

From the Desk Of the President



I want to first thank each of you for the opportunity to serve as your OWSA President. I am extremely excited about working with the OWSA officers and membership over the next two years. I also want to acknowledge my friend and mentor, Frank Shewalter, who served this organization as President for the past four years. Frank has lifted our organization to new heights and laid the foundation for even further growth. Frank will remain on our board of officers for the next two years serving as immediate past president. In addition, I also want to welcome the new advisory board members which have been brought on board!

I hope that each of you found our annual conference to be invigorating and resourceful. The evaluations indicated that the majority of attendees found the Berlin backdrop to be a very relaxing and accommodating conference location. In response we have already entered into contract to return to Berlin May 18th- 20th, 2011. We intend to maintain an agenda of speakers from across the nation as well as quality networking opportunities for our membership.

Organizational membership remains a primary goal of the board for the upcoming years. In reviewing our current membership listing there are several administrators across the state that aren't currently active in OWSA. I challenge each of you to encourage your colleagues to take part in the resources available through an OWSA membership. If you have questions or inquiries regarding membership please do not hesitate to contact a board member!

In keeping with membership benefits, we are working to improve our current web site to expand the resources available to those visiting the organization web page. It is our vision that through technology we will be able to reach out and provide our members with institutional trends, correctional best practices, and educational resources just to name a few!

Thanks again for all the notes of support and recommendations that I have already received over the past months. Please communicate any organizational or conference recommendations to your OWSA board.

As you will note below, the mailing address for OWSA has been changed to:

P.O. Box 191
Cadiz, OH 43907

Enjoy the Fall season and I look forward to meeting with each of you again soon!

Ed Banks, President

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Save the Date:
OWSA Conference
May 18-20, 2011
Berlin, Ohio



Meet the Officers:



L-R: Jay Forshey, Robert Welch Jr., Frank Shewalter, Ed Banks, Keith Williams, Todd Ishee

Ed Banks, President- Ed currently serves as Warden of the Noble Correctional Institution in Caldwell, Ohio. Ed started his career with the Ohio Department of Rehabilitation and Correction in 1994 as a correction officer at the Trumbull Correctional Institution. Following a transfer to Belmont Correctional Institution Ed was promoted to the rank of correction lieutenant in 1997 where he remained until being promoted to Correctional Captain in January of 2000. In 2003 Banks assumed the role of Acting Chief of Security a rank that was held until being promoted in October of 2005 to Deputy Warden, Ed served as both Administration Deputy and Special Services Deputy prior to being appointed Warden of the Hocking Correctional Facility in November of 2008. In August of 2009, Ed transferred his service to serve as Warden for the Noble Correctional Institution.

ed.banks@odrc.state.oh.us

Robert Welch Jr, President Elect- Robert has been employed by the State of Ohio Department of Rehabilitation and Correction (ODRC) since August 2000. He currently serves as the Medical Center Administrator at the Corrections Medical Center. In the past he has held the positions of Warden Toledo Correction Institution (September 2008 to October 2010), Deputy Warden of Operation (December 2007 to September 2008) and Deputy Warden of Special Services (March 2005 to December 2007) at Lebanon Correctional Institution. Administrative Assistant in the Office of Prisons to North Regional Director (October 2004 to March 2005) and Recovery Services Supervisor at Dayton Correctional Institution (August 2000 to October 2004).

robert.welch@odrc.state.oh.us

Frank Shewalter, Past President- Frank has served over 28 years in the Criminal Justice System. The past 23 years was with the Ohio Department of Rehabilitation and Correction. He is currently the Warden of the Northeast Pre-Release Center in Cleveland, Oh. Other positions he has held include, Warden of the Grafton Correctional Institution, Northern Regional Security Administrator, ODR Contract Monitor, Deputy Superintendent of the Cuyahoga Hills Juvenile Correctional Facility, the Warden's Administrative Assistant at the Trumbull and Mansfield Correctional Institution, Investigator at the Mansfield Correctional Institution, Lieutenant and Captain at the Lorain Correctional Institution and Sergeant at the Northeast Pre-Release Center. Frank got his start with the Department at the Pickaway Correctional Institution in 1987 as a Correction Officer.

frank.shewalter@odrc.state.oh.us



Keith Williams, Secretary- Keith began his career in corrections began at the Franklin County Juvenile Detention Center in 1989. He worked his career from Group Leader, to Security Aide, and finally to Unit Coordinator. He then went to work in the Private Sector from 1994 to 1999. Keith then returned to Juvenile Correction with the Department of Youth Services in April 1999 as a Substance Abuse Residential Treatment Manager with the Freedom Center. He was promoted to Deputy Superintendent in 2002 and served as Interim Superintendent of Freedom Center November 200-January 2008. In June of 2008 Keith was promoted to the Division of Facility Programs and Operations in Central Office, he currently serves as the Facility Resource Administrator.

keith.williams@dys.ohio.gov

Jay Forshey, Treasurer – Jay Forshey currently serves as Deputy Warden of Operations at the Belmont Correctional Institution. Jay started his career with the Ohio Department of Rehabilitation and Correction in 1995 as a Storekeeper Supervisor. Jay was promoted to Correctional Warden Assistant in 2000 where he remained until 2003 when he transferred to Noble Correctional Institution as the Labor Relations Officer. He then promoted and transferred back to Belmont Correctional Institution as the Deputy Warden of Administration in 2004. In 2005 Jay was assigned the position of Deputy Warden of Special Services. In 2008 he was assigned his current position of Deputy Warden of Operations.

jay.forshey@odrc.state.oh.us

Todd Ishee, Sgt. at Arms – Todd currently serves as the North Regional Security Administrator. His career in corrections began in 1990 at the Lorain Correctional Institution where he hired in as a corrections officer. From that point, he progressed up through the security ranks to Major at Trumbull Correctional Institution. In 1997, he assisted in the activation of the Ohio State Penitentiary, serving as the Chief of Security for Ohio's first supermax prison. Todd was then appointed as the Deputy Warden of Operations as the Mansfield Correctional Institution. From 2000 through 2004, Todd served as Warden of the Ohio State Penitentiary. From 2004 thru 2008, he served as Northeast Regional Security Administrator for ODRC's Office of Prisons.

todd.ishee@odrc.state.oh.us

Advisory Board:

Mark Saunders, Vice President - The Nakamoto Group, Inc.

mark@nakamotogroup.com

Tina Patrick, Cincinnati Adult Parole Authority Regional Administrator

tina.patrick@odrc.state.oh.us

Todd Mizer, Deputy Director- Oakview Juvenile Center

tmizer@oakviewrc.org

The deadline for voting on the by-laws is drawing near. Please be sure you place your votes by the December 29, 2010 deadline.



Interview with Director Moore By Robert Welch, President Elect



On January 28, 2010, Director Ernie Moore became the Director of Ohio Department Rehabilitation and Correction. Being the first Director to achieve this position starting from the Correction Officer, members were wondering how he excelled to the heights of Director. The following is an interview conversation with Director Moore to see his insight on corrections.

You started your career as a Correction Officer in 1987. What brought you to the doors of ODRC?

I was working as a construction supervisor at the time and heard that they were building a prison in Orient, the Correction Reception Center. I was looking for job security because construction work was primarily 9 months out of the year and I would be without work 3 months in the winter. I was in the Marine Corp Reserves at the time, and I liked the idea of the paramilitary structure that came with corrections.

Myself and about 4 other good buddies (Steve Olds and Dale East are still with us) from my hometown of Sabina put in for Officer positions. We had a connection as well; Bill Thoroman was a Deputy Warden at CRC and he was also from Sabina. Growing up, me and Dale would terrorize the neighborhood where Bill's mom lived so we weren't sure it was a good thing for us that he worked there. Nevertheless it turned out ok because we were both pretty good softball players and Bill wanted to have the best team in the agency. We did well on our interview and got hired during their activation phase (before receiving inmates). Bill was a wonderful mentor and coach during those early days

You have held many titles in your career with ODRC, such as Sergeant, Lieutenant, Inspector, Administrative Assistant, Deputy Warden, Warden, Superintendent, Bureau Chief, Regional Director and Assistant Director. Which position do you think most prepared you for being Director?

The position of Warden was the position that most prepared me for the Director position. Wardens are the final decision maker for situations that take place at the prison. Also, the position of Warden is when you really begin to deal with all of the external issues surrounding prison management. It is when I really began to understand and feel the impact of the responsibilities that rested on my shoulders. Staff and inmate safety, budget issues, personnel issues, maintenance issues, community issues and on and on.....



Interview with Director Moore continued:

As the first Director who rose through the ranks of ODRC, what advice would you give to an employee who one day wants to sit where you are sitting?

One of the guiding principles that I always used coming up through the ranks was that I wanted to make sure I was meeting my boss's expectations. Now over the years I have had a lot of great bosses, but I've had my share of what most folks would probably consider bad bosses here and there. Nevertheless, I learned something from every boss that I ever had. One thing that I've always strived to do was to meet their expectations. Whatever they asked me to accomplish I tried to accomplish the best I possibly could. Another piece of advice I would give is to try to expand your knowledge of our operation the best you can. You can do this through training or through outside educational opportunities. I've always strived to learn about all aspects of the DRC operation.

Maintaining a positive attitude and to staying focused on doing the right things are critical as well. Don't get into battles with people, but understand that there are going to be differences. Work your way through those differences and move on. Don't get yourself to where you have a bad attitude towards others and your work. When that occurs, you may want to start looking for another line of work. In a people business like corrections, you are going to have many disappointments, but you can't let those disappointments affect your performance or attitude. Treat others the way you would want to be treated and that includes inmates and offenders under supervision.

What is your correctional philosophy?

My correctional philosophy is that we must provide public safety through incarceration and supervision of the offenders who are sentenced to us by the courts. We also must ensure that offenders have opportunities for rehabilitation through program offerings. It is our responsibility to ensure that inmates have fair, firm and consistent supervision in an environment that is clean, safe and conducive to both public safety and rehabilitation.

Not everyone can do the jobs we do in corrections. We must display a professionalism that matches our significant responsibility in the criminal justice system.

What positive changes have you witnessed in your 23 year career with ODRC and what impact do you think those changes will have on your vision for ODRC?

The biggest positive change that I have witnessed actually resulted from the worst incident that ever happened in our agency, and that was the riot in 1993. As a result of the riot, we learned so many things and incorporated so many changes into our system that I would view as positive. The first that comes to mind is Critical Incident Management, where we now practice and have in policy actions that we would take in the event of certain incidents that could occur in our agency. I also recognize the danger and threat posed when inmates have too much information and the importance of community partnerships.



Interview with Director Moore continued:

The significant technology changes that we have experienced have been beneficial as well. Computerization and communication tools are much more advanced than when I started, all for the better.

I also want to mention that our shift to evidence based practices is a good thing in that we can analyze what we are doing to make sure our practices are effective and cost efficient .

What role did OWSA play in developing your vision and philosophy in your current position as Director?

OWSA was helpful to me because it allowed me to better realize that the Ohio Department of Rehabilitation and Correction is a national leader. I served as the President of OWSA for two years and during that tenure, we hosted the annual conference for NAAWS in Cincinnati, Ohio. That experience helped me realize the impact that an organization such as this can have on current and future leaders. Bringing professionals together from around the country to talk about common issues and trends is extremely helpful. Some of those relationships that I developed during my tenure as the President still exist today in my role as the Director.

If you had to choose one person who has inspired your career who would that be and how did they inspire you?

It is extremely difficult to choose one person because there have been so many people in my career that have inspired me, who I have watched and who I have learned from. I am referring to people like Rick Seiter, Terry Collins, Reggie Wilkinson, Tom Stickrath, Art Tate, and Bill Dallman, all folks who I watched and learned from that have been an inspiration to me. But if you forced me to pick one, it would have to be Tony Brigano. Tony Brigano was a Warden of mine back in 1989, and I learned so much from him during the five years that I served under his leadership. He took me under his wing, taught me, coached me, and he was just such an inspiration in the way that he managed people, both inmates and staff.





Terry J. Collins Correctional Excellence Award By Todd Ishee, Sergeant At Arms



During last year's annual training conference, OWSA announced the creation of the Terry J. Collins Correctional Excellence Award. This award was created to recognize outstanding efforts, leadership, and commitment to excellence in Ohio's Criminal Justice System. During his decorated career in Ohio corrections, Mr. Collins exemplified all of the core values that this award represents. Fittingly, our award for excellence was named after Terry to recognize and thank him everything he has done for our membership, ODRC, and the citizens of Ohio.

From this point forward, this award will be presented annually at our training conference to an OWSA member who exemplifies excellence in the field of corrections. Nominations may be made at any time throughout the year by any active OWSA member who submits a supporting narrative to any OWSA board member. Nominations will be evaluated based on the following criteria;

- 1) Nominee must be an active OWSA member
- 2) Contributions to the field of corrections and their agency
- 3) Their role in mentoring and developing others
- 4) Community Involvement
- 5) Other factors which demonstrate Correctional Excellence

Prior to each year's conference, the board will review all nominations and make a final selection for this award. We are excited about this initiative and look forward to recognizing one of you in 2011 for the outstanding part that you play in Ohio's correctional system!





The Two “R”s in Corrections:

By Keith S. Williams, Secretary, OWSA

When you first heard that the OWSA conference was being held in Berlin, Ohio, you probably thought, where is that? But when the conference kicked off you soon discovered that you were going to rejuvenate and refresh yourself at this beautiful site. Some found that the surroundings played a part in the rejuvenation by not having cell phone service. During this refreshing period many shared stories around the outside fire pit as well as other networking events that took place.

The conference opened with the presentation of colors by our state-wide honor guard. Then Director Stickrath talked to us about the current state of DYS and how he is working on staying stress free during the current reform. Following Mr. Stickrath, FBI agent Darren Mott briefed our members on internet crimes and being cautious regarding information sharing on the web. Keeping with the national flavor, Art Beeler traveled to Ohio to discuss integrity and the role it plays in our daily duties. During lunch we all enjoyed former Director Collins sharing with us how his life has become rejuvenated and refreshed since retirement. After listening to a moving bagpipe solo, APS healthcare addressed the importance of personal health awareness in a session entitled “ Leader Heal Thyself”. Closing the day was a presentation by former colleagues who have ventured from state service to either private sector or new forms of governmental employment.

Day two saw the OWSA elections and the completion of the tenure of Frank Shewalter. Ed Banks was elected President. Other election results included, Robert Welch as President –Elect, Jay Forshey as Treasurer, Keith Williams as Secretary and Todd Ishee as Sergeant of Arms. Day two was closed by Director Ernie Moore who shared with us a presentation on power and how to use it to influence others.

The OWSA committee received positive feedback from those who attended the conference and we will look to improve next year’s conference, based on that feedback, so that you may leave that one even more “Refreshed and Rejuvenated”!

The OWSA website is currently under construction and we are looking for input from OWSA members regarding content of the site. Please contact any of the officers with your ideas.



2010 OWSA Conference Photos





2011 NAAWS Training Conference

The 2011 North American Association of Warden's & Superintendents (NAAWS) Training Conference will be held at the Hilton Baton Rouge Capital Center in Baton Rouge Louisiana. The conference theme is entitled "*Smarter Corrections: Leading in More with Less Times*" featuring keynote speaker Lt. General Russel L. Honoré, USA (Ret.) Commander of Joint Task Force Katrina. The conference will also include a trip to Angola Prison where you will have an opportunity to see the "Wildest Show in the South" which is the Angola Prison Rodeo. For more information go to the NAAWS website at <http://naaws.corrections.com/events.html>

April 16–20, 2011
NAAWS 2011 Training Conference
Hilton: Baton Rouge Capitol Center
1-877-862-9800
Baton Rouge, Louisiana



Registration: Rollin on the River
With the "Wildest Show in the South"
April 16-20, 2011 ~ Baton Rouge, Louisiana
North American Association of Wardens & Superintendents Conference

Conference: To register for the conference, mail this form to Cheryl Dees, Human Resources, Louisiana Department of Public Safety and Corrections, P.O. Box 94304, Baton Rouge, LA 70804
 Phone: 225-342-2214 ~ Fax: 225-342-6018 ~ email: cdees@corrections.state.la.us

Name: _____ Title: _____
 Agency: _____ Facility: _____
 Work Address: _____
 City/State/Zip: _____
 Day Phone #: _____ Fax #: _____
 Email Address: _____

Member Registration:

By February 1, 2011	\$195	\$ _____
<i>(Must be postmarked by this date)</i>		
After February 1, 2011	\$225	\$ _____

Optional Registration of a spouse or family member is available. This allows them access to: 2 Receptions (an Authentic Cajun Crawfish Boil & Post-Rodeo Lakeside Blowout) and the world famous Angola Prison Rodeo on Sunday, April 17, 2011.

Spouse/Family Member Registration	by February 1, 2011	\$75	\$ _____
	After February 2, 2011	\$100	\$ _____

Rodeo Only: *Come out to the wildest show in the South on the excursion by bus to the famous Angola Prison Rodeo on Sunday April 17, 2011:*

Member Registration	\$15	\$ _____
Spouse/Family Member Registration (included in optional fee above)		<input type="checkbox"/> Yes <input type="checkbox"/> No

NO CREDIT CARDS ACCEPTED

Check or Money Order: Made Payable to NAAWS

You will receive confirmation by email when your payment is received. Receipts will be in registration packets.

Hotel: We are happy to host all of our friends at the historic, restored to its 1920s grandeur, Hilton Baton Rouge Capitol City overlooking the mighty Mississippi River. To make your reservations: Call 877-862-9800 or visit them on-line at hiltoncapitolcenter.com. Conference room rates are **\$101/night**. Make sure you mention the NAAWS Conference when making your reservations. Rooms available at this rate are limited so book yours TODAY!

If you have any questions, please contact the conference chairperson: Assistant Warden Cathy Fontenot, CCE, Louisiana State Penitentiary, Angola, LA 70712. Phone: 225-200-2022 Fax: 225-655-2790 Email: cathyfontenot@corrections.state.la.us



For transportation to and/or from the airport: Please provide the following flight information: AIRPORT: _____

Arrival Date: _____ Arrival Time: _____ Airline & Flight Number: _____
 Departure Date: _____ Departure Time: _____ Airline & Flight Number: _____



As Ohio remains the national leader in the field of corrections, the Ohio Wardens and Superintendents Association (OWSA) strives to remain the voice of the administrators operating those correctional facilities at all levels. As you know, to effectively embody our entire correctional system, it is necessary to have a diverse representation in our membership. Your OWSA board of officers has set a goal to increase our membership by 20% in 2011 and we need your help! Please take the opportunity to share the benefits of membership with your colleagues and co-workers. Be sure to highlight the national flavor we have incorporated into our annual training conferences and the network of experience in our membership ranks that serves as an excellent resource for correctional professionals across Ohio. We feel that with minimal effort, each of you can reach out to at least one new member in your facility. To ease this process we have included a membership application in this publication that can be mailed directly to the address listed. As our criminal justice system state-wide faces new challenges, it is imperative that OWSA remains at the forefront to meet these challenges assisting our membership along the way. Increasing membership validates our position state-wide, increases our network and strengthens the already valuable resources we offer the correction systems in Ohio.

**Reminder, send applications and all other
OWSA correspondence to:**

**Ohio Wardens and Superintendent's Association
P.O. Box 191
Cadiz, Ohio 43907**



OHIO WARDENS' AND SUPERINTENDENTS' ASSOCIATION



MEMBERSHIP APPLICATION AND INFORMATION SHEET

First Name: _____ Last Name: _____

Address: _____

City: _____ State: _____ Zip _____

Agency: _____ Inst. _____

Title: _____

Phone(s): _____

Fax: _____ Pager: _____

Email Address: _____

New Member: _____ Renewal: _____ Info Update: _____

Joint Annual Membership Fee \$40.00 (Ohio 15.00, NAAWS \$25.00) _____

Annual Ohio Only Membership Fee \$15.00 _____

Make Checks or Money Order Payable to OWSA

Mail to: OWSA
P.O. Box 191
Cadiz, OH 43907



OWSA Well Represented at 2010 NAAWS: By Jay Forshey, Treasurer, OWSA

The North American Association of Wardens & Superintendents (NAAWS) held its 2010 annual training conference in Niagara Falls New York on April 25 – 28th. Sixteen members of the Ohio Wardens & Superintendents Association (OWSA) participated in this outstanding event. The only damper placed on the conference was the soggy golf outing that took place on Sunday, the first day of the conference, but that didn't stop the dedicated golfers from gearing up in their wet suits and hitting the links for a fun filled afternoon. That evening, we enjoyed some great interaction with our corrections brothers and sisters from all across the United States as well as our corrections friends from across the border, Canada. We were able to do this all while exploring through the vendor exhibit hall in the Conference Center. Mel Williams, NAAWS President and Art Leonardo, NAAWS Executive Director opened up the Vendor Reception by providing vendor introductions as well as many thanks to those who made the event such a success. The next day started with welcoming remarks from NAAWS President followed up by the Presentation of Colors by the Gowanda Honor Guard. Beautiful renditions of both the American National Anthem and Canadian Anthem were sung a cappella by a member of the Canadian Honor Guard. Workshops that included "Mental Health Issues" presented by the New York Department of Corrections, "Leadership Program" presented by the National Institute of Corrections, "Warden Peer Training partnership" presented by Sam Houston State University, "Staff Education" presented by Eastern Kentucky University, "Who Owns the Gate" presented by Virginia Department of Corrections, "Dealing With Trauma" presented by Ohio Department of Corrections, "Correctional Staff Retention" presented by Utah MIC & Ohio Department Corrections, "Reentry Issues" presented by New York & Louisiana Department of Corrections, "Greening of Corrections" presented by Natural Capitalism Solutions, "Medical Issues" presented by Wexford Health Sources, and "History of Cert" presented by New York State Special OPS Unit. These workshops were offered to conference participants throughout the afternoon and over the remaining two days of the conference. These workshops were excellent and gave the participants something to take back to their work sites. Each evening consisted of a dinner banquet in which once again conference attendees were afforded the opportunity to benchmark with fellow corrections professionals from all over. The contacts and friendships developed at the conference were amazing. Well done NAAWS, Ohio looks forward to your 2011 conference which is slated to take place in the Deep South. Mark your calendars OWSA members, I promise you won't be disappointed.

Jay Forshey

OWSA Treasurer

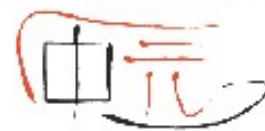


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- Security Experts- average 26 years Executive level experience in corrections
- Security Management
- Facility/Program compliance monitoring
- Facility/Program Preparation for PREA Standards
- Corrections Executive Management Temporary Staffing
- Policy Writing for Correctional Facilities/Reentry Programs
- Emergency Plans for Correctional Facilities
- ACA/NCCHC/NDS-ICE/JCAHO accreditation preparation
- Staffing Analysis/Budget Analysis- performed on-site or in our offices
- Program analysis, program implementation; AOD, social programs, reentry programs



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OWSA

P.O. Box 191

Cadiz, OHIO 43907

Ohio Wardens and Superintendents Association (OWSA) is a non profit organization that represents Wardens, Superintendents, and other top level prison administrators in Ohio. The primary purpose, interests and the concerns of the Association and its membership is to insure that the community is protected through incarceration and commitment of offenders and to carry out the mandate of the sentencing courts by providing safe, humane places for staff to work and for offenders to serve their sentences, insuring the protection of those basic civil rights guaranteed by the constitution.

Mark Your Calendar

for the 2011 OWSA
Annual Training
Conference
May 18-20, 2011

