

NEWS RELEASE

For Immediate Release
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CORRECTIONS OFFICERS DESCRIBE A DIFFICULT, STRESSFUL JOB AND CONDITIONS THAT PUT STAFF AND PRISONERS AT RISK

St. Louis, MO – Today, the Commission on Safety and Abuse in America’s Prisons began hearing testimony from corrections officers who described their work environment and conditions that compromise the safety and well-being of both staff and prisoners.

“What we’re seeing is a vast, but poorly understood workforce that shoulders tremendous responsibilities, many times without adequate leadership, training, or resources,” said Commission Co-Chair Nicholas de B. Katzenbach in his opening remarks. “These failures harm prisoners, put officers in jeopardy, and ultimately have an impact on our society.”

One of the line officers who testified was Ronald Kaschak. He described being an employee of the Mahoning County Jail near Youngstown, Ohio, with three years on the job and feeling subject to the whims of senior supervisors who ordered him and other officers to beat an inmate. Kaschak, who is currently awaiting sentencing for the incident, recounted the abuse and explained the fear and confusion that lead less experienced officers to follow even inappropriate orders.

Corrections Officer Lou West described a job that is difficult even under the best circumstances, where leadership is strong and resources are available. “In the pod, there’s no getting away from the inmates,” said West. “I’m asked to address all their needs and to be ready for any emotional disturbance.” In the St. Louis jail where West works, he supervises 67 people out in the open and relies on interpersonal skills and 25 years of experience to meet the demands of the job and reap the rewards of helping people.

Heads of state corrections departments helped to put these personal experiences in context:

Theodis Beck, Secretary of the North Carolina Department of Correction described how the job of a corrections officer has become increasingly complex and challenging as the prison and jail population has expanded and grown more diverse and troubled. “Today’s correctional officer must be able to look at situations from an inmate’s perspective,” said Beck. “He must be in tune to the changing situation of aging inmates, know how to deal with offenders who may be suicidal, be able to recognize gang signs and colors, speak foreign languages, and be sensitive to issues involving supervision of offenders of the opposite sex.”

Massachusetts Corrections Commissioner Kathleen Dennehy opened her statement by expressing the need for a national look at prisons and jails. “This Commission has opened

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a dialogue about the problems and challenges of prison abuse and safety faced by correctional leaders,” she said. “These issues must continue to remain at the forefront of discussions across the country.” She also described her efforts to improve training and support for officers and also to challenge the combative mentality and code of silence that develops in some correctional facilities – putting both prisoners and staff at risk of violence and abuse. “For years, training has encouraged an ‘us vs. them’ mentality,” she said. “The need for boundaries is imperative, yet the consequence of dehumanization is catastrophic.”

California corrections labor leader Lance Corcoran, underscored the challenges officers face. “I do not think that much of the public really understands the pressures and challenges of the correctional profession,” said Corcoran. “And therein lies the problem. Since corrections is often an afterthought as a profession within the criminal justice system, how can we attract and retain the best qualified personnel?”

Over the course of the two-day hearing, which continues tomorrow, additional corrections leaders and other witnesses will address the personal toll on officers and their families of working in a stressful environment; the need for bettering training, particularly in the use of force; the role of leadership and professional accreditation in promoting safety; and differences between public and private facilities. For a complete agenda and list of witnesses, go to http://www.prisoncommission.org/public_hearing_3.asp.

The Commission on Safety and Abuse in America’s Prisons is a diverse, 21-member, non-partisan panel co-chaired by former United States Attorney General Nicholas de B. Katzenbach and the Honorable John J. Gibbons, former Chief Judge of the Third Circuit Court of Appeals. The Commission formed in March 2005 and will work for one year to explore the most serious problems inside U.S. correctional facilities and their impact on the incarcerated, the men and women who staff facilities, and society at large. The Commission is staffed by and funded through the Vera Institute of Justice.

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COMMISSION ON SAFETY AND ABUSE in America's Prisons

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HEARING AGENDA

NOVEMBER 1-2, 2005

WASHINGTON UNIVERSITY IN ST. LOUIS SCHOOL OF LAW, Room 310

Tuesday, November 1st

8:30 - 9:00 **Welcoming Remarks and Opening Statements**

- Mark S. Wrighton, Chancellor, Washington University
- Nicholas de B. Katzenbach, Commission Co-Chair
- Larry Crawford, Director, Missouri Department of Corrections

9:00 – 10:00 **Personal Accounts**

- asha bandele (New York City, New York) – Married to a long-term prisoner in New York and author of *The Prisoner's Wife*. She will describe her wide ranging encounters with officers as her husband was transferred among facilities. Specifically, she'll describe how in some prisons officers played by the rules and treated her with respect, while in other facilities she and her daughter experienced unpredictable, arbitrary treatment and indignities bordering on abuse – and she'll offer the view that good leadership is the determining factor.
- Ronald Kaschak (Austintown, Ohio) – An employee of in the Mahoning County Jail (Youngstown, Ohio) who was involved in the beating of inmate Tawhon Easterly, an act ordered by senior managers in the sheriff's department and by supervisors at the jail. Mr. Easterly was also stripped naked after the beating and dragged down the hallway to his cell by officers. Ronald Kaschak will describe how officers follow even inappropriate orders – out of fear and for other reasons – and, therefore, good leadership makes all the difference.
- The Rev. Jacqueline Means (Estero, Florida) – A former prison chaplain who currently heads the Episcopal Church's national prison ministry program. Relying on her own long experience working inside prisons and her daughter's experience working as a corrections officer, Jackie Means will describe the stress of the job and the personal toll it takes on officers.
- Lou West (St. Louis, Missouri) – A corrections officer who began his career in 1980, in an old-style, maximum security prison. He worked there for a decade and through several riots until the extreme stress of the job pushed him to request a transfer. He now works in the St. Louis Justice Center, which houses the county jail and uses "direct supervision," the preferred form of supervision according to most corrections professionals. Lou West will describe his work at the Justice Center as the first truly meaningful work of his career. He also will be candid about the demands of supervising 67 prisoners at one time; all of them freely moving in the common area and all with their own needs – challenging work that makes him question how anyone could call him a "guard."

10:15 - 11:45 **Corrections Officers – An Overview of the Workforce and Profession**

Both the corrections workforce and the jail and prison population have changed significantly over the last decade. This panel will address those changing demographics and how the job itself has changed as a result – creating a situation in some places where a less skilled workforce has a much more difficult job to do and where even skilled officers are overwhelmed by the additional responsibilities. Witnesses will discuss the difficulty of recruiting, training, and retaining professional staff in the face of rapid expansion of the prison population, budget constraints, and other factors.

- Theodis Beck (Raleigh, North Carolina) – Secretary of the North Carolina Department of Correction. He will argue that the corrections workforce is more diverse and better trained than ever before – equipped to face complexities and challenges of the job that did not exist when the prison population was smaller and less culturally diverse, and before truth-in-sentencing laws eroded incentives for good behavior. But he will also testify that corrections officers are as underpaid and undervalued as they were 50 years ago, making it difficult for prisons to recruit and retain experienced staff.
- Lance Corcoran (Sacramento, California) – Chief of Governmental Affairs for the California Correctional Peace Officers Association and a former corrections officer for 10 years. He'll testify about the negative stereotypes of corrections officers – as stupid, thuggish, tattooed white men – and how those stereotypes affect everything from the ability to recruit and retain good staff to how officers act on the job. The root of the problem, he believes, is that corrections officers are invisible to the public, so people don't know, for example, that women make up 20 percent of the workforce in California or that there are more people of color working in California state prisons than in any other law enforcement department in the state.
- James Marquart (Dallas, Texas) – A professor at the University of Texas at Dallas and a long-time researcher of prisons who worked briefly as a corrections officer early in his career. He will provide an overview of a job that has become increasingly complex and challenging as the prison and jail population has become much larger and also more diverse and needy (more mentally ill, elderly, chronically ill, and substance abusers in prison, more gang violence, more women). And he'll describe why good officer training is so crucial in this context.

11:45 –12:45 **Break**

12:45 – 2:15 **Interpersonal Dynamics that Influence Safety and Abuse**

Negative relations between officers and inmates can lead prisoners to resist authority and officers to abuse their authority. This panel will explore those troubling dynamics, how to change or prevent them, and the role of race and gender. Witnesses will also discuss different penal philosophies and models of supervision and the implications of such policies and practices on the safety and well-being of everyone in a facility.

- Kathleen Dennehy (Milford, Massachusetts) – Commissioner of the Massachusetts Department of Correction, a state that recently completed its own prison commission, reforms which Kathleen Dennehy has worked to implement. She will explore how the demands of the job and lack of support from management can leave line officers feeling like it is ‘us against them’ (us against the inmates *and* us against management) and she’ll describe her efforts in Massachusetts to break the code of silence by addressing these root problems.
- Elaine Lord (Purchase, New York) – Superintendent of Bedford Hills Prison for women in New York for 20 years, retired in 2004. She will discuss the psychological dynamics between inmates and officers with a focus on cross gender relations. She believes in employing male officers in a women’s prison, and will explain why, and has clear ideas about how to include male employees without placing the women at risk of abuse. Elaine Lord has both heartbreaking stories to tell and stories that inspire hope.
- Eddie Ellis (New York City, New York) – Incarcerated for 25 years in various New York State prisons. He will describe an underlying prison culture that inherently dehumanizes those who are incarcerated – a culture that black and Latino officers conform to just as easily as white officers. “It’s not a question of black and white,” as the saying goes, “it’s a question of grey and green.” Eddie Ellis currently directs the NuLeadership Policy Group at Medgar Evers College, part of the City University of New York. The organization brings together individuals who have been incarcerated to influence criminal justice policy.

2:15 - 3:30 **Consequences of the Job on the Health and Well-Being of Corrections Officers**

There is evidence that corrections officers have lower life expectancy, higher divorce rates, and greater rates of alcoholism than other law enforcement officers. This panel will illuminate the stresses of the job and their impact on work performance and on the health and well-being of officers and their families. Witnesses will also discuss ways that management and others can support corrections officers.

- Larry Brimeyer (Cedar Rapids, Iowa) – Deputy Director for Eastern Operations in the Iowa Department of Corrections. He will describe a now defunct stress-reduction project for corrections officers and their families. The pilot project in Iowa offers important lessons about how to support officers in a way that doesn’t make them feel inferior: One reason the pilot failed is that officers viewed participation in it as a sign of weakness.
- Robert Delprino (Buffalo, New York) – A professor at Buffalo State College in the Department of Psychology. He is the lead researcher of “Work and Family Support Services for Correctional Officers and their Family Members: A National Survey,” published by the National Institute of Justice in 2002. He will describe reasons why the work of corrections officers is stressful – everything from too much overtime to long commutes; from threats of physical danger and degrading conditions to society’s low opinion of corrections officers – and consequences for the safety and well-being of everyone, including officers’ families.

- Bill Hepner (Sea Girt, New Jersey) – Trains corrections officers in New Jersey and also directs the state’s Corrections Family Training Academy, which is similar to Iowa’s pilot program (mentioned above). He will describe how stress affects both individual job performance and prison administration overall.

3:30 – 4:30 **Reception**

Anheuser-Busch Hall, Janite Lee Reading Room
co-sponsored by the Bar Association of Metropolitan St. Louis

Wednesday, November 2nd

8:30 - 9:15 **Speaker: Leadership**—The speaker will address the role of leadership in cultivating a qualified and capable workforce able to operate safe facilities: What does leadership mean? At what levels must we expect strong, quality leadership? How common is good leadership, and is it possible in a large statewide system? What are the obstacles to good leadership?

- Mary Livers (Towson, Maryland) – Deputy Secretary for Operations in the Maryland Department of Public Safety and Correctional Services.

9:15 – 10:45 **Use of Force and Related Training**

When is the use of physical force necessary to maintain safety and what defines “excessive force”? This panel will examine why officers sometimes rely on physical force, what kinds of force they are authorized to use – including restraints, cell extractions, and non-lethal weaponry – and under what conditions even authorized forms of force may constitute abuse. Witnesses will also discuss unauthorized forms of force that are sometimes used and why the use of force is hard to document. Most importantly, they will discuss training for officers in the appropriate use of force and in tactics to avoid using force.

- Randall C. Berg (Miami, Florida) – Executive Director of the Florida Justice Institute, which litigates on behalf of prisoners, and lead attorney in a case about the excessive use of pepper spray in Florida state prisons. He will describe that case and present photographs illustrating injuries caused by excessive use of pepper spray.
- Patrick McManus (Mounds View, Minnesota) – former Secretary of Corrections in Kansas and Assistant Commissioner of Corrections in Minnesota, a court-appointed monitor of facilities and systems around the country, and an expert in the use of force by corrections officers. He’ll talk about why excessive use of force can be a problem. In terms of curbing excessive use of force, he will argue that training for officers is less important than changing the prison culture. In his view, prison managers must establish an institutional culture geared toward minimizing use of force, one where line officers are encouraged to think differently about their jobs.
- Sgt. Michael Van Patten (Monmouth, Oregon) – a corrections officer for 20 years, and later a trainer of other officers in Oregon. He’ll talk generally about the strengths and

weaknesses of training with regard to the use of force and specifically about how to train officers to match the degree of force to the situation and when to escalate to a higher level of force.

11:15 – 12:45 ACA Standards and Accreditation

There are no mandatory national standards for prisons and jails, but the American Correctional Association – a professional association largely composed of corrections managers – develops standards and accredits facilities that meet their standards. Witnesses will discuss the ACA standards, what policies facilities must have in place to be accredited, and how common ACA accreditation is among jails and prisons nationally. They also will discuss the utility of accreditation from the perspective of labor and management; how the ACA standards and the accreditation process can be strengthened; and the difference between accreditation and oversight that features regular review of whether the standards are being put into practice.

- Brian Dawe (Thayne, Wyoming) – Executive Director of Corrections USA, a nonprofit coalition of unions, associations, and individual officers. He spent 16 years as a corrections officer prior to becoming Executive Director of Corrections USA. He'll testify that professional accreditation is a good idea but that current ACA standards are too low and subject to pressure from managers, and that the accreditation process itself is nothing more than a paper audit that does little to ensure that staff are safe and well supported.
- Michael Hamden (Raleigh, North Carolina) – Executive Director of North Carolina Prisoner Legal Services and a member of the ACA's Commission on Accreditation for Corrections since 1998. Initially a skeptic, he is now a believer in the accreditation process, although he will describe the limits of the process and distinguish between professional accreditation and other necessary forms of oversight.
- Evelyn Ridley-Turner (Indianapolis, Indiana) – Treasurer of the ACA and former Secretary of Corrections in Indiana. She will talk about how she used the accreditation process in Indiana as a starting point in her effort to raise standards and to bring staff together to create safer and better run facilities.
- Jeff Washington (Lanham, Maryland) – Deputy Executive Director of the ACA. He will describe the ACA's standards and accreditation process.

12:45 – 1:45 Break

1:45 – 3:15 Public vs. Private

Over the past decade, privately operated correctional facilities have opened around the country, becoming numerous in the federal prison system and in some states. Alaska, Hawaii, Montana, New Mexico, and Wyoming confine at least a quarter of state prisoners in private facilities. Despite substantial growth in the number of private facilities, little is known about how they compare to facilities operated by government. Is one type of facility safer than the other? Are the work environments different in important ways? This diverse panel – an executive from

Corrections Corporation of America, a law professor, and an advocate for public sector labor – will address these and other questions.

- Sharon Dolovich (Cambridge, Massachusetts) – A professor at UCLA Law School, on leave for the 2005-2006 academic year as a fellow at the Radcliffe Institute for Advanced Study in Cambridge, Massachusetts. She will argue that the present debate about whether private prisons are better or worse, safer or more dangerous than government-run facilities misses the point: Much is going wrong in both private and public prisons, and they suffer from many of the same problems.
- Rick Seiter (Nashville, Tennessee) – a professor at St. Louis University currently on leave and working as Executive Vice President and Chief Corrections Officer for Corrections Corporation of America. He worked for many years at the Federal Bureau of Prisons. Mr. Seiter will address the various critiques of private corrections, particularly as they relate to safety and abuse.
- Frank Smith (Bluff City, Kansas) - Field Organizer for the Private Corrections Institute, a national organization based in Florida that is openly critical of the for-profit corrections industry. He has developed a network of whistle blowers at private facilities and will share stories about the lack of safety and failures to protect people from abuse in private prisons. He will also describe how cost-cutting leads to these safety failures and abuses and how monitoring of private prisons is virtually meaningless because state officials feel the need to accommodate the contractors.

3:15 – 3:20 **Closing Remarks**

Acknowledgements: The Commission on Safety & Abuse in America's Prisons would like to thank the law firm of Arnold & Porter and its dedicated attorneys who contributed countless hours to the preparation of this hearing.

The Commission must also thank Veritext LLC for its donation of transcription services and their representative, Una Elias, for arranging the donation.

Finally, the Commission is very grateful to the Washington University School of Law for both hosting the commission hearing and giving innumerable time and resources to planning the event. We express special thanks to Dean Daniel Keating, Professor Margo Schlanger, the students of the Journal of Law and Policy, and all of the law school staff and students who volunteered their time and showed interest in the state of our jails and prisons.

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Third Public Hearing – St. Louis, Missouri, November 1st and 2nd – Witness Biographies

asha bandele is the author of four books, including the award-winning best seller, *The Prisoner's Wife*. She served as features editor and writer for Essence Magazine from 2000-2004. In 2004, she accepted a one year fellowship at Columbia University. Upon completion of her time as a Revson Fellow, Ms. bandele accepted the position of Deputy Director of Public Policy at the Drug Policy Alliance, the nation's leading advocacy group fighting the war on drugs. Ms. bandele holds a B.A. from the New School, and took her Masters in Fine Arts at Bennington College. She has lectured on campuses, in community centers, at churches, and legislative events across the US, in Europe and Africa. Currently at work on her fifth book, a memoir about raising the child of an incarcerated parent, she lives in New York with her daughter, Nisa.

Theodis Beck was appointed Secretary for the North Carolina Department of Correction on April 19, 1999 by Governor James B. Hunt, Jr., and was re-appointed on January 10, 2001 by Governor Michael F. Easley. Secretary Beck oversees over 18,000 employees, an annual operating budget of nearly \$900 million, an inmate population of more than 34,000 and 118,000 probationers and parolees. Secretary Beck started his career as a probation and parole officer in Asheville in 1975. In 1983, he was selected as one of the state's original eight intensive probation and parole officers and supervised a high risk caseload for five and a half years. He has also served as director of the Division of Adult Probation and Parole, now referred to as the Division of Community Corrections, and deputy secretary with oversight of the Division of Prisons and the Division of Community Corrections.

Secretary Beck holds an associate's degree in business administration and a bachelor's degree in sociology from North Carolina Central University. He is a graduate of the North Carolina Public Manager's Program and serves on the Governor's Crime Commission, the State Advisory Council on Juvenile Justice and Delinquency Prevention and the State Drug Court Advisory Board. Prior to his state service, he served two years active duty in the U.S. Army, and retired from the U.S. Army Reserve as a first sergeant in August 1997 with over 24 years of military service.

Randall C. Berg, Jr. is the Executive Director of the Florida Justice Institute, Inc., a public interest law firm in Miami he established in 1978. He has been involved in numerous individual and class action lawsuits aimed at improving Florida's prison and jails over the past 27 years. He is past Chairman of the Corrections Committee of The Florida Bar, and past President of the ACLU of Florida. He served on Governor Chiles' Transition Criminal Justice Task Force, and several legislative committees dealing with criminal justice and corrections issues. He is an Adjunct Professor of Law at the University of Miami School of Law, and directs the Volunteer Lawyers' Project for the U.S. District Court for the S.D. Fla.

Larry Brimeyer is a Regional Deputy Director for the Iowa Department of Corrections. He is responsible for the operations of five correctional institutions housing over 5,000 offenders. He also provides oversight to community corrections programs in the four judicial districts in the Eastern Region of Iowa where over 15,000 offenders are under some form of community supervision.

Mr. Brimeyer is a 35 year corrections employee. He began his career as a Correctional Officer at the Anamosa State Penitentiary. He has also served as a Correctional Counselor, Correctional Treatment Manager, Administrative Law Judge, and Deputy Warden. He has taught Criminal Law as an Adjunct Faculty member at Kirkwood Community College in Cedar Rapids, Iowa. He is a member of the American Correctional Association and is a certified ACA accreditation auditor. Mr. Brimeyer has a B.A. in Psychology and an M.A. in Rehabilitation Counseling.

Mr. Brimeyer provided project oversight of a two year NIJ grant-funded program on Correctional Officer Stress from 2001-2003. This research-based field test addressed employee stress at two of the institutions he is responsible for.

Lance Corcoran is the Chief of Governmental Affairs for the California Correctional Peace Officers Association (CCPOA), a statewide organization representing 33,000 men and women who work “the toughest beat in the state,” supervising state prison inmates and wards of the California Youth Authority. A Correctional Officer with the California Department of Corrections (CDC), Mr. Corcoran began his law enforcement career in 1986 at California Correctional Center (CCC). Mr. Corcoran was elected to the position of Rank & File - CDC Vice President in August of 1994. Prior to his election, Mr. Corcoran had served CCPOA as chapter president of the CCC chapter and was an influential member of CCPOA’s State Board of Directors, helping make CCPOA one of the largest and most successful law enforcement associations in the state. In 2002, Mr. Corcoran was appointed to the position of Executive Vice President and served as such until September 2005 when he was hired by CCPOA to oversee the organization’s legislative operation and create a communications division.

Mr. Corcoran is a past President of the California Employees Chapter of Corrections USA; a member of the Correctional Peace Officers Foundation, the Association of Black Correctional Workers, the Chicano Correctional Workers Association, and the California Crime Victims Coalition; and serves as an advisory board member of the Doris Tate Crime Victims Bureau.

Brian F. Dawe is the Executive Director of Corrections USA (CUSA), a nonprofit coalition of the nation’s public correctional officers. CUSA’s mission is to educate the public, media and elected officials about the dangerous and difficult job correctional officers do; to develop a network of information from which to share best practices; and to establish a national voice for the profession. Mr. Dawe has been the Executive Director of CUSA since June 1998. Prior to that, he was a Massachusetts State Correctional Officer from 1982 to 1998. He was Vice President of the Massachusetts Correction Officers Federated Union from 1995 to 1998 and its Executive Secretary from 1988 to 1995. Mr. Dawe has a Bachelor of Science in Criminal Justice from the University of Massachusetts and graduated first in the Massachusetts Department of Corrections Training Academy Class of 1983. He is a CDT Master Tactical Instructor in open handed non-deadly force self-defense.

Dr. Robert P. Delprino is an Associate Professor of Psychology at Buffalo State College S.U.N.Y. where he has been awarded the President's award for excellence in teaching. He has also served as Visiting Fellow with the National Institute of Justice of the U.S. Department of Justice. He earned his doctorate in Industrial/Organizational Psychology from Old Dominion University and masters degree in Forensic Psychology from the John Jay College of Criminal Justice C.U.N.Y.

Dr. Delprino has served as an employee assistance program coordinator for the New York State EAP and as a critical incident stress debriefer with the Western New York Stress Reduction Program. He has organized training programs and conducted research in the areas of law enforcement family support and law enforcement psychological services. In addition he has served as a principal investigator for several NIJ grant awards for corrections and law enforcement family support programs. Currently Dr. Delprino is developing the Institute for Crisis Intervention and Family Support. The goal of the Institute is to offer support to emergency service personnel and their families through a collaboration of community resources to respond to cope with and heal from a crisis.

Sharon Dolovich is Professor of Law at the UCLA School of Law, where she teaches Criminal Law, Ethics of the Legal Profession, and Prison Law and Policy. Dolovich is spending the academic year of 2005-06 as a fellow at the Radcliffe Institute for Advanced Study in Cambridge, MA, where she is conducting a study of the constitutional prohibition on cruel and unusual punishment as applied to prison conditions.

Following completion of her Ph.D. at Cambridge University in 1994, Dolovich attended Harvard Law School, first as a Liberal Arts Fellow and then as a law student. While at Harvard, she served as Articles Chair of the Harvard Law Review. After law school, Dolovich clerked for the Honorable Rosemary Barkett of the U.S. Court of Appeals for the Eleventh Circuit. During the academic year 1999-2000, she was a Faculty Fellow at the Harvard University Center for Ethics and the Professions.

Dolovich's article, "Legitimate Punishment in Liberal Democracy," appeared in the spring 2004 issue of the *Buffalo Criminal Law Review* accompanied by comments on the piece by leading scholars of criminal law and political theory. On the basis of this article, Dolovich was selected by the Cornell University Program on Ethics and Public Life as the Young Scholar for 2004-05. Dolovich's forthcoming article, "State Punishment and Private Prisons," will appear in Vol. 55 of the *Duke Law Journal*. Her writing has also appeared on the op/ed pages of the Los Angeles Times and in the Los Angeles Times Book Review.

Kathleen M. Dennehy is the Commissioner for the Massachusetts Department of Correction, an agency that employs over 5,000 staff, operates 18 correctional facilities, has an annualized budget of approximately 435+ million dollars and an inmate census of over 10,000. Ms. Dennehy began her career with the Massachusetts Department of Correction in 1976 as the Records Manager at MCI Walpole, the state's maximum-security prison for men. Over the course of her career, she has also worked at various facilities including the department's reception center for male offenders at MCI Concord, Old Colony Correctional Center, at the

Training Academy as the Director and at MCI Framingham as the Superintendent. In 1994, Ms. Dennehy was promoted to Associate Commissioner. In 1997, she advanced to the rank of Deputy Commissioner and in 2003 was appointed Acting Commissioner of the Department of Correction. In 2004, Governor Romney appointed Ms. Dennehy as Commissioner of the Department of Correction.

Ms. Dennehy is a Phi Beta Kappa graduate of Wheaton College where she majored in Government. She received her Masters in Public Administration from Suffolk University's School of Management. In 1998, she was elected to the Board of Directors for the Correctional Association of Massachusetts. In 2002, Ms. Dennehy was the recipient of the Massachusetts Correctional Association's annual "Jim Justice Award" for her commitment to professional excellence. Ms. Dennehy is a member of the Association of Women Executives in Corrections, a member of the National Commission for Accreditation in Corrections, a part time faculty member in the Masters in Criminal Justice Program at Curry College and a consultant for the National Institute of Corrections.

Edwin (Eddie) Ellis, the host/producer of "On the Count," a 90-minute weekly public affairs program on Pacifica Radio Station WBAI-FM in New York City, is director of Prison Ministry at New York's Riverside Church and the chair of the NuLeadership Policy Group, an activist think tank at the City University of New York. He is a consultant for the New York State Black and Puerto Rican Legislative Caucus and a former consultant for the Soros Foundation's Open Society Institute. Mr. Ellis lectures nationally and internationally on prison and criminal justice public policy issues. He has served on numerous boards and advisory committees for organizations including the New York City Commission on Human Rights, New York City Council Justice Working Group, National Black Caucus of State Legislators, the Vera Institute of Justice, the Council of State Governments, and the National Criminal Justice Commission. He is a Research Fellow with the Dubois-Bunche Institute for Public Policy at Medgar Evers College. Mr. Ellis served 25 years in prison for a crime he did not commit. While in prison he acquired a Bachelor's Degree, magna cum laude, from Marist College and a Master's Degree from New York Theological Seminary.

Michael S. Hamden has practiced law for 20 years, first as an attorney with North Carolina Prisoner Legal Services, Inc., and, beginning in 1995, as the Executive Director of that organization. Mr. Hamden, who serves as the prisoner advocate on the Institutional Review Board for the Protection of Human Subjects at Research Triangle Institute, is a consultant to the National Academies of Science, Institute of Medicine as a member of the Committee on Ethical Considerations for the Protection of Prisoners Involved in Research. Hamden has authored several articles and publications, the most recent of which is *The Law and Policy of Sentencing and Corrections* (7th ed. 2005) with Lynn S. Branham. A long-standing member of the American Bar Association (ABA), Mr. Hamden serves as an officer of the ABA's Corrections and Sentencing Committee. He is also the ABA's liaison to the American Correctional Association (ACA), where he is serving a third term on the Standards Committee (promulgating standards which reflect "best practices" for all types of correctional facilities), and is in his second term on the Commission of Accreditation for Corrections (ruling on applications for ACA accreditation and enforcing operational standards nationwide).

**COMMISSION ON SAFETY AND ABUSE
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Government Officials Express Support for the Commission

“It is my hope that the Commission on Safety and Abuse in America’s Prisons will be constructive and will reveal what changes are necessary in our correctional system, Senator Specter said. We must ensure that mistreatment of prisoners is not standard practice and that we are instead focused on individual reform and returning those who have been confined to society as productive members.”

-- *Senator Arlen Specter (R-PA), Chair, Senate Judiciary Committee*

(For more information, please contact Amanda Bonzo at 202.224.4254.)

“How we treat corrections officers and inmates is an issue that goes beyond the walls of our prisons, impacting the families and communities of both corrections officers and inmates. I am looking forward to following the work of the Commission on Safety and Abuse in America's Prisons and to hearing their recommendations and advice for making our prisons safer and less abusive for both prisoners and corrections officers.”

-- *Senator Patrick Leahy (D-VT), Ranking Member, Senate Judiciary Committee*

(For more information, please contact Tim Lynch at 202.224.4242.)

“We have a duty to do our best to ensure the safety of both corrections personnel and prisoners. I will be following the Commission’s work and look forward to receiving their recommendations and thoughts on how to best protect the rights of all in our prison system.”

-- *Representative F. James Sensenbrenner (R-WI), Chair, House Judiciary Committee*

(For more information, please contact Jeff Lungren at 202.225.5101.)

“I am looking forward to following the work of the Commission on Safety and Abuse in America's Prisons and to hearing their recommendations and advice for making our prisons safer and less abusive for both prisoners and corrections officers. The work of the Commission has added urgency in that our nation currently maintains record levels of incarceration and must develop more comprehensive policies to encourage rehabilitation and reduce recidivism.”

-- *Representative John Conyers (D-MI), Ranking Member, House Judiciary Committee*

(For more information, please contact Dena Graziano at 202.226.6888.)

“The abuse of prisoners abroad or at home is a stain on America’s honor. I commend Attorney General Katzenbach and Judge Gibbons for co-chairing this important commission, and I look forward to reviewing their report.”

-- *Senate Minority Leader Harry Reid (D-NV)*

(For more information, please contact Ron Weich at 202.224.3542.)

“I thank the Commission on Safety and Abuse in America's Prisons for its commitment to making our communities safer by finding practical and meaningful ways to improve our nation’s jails and prisons. This is an important goal, and I am confident that the hearing in Newark, New Jersey, will help us to learn more about how to better address the adverse impacts caused by prison overcrowding, the increased incarceration of the mentally ill, and the growing threat of infectious disease among inmates.”

-- *Senator Jon S. Corzine (D-NJ)*

(For more information, please contact Anne Milgram at 202.224.3549.)

“The Justice Department’s Civil Rights Division, through its work under the Civil Rights of Institutionalized Persons Act, has a substantial interest in proper prison practices. We look forward to reviewing the Commission's study of this important area.”

-- *R. Alexander Acosta, Assistant Attorney General of the Civil Rights Division, United States Department of Justice*

(For more information, please contact Eric Holland at 202.514.4609.)