charts prepared by the Planning and Research Unit indicate, the impact is significant. Director Wall is pleased with the impact so far and says, "Our staff has done a tremendous job of putting systems in place to ensure that offenders leave here prepared and the public is not at greater risk as a result of the new law. Over time, I am confident that we will see a reduction in the recidivism rate as program participation has increased greatly, which is precisely what we were hoping to see."