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INSIDE WORD
with Acting Commissioner Hicks

In my brief time since becoming Acting Commissioner, I have highlighted the value of communication, the need for transparency and the importance of accountability, and I believe we are already transforming our culture around these key themes.

Another important point of emphasis for my administration is the idea of professionalism. While we all may interpret the word “professionalism” differently, there are key characteristics that define professional behavior. At the most basic level, professionalism manifests itself through respect and the ways which we speak to each other and treat the offenders in our care. As New Jersey Department of Corrections employees, we are held to a higher standard, so it is critical we are thoughtful in our work while carrying out our responsibilities with honesty and integrity. I am depending on you to honor your commitments and perform your job to the best of your abilities. Accountability is a vital element of professionalism. I encourage you to own your successes, but more importantly, own your mistakes and strive to learn from them.

Creating a professional environment begins at the top, and you have my promise that I will not only adhere to these standards myself, but also cultivate and reward a workplace culture that embodies this notion.

Sincerely,

Marcus O. Hicks
Acting Commissioner

Inside Corrections is a monthly publication of the Office of Public Information at the New Jersey Department of Corrections.

Story ideas and feedback regarding Inside Corrections should be directed to Alexandra Altman, Public Information Officer, via email at alexandra.altman@doc.nj.gov or by telephone at (609) 292-4036, x 5542.
LIFESAVER

Garden State Youth Correctional Facility Officer Saves a Life, Attributes Actions to Optimism

By John Cokos

As he assessed the victim of an automobile accident on a warm Sunday evening in June, Senior Correctional Police Officer Donald Carson had one fleeting thought: “This is the real thing.”

For as long as he’s been employed by the New Jersey Department of Corrections, Carson has been trained to think under pressure. But this time, things were different. This time, all eyes were on him as he toiled amid an aggressively spreading fire and the smell of gasoline to pull an injured woman from the wreckage.

Carson had just finished a shift at Garden State Youth Correctional Facility and was on his way home when he noticed traffic slowing down ahead. As he closed in on the cause of the delay, he saw a woman, later identified as Catherine Bohar, slumped over the steering wheel of a badly damaged car with flames visible from the undercarriage.

“There were multiple cars driving past, but no one stopped,” Carson said. “People were slowing down to look, but then just kept right on going. At that point, I realized if nothing happened, something bad was going to happen to her.”

Carson immediately decided to get involved.

When Carson approached the burning vehicle, he identified himself and explained the situation to keep Bohar from panicking.

“Officer Carson pulled Bohar from her vehicle seconds before it was engulfed by flames.”

Officer Carson has been nominated for the National Correctional Medal of Honor Award for his actions and will find out in August if he won.

So why does one person stop to help someone in distress while others do not?

“I am a positive guy,” Carson said. “If you go on my social media, I’m posting positive things every day. I couldn’t bear to read the news and find this woman had passed away if I actually could have done something.”

Carson, 33, realizes he could have been severely burned or killed if the timing had been even marginally different. In fact, two minutes after he pulled Bohar from the vehicle, it became completely engulfed in flames, closing the roadway for two hours.

According to Carson, Bohar was still barely conscious and suffered a compound fracture of her wrist. Although the front of the car was crushed causing the airbag to deploy, Carson was able to unbuckle the seatbelt and remove Bohar.

“In the [Correctional Staff] Training Academy, we learned how to carefully maneuver an unresponsive person, and it really helped here,” Carson said. “I got her away from the vehicle and near my own vehicle and braced her against my leg. I also tried to keep her awake in case she suffered from smoke inhalation.”

Carson, who has been a Correctional Police Officer for a little more than a year, said his nature is to help people and feels he would have done the same thing even if he wasn’t in law enforcement.

His positive attitude and helpful nature is deeply rooted. At a young age, Carson became a youth advocate and later worked in several halfway houses as a case manager. Even during training as a Correctional Police Officer, Carson found ways to motivate others.

“Don’t give up on yourself,” Carson would say to recruits who became discouraged during training. “Even if you don’t stay in law enforcement or corrections, you’re here right now, so let’s make this work. We can see what we can do after this, but for now stay positive and put your foot in the door.”

After saving Bohar, Carson was immediately flooded with messages calling him a hero, even from people he didn’t know. He appreciated the kind words, especially from his own family, but said praise is not what motivates him.

“That could have been my mother, my aunt or my sister in the car. I would have been grateful if someone came along and handled it the same way.”
Inmate Art and Music Are Highlighted in Spring Showcase at New Jersey State Prison

By Patrick Lombardi

The New Jersey Department of Corrections, through its partnership with Rutgers University, is considered a pioneer in inmate mental health care. The department boasts a number of programs that facilitate an inmate’s mental health and emotional needs.

Among these programs are the Residential Treatment Unit (RTU) and Transitional Care Unit (TCU). In these units, an inmate is afforded several different therapeutic channels in group settings.

“The point is to mimic an in-patient treatment setting so that the inmates get the mental health care that they would get if they were in an in-patient facility in the community,” said Music Therapist Stephanie Agren, who works at New Jersey State Prison (NJSP).

Agren, along with Art Therapist Jaclynn Lally, work with inmates who have mental health diagnoses.

“Sometimes, early on, an inmate may be hesitant to participate in [the programs],” Agren said, “but I think that once they realize the function and the purpose, it becomes a little bit easier for them to incorporate it into their lives.”

In Agren’s groups, she uses music to help inmates cope and express themselves. Lally utilizes the aesthetic and emotive qualities of art, such as painting and drawing, as a form of therapy.

“It’s so much more in-depth than me sitting down with inmates and coloring with them or doing arts and crafts,” Lally explained. “The process of it is so much more important than the end product.”

In late April, Agren and Lally organized a Spring Showcase in a visiting hall at the prison. Inmates in the RTU and TCU programs were encouraged to display their artwork and even perform.

“This was the first Spring Showcase to feature art and music,” Lally said. “The patients read poems, performed original songs and raps, and I had them put their artwork up that we did in groups.”

At first, inmates were reluctant to share their works, but they soon warmed up to the idea and were enthusiastic to display their work.

“The big thing to stress with art and music therapy is that it has absolutely nothing to do with talent,” said Agren. “That’s why we didn’t call it the ‘Spring Talent Show.’ It’s a showcase, because we will take whatever you bring. That’s what our job is — to make you feel good about the therapeutic process you went through to get the end result.”

Agren explained that many of the inmates had never been given opportunities like this before.

“So to give them a performance opportunity where their name is in a program for something positive and people are recognizing that they worked hard on something, saw it through to completion and then were able to do it in front of a group of people, that is a huge, huge life accomplishment,” she said.

The Spring Showcase received significant positive feedback from NJSP employees and other inmates. Numerous members of the staff passed through the visiting hall in order to admire the artwork and performances that morning.

The prison’s administration even requested another showcase in the fall.

“It was very cool to see how [the staff] responded, because it’s not something you would think would typically happen in a prison,” said Lally. “We had a lot of support, and I think that helped the patients a lot, too, because they worked really hard on all of their work.”

Agren and Lally’s programs benefit the inmates in ways that may not be evident to people who don’t regularly come in contact with the RTU and TCU units. The Spring Showcase gave their hard work a voice, as well.

“This show was especially great, because it showed the psychological and social benefits of what we’re doing,” Agren said, “So it felt good to have coworkers see why we’re here and what we’re doing.”

Agren and Lally both work alongside a social worker, psychologist, psychiatrist and recreational therapist. Together, they are able to provide the inmates with non-threatening environments for effective therapy and allow them efficient rehabilitation.

“We are two people who are part of a larger team,” said Agren, “and I have never worked in a place where we all work together so well, and it absolutely couldn’t work without all of us being flexible. We’re there to support each other. It’s very much a team approach.”
A CAPITOL IDEA

N.J. to D.C. Bike Tours Memorialize Officers Who Made the Ultimate Sacrifice

By Matthew Schuman

When Senior Correctional Police Officer Michael Drybread climbed aboard his bicycle on a sunny May morning in the parking lot of a shopping center in East Hanover and joined hundreds of other cyclists on a 300-mile ride to Washington, D.C., he knew exactly what to expect. The riders were gathered for the annual Police Unity Tour, and 2018 marked the 11th consecutive year that Drybread was among the participants.

Both the Police Unity Tour and a bike ride sponsored by Law Enforcement United are held as part of National Police Week and climax at the National Law Enforcement Officers Memorial in the nation’s capital, where thousands of riders and support personnel from across the United States and beyond come together; this year’s gathering took place on May 12. The fundraising events honor the sacrifices of law enforcement officers who have died in the line of duty.

“During the course of the Unity Tour, there are times when you’re tired, when the weather is far less than optimal,” said Drybread, a member of the staff at the Correctional Staff Training Academy. “That’s when you have to remind yourself why you signed up in the first place. You do this to recognize the 20,000 law enforcement officers who lost their lives while doing their jobs. So you keep going.”

And when you arrive at the memorial in Washington, D.C., Drybread added, emotions immediately come bubbling to the surface.

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“You get goose bumps on your arms as you realize that you’re a part of something that’s bigger than any of us,” he related.

“When you get to the memorial, you see all the other riders and the families of those who died in the line of duty. If you don’t decide at that moment that you’ll be back again next year, then the significance of what you’re doing has been lost on you.”

SCO Matt Kissane, who works with Drybread at the Training Academy, nodded in agreement. After hearing about the tour from his co-worker, he participated for the first time in 2017 and returned in 2018 without hesitation.

“He’s my partner at the Academy, and I wanted to do this with him,” Kissane said, glancing toward Drybread. “Now that I’ve experienced it for myself, I plan to keep doing it until I can’t do it anymore.”

Seventeen members of the New Jersey Department of Corrections, representing chapters based in the northern, southern and central regions of the state, participated in this year’s tour.

Additionally, a pair of NJDOC officers took part in the Law Enforcement United journey to Washington, which included a May 10 stop at Bayside State Prison, where cyclists participated in a service in memory of Officer Fred Baker, who was stabbed to death by an inmate on the morning of July 30, 1997.

“They treated us like we were rock stars,” Lewis stated. “They kept thanking us for what we were doing. The whole time, I’m thinking that we should be thanking them. We’re there for them, to support them and make sure the sacrifices their loved ones made continue to be remembered.”

Those who participated in the Police Unity Tour were similarly moved by their interactions with the families of fallen officers.

In fact, that’s one of the primary reasons SCO Eric Milstein of the Central Transportation Unit
was taking part in the tour for the ninth time. A knee injury kept Milstein from participating as a rider, but he unhesitatingly agreed to serve on the support team.

“There is no job on this tour that isn’t an honor to do,” he said. “Every element works together, from the bike riders to the motorcycles accompanying them to the medical staff to the people who pick up the luggage.

“Like so many others, I look forward to experiencing this every year,” he continued, “and not solely because of the participants. The support we get from the department and the union benefits everyone who is involved.”

In addition to financial support of the tour, the union – Policeman’s Benevolent Association, Local 105 – provided a van for the riders.

“The motto of the tour is, ‘We ride for those who died.’ Those words are so meaningful to all of us,” said SCO Michael Tirado, a member of the Central Transportation Unit and financial secretary of PBA, Local 105.

Both Tirado, in his second year as part of the support team, and Milstein alluded to the unmistakable feeling of family that spreads to everyone associated with the tour.

“I’ve gone to places like Texas and Tennessee, where I met up with people I first encountered on the Unity Tour,” Milstein reported. “They’ve taken me into their homes. That’s what this tour does. The best description I’ve heard is that it’s a bike ride with thousands of my best friends.”

Cyclists prepare for a 300-mile bike ride to Washington, D.C., during the Police Unity Tour.

PREP FOR SUCCESS

Students Reveal ‘Untapped Potential’ at Mates Inn Culinary Showcase

By John Cokos

“Everybody loves to eat.”

It’s a simple yet undeniable truth spoken by Oliver Allen, a Mates Inn Culinary Arts student.

And everybody did eat when the New Jersey Department of Corrections invited community restaurant owners to a cooking exhibition at the Mates Inn for its first ever Taste of Success Hospitality Showcase in May.

Program Instructor Dora Dunn and her students, NJDOC inmates enrolled in the culinary arts program, created a menu of poached salmon, braised short ribs, grilled vegetables, homemade bread and an assortment of desserts.

Alan Meinter, owner of the popular Marsilio’s Kitchen in Ewing Township and one of the guests at the showcase, was impressed.

“Everything about the event was enjoyable,” Meinter said. “The menu was great, and the presentation was executed with skill and passion. It’s enlightening to see the students applying what they’ve learned.”

Since its inception in 1978, the Culinary Arts Program has evolved into a useful educational experience for offenders. The program coaches inmates on critical life skills and provides culinary instruction that prepares them for success in a multi-billion dollar industry.
According to Allen, attending the school and being a part of the restaurant has changed many of the inmates’ mindsets. He added, their passion and emotion is evident in the food and service they deliver.

“I’ve learned to connect with so many different types of personalities here,” said Allen, who is now a skilled maître d’, server and baker. “The kitchen is a lot like a football team. Everyone has a position and must learn to work with each other to get the product out. In the front of the house, the maître d’ can set the mood. It’s the first face customers see when they come in and the last they see on the way out.”

According to Dunn, the program is not just about cooking. It can be life changing for some inmates because the work ethic and skills needed to succeed in the kitchen can be applied to life.

“I want students not only to be employable, but also to be able to woo a girlfriend or make pancakes for their children from scratch,” Dunn said.

Program administrators want eligible inmates to have access to vocational programs within the NJDOC to promote self discovery and encourage change.

“Sometimes a person just needs a little help looking inward to discover his or her untapped potential,” said Dr. Darcella Sessomes, Assistant Commissioner of Programs and Community Services.

Such was the case with one particular inmate who arrived at the Mates Inn as a culinary student with Dunn.

“He told me he just wanted to be a janitor,” Dunn said. “Then after a while, he quietly began asking me questions about how we make our Caesar dressing. Eventually, I asked him if he would like to try making it himself. With some work, he turned out to be an extremely talented pantry cook. Talented enough to work anywhere.”

The U.S. Department of Justice asserts career readiness is a priority for reducing recidivism and improving public safety. The NJDOC Vocational Planning Board, which sponsored the event, helps with career readiness by providing vocational programs and connecting inmates with potential employers.

According to Sessomes, vocational programs give students a competitive edge and increase their marketability in the eyes of potential employers.

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“One of the negatives with online classes is that you don’t get that campus experience,” said Sargent, an executive assistant in the office of Acting Commissioner Marcus O. Hicks, Esq.

“I took a weeklong course at Penn State’s Harrisburg campus, but otherwise everything was done online,” continued Sargent, one of the many New Jersey Department of Corrections employees to earn a degree from an institution of higher learning in 2018. “So going to a college town, a place where everything revolves around Penn State, and taking part in the graduation ceremony, was surreal, and it was emotional.”

Like most of the department’s other graduates, the 35-year-old Sargenti returned to academics after an extended break.

“After I got my undergraduate degree from Rider University, I decided to take some time off, maybe a summer, before going to graduate school,” she said. “Then, life more or less took over. Marriage. A house. A child. Finally, after 10 years had elapsed, I decided this is something I was going to do.”

“It was a huge adjustment, especially from a technological standpoint, but I was determined to stay with it, and I’m so glad I did.”

Diane Charlesworth, a communications operator at Southern State Correctional Facility who became a technical assistant in Classification earlier this year, left Glassboro State College just six classes short of a bachelor’s degree. That was 25 years ago.

Glassboro is now Rowan University, and Charlesworth is now a college graduate.

“When you’re working full time and you have a family, school is tough, but you have to be willing to sacrifice if you want to achieve your goals,” said Charlesworth, who took courses both online and in the classroom, earning a degree in general studies.

“I wanted to put myself in a position that would increase my chances of getting promotions. Honestly, it was scary at first, but once I got used to it, I genuinely enjoyed what I was doing.”

Another Rowan graduate who works as a technical assistant in Classification is Mary Haggar of Garden State Youth Correctional Facility. She, too, left college before earning a degree and promised herself she’d return to the classroom at some point. That point came when the youngest of her four children began high school.

“There were summer classes and a lot of late nights spent studying, but I was determined,” said Haggar, who not only earned an associate degree in criminal justice but graduated with honors. “I was nervous at first, particularly...
because a lot of my fellow students were in their 20s, and I’m over 50, but I wanted to advance myself academically in order to have a better opportunity to advance professionally.

“My family was extremely helpful, encouraging me and even cooking a dinner here and there. Looking back, I don’t think I could have done this without them.”

Sergeant Wesley Bailey of Northern State Prison, who earned a master’s degree in public administration from Farleigh Dickinson University, expressed similar sentiments.

“No way this happens without the support and understanding of my wife and kids,” said Bailey, 36, a father of three.

Bailey, who graduated from Rutgers University in 2004, decided to pursue a graduate degree when he was promoted to sergeant. He selected Fairleigh Dickinson in large part because it has a program designed specifically for professionals in which students attend classes every Saturday, 9 a.m. to noon.

“It was one of the most difficult things I’ve ever done,” admitted Bailey, whose thesis, focusing on being mentally fit for duty, was more than 80 pages long.

“When you have a job – and a demanding job, at that – as well as a family, you cannot ignore your obligations as a student. In order to succeed, you have to use your time wisely. You have to want to do it. You have to be committed to reading, to learning and to bettering yourself.”

It took eight years but Longinus Ugwuegbulem, a chaplain at Garden State Youth Correctional Facility, is now a doctor, having earned a Ph.D. in higher education leadership, management and policy from Seton Hall University.

“I set my heart on this, and I was able to achieve it,” he said. “It’s like I tell the inmates with whom I interact, all of us can have a positive impact on others, and one of the most effective ways to do so is through education.”

Ugwuegbulem sees education as a tool to break the cycle of crime and to overcome a lack of confidence. He cited a conversation with an inmate who related that he was classified as incapable of learning while in high school, although the inmate somehow managed to receive a high school diploma.

“Then he took a college class here at Garden State, and he got an A,” the chaplain said. “He told me he surprised himself.”

Speaking of surprises, while working toward his doctorate, Ugwuegbulem delighted in letting would-be student inmates know that he is more than just an advocate for education.

“Whenever they would ask,” he said, “I’d tell them that I, too, am still a student.”

CONGRATULATIONS

NJDOC Employees Earn Their Degrees

DOCTORATE DEGREE

DR. LONGINUS UGWUEGBULEM
Garden State Youth Correctional Facility
Seton Hall University
Higher Education Leadership, Management and Policy

POST MASTER’S DEGREE

LAUREN RUGGERIO
Adult Diagnostic and Treatment Center
New York University
Child and Family Therapy and Play Therapy

MASTER’S DEGREE

SGT. WESLEY BAILEY
Northern State Prison
Fairleigh Dickinson University
Public Administration

LT. DANIEL CLEMENT
Bayside State Prison
Fairleigh Dickinson University
Financial Planning

CHRISTIAN PORROVECCHIO
East Jersey State Prison
Rutgers University
Adult and Continuing Education

TRACY ROBIDOUX
Central Office
Monmouth University
Corporate and Public Communication

NICODE SARGENTI
Central Office
Pennsylvania State University
Public Administration

SCO ERICA BOBIEN
Northern State Prison
Keon University
Criminal Justice

MICHELE CAROSELLI
Central Office
Monmouth University
History

DIANE CHARLESWORTH
Southern State Correctional Facility
Rowan University
General Studies

SCO MEGAN GRANELLO
Albert C. Wagner Youth Correctional Facility
Stockton University
Liberal Arts

LT. ALLEN HARDING
Mountainview Youth Correctional Facility
American Military University
Military History

LT. ZSUZSANNA MILLER
Mid-State Correctional Facility
Rutgers University
Business Administration
TUITION AID PROGRAM
Assistance Available to NJDOC Employees

New Jersey Department of Corrections employees who attend an institution of higher learning are able to take advantage of the NJDOC Tuition Aid Program.

The program provides undergraduate students who are enrolled in a regionally accredited school with a 50 percent tuition reimbursement for courses in which their grades are either an A or a B and a 33.33 percent reimbursement for courses in which they earn a C grade. Graduate students who are enrolled at a regionally accredited school may receive a 50 percent reimbursement for courses in which they earn an A and 33.33 percent for B grades.

For more information, contact the Office of Human Resources.
Members of Class 243 participated in a graduation ceremony held on June 28, in the Patriots Theater at the War Memorial in Trenton.