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2012 fall institute training

MONIQUE DRIER
MCA Fall Institute Committee

The 79th Annual MCA Fall Institute will return to Duluth this year on October 24th and 25th.

This year's conference will offer five training tracks: Evidence Based Practices, Employee Safety, Juvenile, Public Safety and Special Programming. The Program Committee has also secured two very sought after keynote speakers – Allison Jacobs and Tommy Watson.

The awards ceremony will be held on Wednesday, October 24th at 5:00 p.m. followed by a vendor hospitality event at the Holiday Inn & Suites.

The DECC offers a wonderful space for our vendor Resource Fair. We value our vendors and want to take this opportunity to thank them for attending our conference in the past. The exhibitor registration information is currently on the MCA website. Be sure to sign up early. Registration will be accepted until capacity is reached.

Exhibitors interested in a vendor hospitality room should contact our Resource Fair/Hospitality Chairs. Details are also posted on the MCA website.

Overnight hotel accommodations will be provided by the following hotels: Canal Park Lodge, Holiday Inn & Suites-do not call the 1-800 number or The Suites Hotel. Please make sure to mention that you are attending the MCA Fall Institute to receive your special room rate. See the MCA website for hotel contact information.

Conference registration is open on the website. Visit www.mn-ca.org to sign up. We look forward to seeing all of you in the beautiful city of Duluth. We are sure that you will be impressed by the many changes and the exemplary training opportunities that await you.

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mca executive board elections

MICHELLE SMITH-CHAIR, CHUCK NESS, CARLA SCHUSTER, CINDY KRAGENBRING, ROMAN GEORGE
MCA Nominating Committee

The MCA Nominating Committee has provided the following names for MCA's Executive Board Elections. On-line voting will occur between August 15 to August 30, 2012. Ballots will be mailed to MCA members without e-mail on August 13, 2012.

President (2014)

Dan Kempf
Monique Drier
Tom Fedmma

Vice President

Bill Franken
Shannon Marks
Mark Groves

Secretary

Charlene Washa
Lori Anderson
Vicki Lanners

Treasurer

Monty Vikdal
Stephanie Huppert
Dayna Burmeister

probation and parole officer week

Jennifer Guse, MCA Vice-President

A couple weeks ago at dinner, I mentioned to my husband that "this week is probation and parole week." His question, "What's that?" Hmmm...good point. My son's question, "What does probation and parole mean?" Hmmm...another good point. How do I explain probation and parole to a four-year-old? So, of course, as any good parent would do, I bored my kid to tears with philosophical rhetoric...injecting personal and professional opinion and research to the discussion. My son's response, "Mommy, I'm full. I want to play Legos." I don't think he was full from dinner.

July 15-21, 2012 was recognized by the American Probation and Parole Association, most state and local community supervision departments as Probation, Parole, and Community Supervision week. Paul Fleissner, Olmsted County Community Services Director provided the following historical information to his employees during this week:

"John Augustus, a Boston cobbler, is credited as the "Father of Probation." In 1841 he persuaded the Boston Police Court to release an adult drunkard into his custody rather than sending him to prison -- the prevalent means of dealing with law violations at that time. His efforts at reforming his first charge were successful, and he soon convinced the court to release other offenders to his supervision. However, this first unofficial probation officer did not perform his altruistic work without controversy. His efforts actually were resisted by police, court clerks, and turnkeys who were paid only when offenders were incarcerated (Klein, 1997).

In 1843, Augustus broadened his efforts to children when he took responsibility for two girls, ages eight and ten, and an 11-year-old boy, all of whom had been accused of stealing. By 1846, he had taken on the supervision of about 30 children ranging from nine to 16 years old (Binder, Geis, & Bruce, 1997). In his own words he describes his ongoing work with children before the court:

In 1847, I bailed nineteen boys, from seven to fifteen years of age, and in bailing them it was understood, and agreed by the court, that their cases should be continued from term to term for several months, as a season of probation; thus each month at the calling of the docket, I would appear in court, make my report, and thus the cases would pass on for five or six months. At the expiration of this term, twelve of the boys were brought into court at one time, and the scene formed a striking and highly pleasing contrast with their appearance when first arraigned. The judge expressed much pleasure as well as surprise, at their appearance, and remarked, that the object of the law had been accomplished, and expressed his cordial approval of my plan to save and reform. Seven of the number were too poor to pay a fine, although the court fixed the amount at ten cents each, and of course I paid it for them; the parents of the other boys were able to pay the cost, and thus the penalty of the law was answered. The sequel thus far shows, that not one of this number has proved false to the promises of reform they made while on probation. This incident proved conclusively, that this class of boys could be saved from crime and punishment, by the plan which I had marked out, and this was admitted by the judges in both courts. (John Augustus, 1852, p. 34).

By Augustus' (1852) own account, he bailed "eleven hundred persons, both male and female." He also recounted that he had secured the release by the courts of many children:

. . . of this number one hundred and sixteen were boys under sixteen years of age; eighty-seven were under the age of fourteen; twenty-seven were under twelve years, and four were only seven years old. Of this number only twelve were incorrigible. . . I have always endeavored to send these persons to school, or some place of employment, and but two, to my knowledge, have stolen since I bailed them, and this shows that nine out of ten have behaved well. . . (pp. 96-97).

By 1869, the Massachusetts legislature required a state agent to be present if court actions might result in the placement of a child in a reformatory, thus providing a model for modern caseworkers. The agents were to search for other placement, protect the child's interests, investigate the case before trial, and supervise the plan for the child after disposition. Massachusetts passed the first probation statute in 1878 mandating an official State probation system with salaried probation officers (National Center for Juvenile

Justice [NCJJ], 1991). Other states quickly followed suit (NCJJ, 1991):

- **by 1900, Vermont, Rhode Island, New Jersey, New York, Minnesota, and Illinois passed probation laws;**
- **by 1910, 32 more states passed legislation establishing juvenile probation**
- **by 1930, juvenile probation was legislated in every state except Wyoming**

Today, probation is authorized in all states and is an integral part of the juvenile justice system. Many foreign nations also have adopted approaches based on the United States prototype. “

Even at the beginning, Minnesota was a leader in community supervision. It's a bit overwhelming at times to think of all the changes that have occurred in supervision of offenders since 2000, let alone since 1900. High profile cases, changes in state statute and resources have made community supervision challenging at times. And yet, according to the Minnesota Department of Education and Minnesota Department Employment and Economic Development, approximately 1,300 community supervision professionals exist in the state. Job responsibilities and duties are forever changing in correlation to offender and community needs.

However, the core goals and characteristics of community supervision remain the same –supporting offender strengths, providing programming and treatment to build offender strengths, encouraging the offender to utilize their strengths and perhaps develop strengths the offender never knew existed, and holding offenders accountable to ensure victim and public safety. MCA wishes to thank all of Minnesota's current and future federal, state, and local community supervision professionals.

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legislative update

CAL SAARI, MCA Legislative Liaison

As this issue of the MCA Forum is prepared for release to our membership, legislative activity remains very robust with all 201 state legislators facing election contests due to the Reapportionment of the legislative districts in 2012. The results of these elections will determine which party will control the leadership of the State Legislature in January 2013.

There are currently 27 election contests that are considered by the political experts as being "too close to call". These are mostly in swing districts that tend to traditionally elect members from both parties. Although, in some cases, we have an election contest between sitting representatives who have been thrown into the same districts due to the re-drawing of the district boundaries.

Several of these elections are between candidates who have widely different political agendas, some of whom would be very helpful to our Corrections agenda and some not so much. If you live and work in a district that has a "hot" election contest this Fall, we encourage you to get involved and meet the candidates to learn if their political posture closely aligns with yours. I'd expect we will see several new faces on the Public Safety committees next year and in some cases, new leadership, and of course, if the DFL regains majority control, all leadership positions will have a new look. I have been communicating with several legislators around the state that have a proven record of being helpful to us in our agenda pursuit and examining how we can be helpful to their election bids. It is an exciting time but very time consuming.

In the meantime, we are working within our legislative and juvenile justice committees to develop a new legislative agenda for the next session. Several individuals have been working on these proposals and we owe them a debt of gratitude for their efforts on behalf of MCA. We will have a draft of the 2013 Legislative Agenda ready for presentation at the 2012 Fall Institute in Duluth on October 25th (the second day of the conference) for membership review and feedback. This will also be shared with the three or four Legislators we will have at the workshop so they may offer insight into these issues. I know we'll have another interesting legislative workshop so plan to participate this year. The MCA Legislative and Juvenile Justice Committees welcome your feedback so there is time for us to consider other agenda items, however, please forward your concerns to one of the committee members or to me in the near future.

We recently conducted another "understanding the legislative process" workshop at the Minnesota Department Of Corrections Central Office in June which was well received. As we encourage our members to get involved in the legislative process, these informative workshops are very helpful to constituents whom are interested in how this all works. We are considering another similar workshop in the future so let us know if you would like to see this available again.

This time of the year is a relatively quiet time for legislative liaisons, however, with the all the elections up this year, there will be no time for rest and contemplation. I continue to greatly value the opportunity to work on behalf of the Corrections community in the legislative

process and look forward to continuing our successful work with our legislators on our Corrections and Criminal Justice issues. Please let me hear from you with your feedback, issues and concerns. Have a great remainder of the summer!

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project safe neighborhood training a huge success!!

TERRY FAWCETT, MCA Past President

Arrowhead Regional Corrections hosted two Instructor courses pertaining to safety. The trainings were made possible by a Project Safe Neighborhood grant from the Bureau of Justice Assistance and the United States Attorney's Office.

From March 7-9th, 2012, twenty-eight probation/parole agents from all three delivery systems were trained as instructors in Search & Seizure protocol. Bob Thornton and Ron Scheidt from the Community Corrections Institute facilitated the training at the Northeast Regional Corrections Center in Saginaw, Minnesota. Commissioner of Corrections Tom Roy visited students and delivered a message indicating agent safety is a top priority for his administration.

During the week of March 12th-16th, 2012, 24 agents and corrections personnel participated in the Natural Response Control Tactics Instructor training which was held at The Gymnastics Academy (TGA) in Hermantown, Minnesota. TGA owner Mark Waterhouse offered the use of his building free of charge, citing the importance of the great work that is done by corrections staff. Again, Commissioner Roy stopped by and addressed the students on the importance of heightened awareness of safety in the Corrections profession.

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best in show

David Heath, MCA Technology Committee Chair

I was recently researching new technologies and came across the Best of 2012 CES (Consumer Electronics Show) awards. The show was held last January in Las Vegas, Nevada and is a premier show for companies to enter their latest and greatest technology.

The winner of the **Best in Show** was, **LG's 55" OLED TV** - Television manufacturer LG says that by 2016, its organic light-emitting diode, or OLED, televisions will cost the same as an LCD television.

The **People's Choice Award** was a concept gaming tablet called **Razer Project Fiona** - which will take advantage of Windows 8. Fiona looks to be the first true Windows 8 gaming tablet.

Many other products also won awards in the respective electronics categories. To read more go to: <http://ces.cnet.com/best-of-ces/?tag=mainMedia;imageWrapper>

The link can also be accessed via the MCA website under the Technology Committee. Look under Emerging Technology links. There are a number of demonstration videos and much more information on all the winning products at: The Best of CES Awards 2012 webpage.

A short synopsis of the winning 2012 products are listed below:

Smartphone: Nokia Lumia 900 – This is a Windows 7 Mango phone with an 8 megapixel camera built into it. It also has a gorgeous 4.3-inch AMOLED display according to the experts.

Personal Computer: HP Envy 14 Spectre – An ultra book laptop covered with gorilla glass on 3 sides which HP boasts will make it more scratch resistant and is very stylish.

Software and Apps: BlueStacks for Windows 8 – This will bring the over 400,000 already existing Android apps to Microsoft's Windows 8 operating system. This will be huge for Windows 8.

Home Theatre: Simple.TV DVR -- allows you to access over-the-air TV programs, either live or stored on a connected hard drive (that you supply), from a number of devices on your home network. At launch there are apps for Roku, Google TV, Boxee, and iPad. So, fire up your iPad and you can watch live broadcast TV or any of the recordings on the connected hard drive.

Networking: D-Link DIR 857 Router - This is the first home router on the market that comes equipped with USB 3.0. On top of that, the router's included USB port now supports D-Link's SharePort cloud technology. The router is part of D-Link's cloud services strategy.

Tablets: Asus Memo 370T - Asus announced its Memo 370T which is a 7" tablet very thin and runs with a Tegra 3 CPU and will cost only \$249. Look for the Asus Memo 370T in the second quarter of 2012.

Emerging Techology: MakerBot Replicator 3D Printer – Promises to give the ability to make things you need, right in your own home. It was only a matter of time before a 3D printer manufacturer latched on to "Star Trek's" famous make-anything device.

Car Tech: QNX's new mobile app platform - As the cars of tomorrow gain Internet connections and applications, they'll need infotainment software that allows them to be as flexible and easily updated as your average smartphone.

Cameras: FujiFilm X-Pro1 - Its first mirror-less camera model aimed at professionals and wedding photographers.

get a job! the nowhere.....man

Mark Groves, MCA Membership Committee Chair

(Music please: "He's a real nowhere man, sitting in his nowhere land, making all his nowhere plans for nobody")

A wonderful complexity exists in understanding offenders and ex-offenders. The constant challenge to elevate our obligation from merely a profession to an art form is tremendously stimulating. Offenders are a heterogeneous group and do not easily fit into one category or another – or do they? The barriers surrounding transition from prison to community, coupled with an incomplete knowledge of criminal thinking, attitudes and behavior creates a bewildering number of questions and potentialities relative to desistance from criminal behavior. It is, however, society's unwillingness to challenge their beliefs about offenders which I find most troubling.

Hey, we're professionals here, right? Well then, I've got one simple, solitary question for you: "How does someone with a criminal history successfully transition from cell to street?" Criminal behavior has many expressions. Is someone a "murderer" or have they committed a murder? Sex offender or someone who has committed a sex offense? Burglar? Thief? Chiseler? Scam artist? Ex-con. I mean everybody and his brother knows that you can't trust 'dem bums. Once an offender, always an offender! We don't want none of them fiends around here. They're always working an angle. They're criminals' fer cryin' out loud. Can't turn your back on em'. They'll lift your wallet faster than you can say: Penn and Teller.

Ex-offenders possess a special, you might say, rather unique position in the broad spectrum of job seekers. *No one wants to hire them!* We fret about the unemployment rate approaching ten percent. Last I heard the unemployment rate in Minnesota is about five and one-half percent. Here's an example of what I'm talking about:

The manufacturing company my brother worked for most of his life closed a couple years ago. He found himself out on the street — unemployed for about 18 months. He submitted 184 applications. He is a skilled manager, forklift operator, mechanic. He's also in his late 50s. He was frequently fretting, anxious, losing hope. Thank goodness, he finally landed a job with Caterpillar a few months ago. He's once again got a spring in his step, smiles easily, whistling little ditties.

We all have friends, acquaintances, family members with these tales of woe. Heck, I was standing in the unemployment line last summer during the State Shutdown. Sure, I endured alright what with lurching and dining on hotdogs, beans, Kool-Aid, reading old paperbacks by candlelight in the evening, rummaging through trash cans looking for stuff to sell at my daily garage sales to pay the rent. But seriously folks, if you have a criminal history, you're going to have one-heck-of-a –time finding work. That five-percent Minnesota unemployment rate is a walk in the park compared to the unemployment rate for ex-offenders. You can easily multiply that magical little number by ten.

(Music: "Doesn't have a point of view, knows not where he's going to, isn't he a bit like you and me?")

Talk about irony. The professional literature shows that for ex-offenders, successful reintegration depends, in part, on their ability to find and maintain gainful employment. At the same time, there is significant evidence that employers discriminate against ex-offenders. For the most part, people serving time fail to accumulate work experience and become more isolated from their social networks that may help in finding employment. Consequently, their prison sentence often times worsens the labor market prospects of those who already have shaky prospects before entering prison in the first place.

Too often, employers are reluctant to hire workers with criminal convictions for fear that the "ex-con" will harm a customer or, more likely, pull a Ryder truck up to the back door in the middle of the night. Employers place a premium on the trustworthiness of employees. Never mind that folks without criminal histories lie, steal, cheat, shoot co-workers — all the more reason to not trust ex-offenders. In order to weed out these miscreants, most employers run background checks to exclude ex-offenders from employment. Moreover, there's a *non-exhaustive* body of occupations that are legally closed to individuals with felony convictions including jobs requiring contact with children; certain health service occupations; firms providing security services.

Minnesota has something called the Collateral Sanctions Committee whose purpose is to study issues related to collateral sanctions and the effect of an individual's convictions or adjudications upon employment and professional licensing opportunities. Just in case you're wondering, here are some of those occupations:

- Horse racing jockey, trainer, pari-mutuel personnel
- Property manager
- Collection agent
- Private detective
- Gambling manager
- Lottery retailer
- Retail seller of liquor
- Commodity dealer, trader, broker, advisor
- Employee of a small business investment company
- Manufacturer, distributor, disperser of controlled substances
- Residential mortgage originator or service
- Insurer
- Physician
- Chiropractor
- Licensed marriage and family therapist
- Nurse
- Speech-language pathologist
- Occupational therapist
- Physical therapist
- Licensed alcohol and drug counselor
- Person licensed to practice mortuary science
- Dentist or dental hygienist
- Veterinarian
- Driving instructor
- Elected public official

Whew! Keep in mind that this list is *not* exhaustive. Background checks amount to an outright ban on hiring ex-offenders. To be sure, the purpose of the background check *isn't* to see if someone has a criminal history — *it is to thwart the possibility of hiring an ex-offender*. Here's something to consider:

While studies unquestionably show that ex-offenders run a high risk for recidivism, risk assessments show that not all ex-offenders are equally at risk for re-offending. We shouldn't throw them all into the same basket.

(Music: "He's as blind as he can be, just sees what he wants to see, nowhere man can you see me at all?")

Society's attitudes towards ex-offenders correlate with whether the employer checks the criminal backgrounds of their applicants. Here's a fun little activity for you to do this week: why don't you ask your friends who either own a business or are in a position to employ ex-offenders if they hire folks with criminal histories? (BTW: This is probably the absolute worst question you could/should ask an employer. The easy, logical answer will always be "no.") You'll probably get one of three responses:

- 1) No
- 2) Sure [no]
- 3) Yes

Twenty years ago background checks were few. In the unlikely event you had to fill-out some top-secret, background check authorization form, it was because you were applying for some top-level government job, wanted to become an astronaut, or possibly a bank examiner. Since 9/11 it seems like everyone is doing them. Heck, walk into a Home Depot store and you'll see a notice on the front door announcing that they conduct routine urine tests on their employees. Thankfully, some employer reluctance to considering ex-offenders varies with the characteristics of the offenders. We're seeing some employers being more open to hiring folks charged with drug or property offenses. Of course we'll run into a big, fat "NO" to those with a violent crime, recently released from prison and without work experience, and the notorious sex offenders.

Employers willing to hire ex-offenders include places that still have what we call "unskilled" positions: manufacturing, construction and some transportation trades (all dying or lifeless industries). Most companies check criminal backgrounds because they are legally

required. They typically use private services. [I'm thinking that a lot of employers routinely check ex-offender status in order to protect themselves against negligent hiring lawsuits. We frequently see this scenario in the news:

Bus driver crashes bus...

Bus driver was intoxicated...

Joe Public wonders why the bus company didn't run a background check on the wretched sot who was driving the bus...

If the company was diligent they wouldn't be in this mess to begin with...

Damned good-for-nothings!

Those employers that use private sources of checking (because they're quick, cheap and act as a protection mechanism against such lawsuits) are more likely to hire ex-offenders than companies that use criminal justice agencies to check or who those who don't check at all.

(Music: "Nowhere man, don't worry. Take your time, don't hurry. Leave it all till somebody else lends you a hand.")

There's just no easy answers here, folks. What's funny (not ha-ha-funny) is that ex-offenders who are applying for jobs are actually feeling fairly hopeful. They're pretty serious about change. They're trying to take the responsible road to being a good citizen. They're not there to scope the place out; planning to rob the place; assault the customers; run some kind of clip joint out of the back room. No sir. They've paid their dues. They've served their time. During their incarceration, they probably took classes in something or another; received their GED; completed treatment. They're skilled at problem-solving and planning, thinking reports, managing their emotions. They want to do something *different* with their renewed life. They've had time to consider their negative lifestyle; they've made some changes; explored their behavior and attitude; developed some new, healthy relationships. They seek the high road; intend to avoid the low road – blend in.

If we're going to get anywhere with helping ex-offenders successfully reintegrate into society, society need to step up to the plate, be compassionate and fair. Helping ex-offenders get a "leg up" in society is a given. Getting a job not only puts money in their pockets, it helps them develop a productive lifestyle, keeps them busy, develops character — even helps them develop a new trait and skill. A job helps give them structure and discipline. They'll wake up every morning with a goal in mind and set off to complete that goal. Moreover, you never know who you're going to meet, while working. They might meet a new best friend or even a future spouse while on the job. Gaining exposure to more people will surely help them make new friends, or at least give them new experiences along the way. These experiences are going to help shape their life and mold them into the person they aspire to become. It increases public safety, reduces recidivism.

And of course, once they get a job, they can consider finding a nice place to live in a nice neighborhood. A place to call "home." A place that supports a positive, healthy, crime-free lifestyle. *"A nice place to live?!! In a nice neighborhood? Oh boy . . . don't get me going on the controls, limitations, restrictions landlords place on ex-offenders. It's like this . . . you see . . ."*

(Music: "He's a real nowhere man. Sitting in his nowhere land. Making all his nowhere plans for nobody. Making all his nowhere plans for nobody. Making all his nowhere plans for nobody. Making all his nowhere plans for nobody.")

Mark Groves

MCA Membership Committee

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research corner: evaluating LSI-R scores

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The LSI-Rtm, Level of Service Inventory Revised¹, is a standardized assessment of an offender's risks and needs but it appears Minnesota counties do not similarly evaluate LSI – R scores. Based on an informal survey of multiple counties from Minnesota's three delivery systems, results concluded the following categorization in LSI-R scores.

	County A	County B	County C	County D	County E	County F	County G
Low	0-23	18-24	0-13	0-15	0-17	0-23	0-16
Moderate	24-33	25-32	14-33	16-20	18-29	24-33	17-32
High	34+	32+	34+	21+	30+	33+	33+

	County H	County I	County J	County K	County L	County M
Low	0-23	0-12	0-10	0-13	0-18	0-23
Moderate	24-33	13-23	19-Nov	14-23	19-33	24-36
High	34+	24+	20+	24-33	34+	36+

When viewing the above categories, remember that characteristics of counties in Minnesota tremendously vary. Each county experiences different types of crime, different types of offenders, and experiences variability with resources. However, probation departments' responses to the designation of low, medium and high risk scores vary as well. It is interesting to note there are differences in how various probation offices interpret these scores.

The LSI-R risk scores are determined from 54 items regarding an offender, collected via a personal interview, typically with a probation officer. There is a scoring process which is facilitated to determine decisions about treatment, level of supervision, placements, and planning.

The creators of the LSI-R assessment offer the following recommendations²:

Low: 0-13

Low/Moderate: 14-23

Moderate: 24-33

Medium/High: 34-40

High: 41+

These recommendations include two additional categories than what are typically used in Minnesota, but other differences are noteworthy. For example, the recommendations list 41+ as the High category and Medium/High as 34-40. In the data from counties reported above, eight of the thirteen counties evaluate High scores as less than 34.

Again, there may be some very good reasons why counties categorize the scores differently. However, in the current time period of reduced resources for Corrections, counties might want to check with neighboring counties to determine response to tools such as, the LSI-R, and determine if there are venues departments can meet the goals of community safety but in a more cost-effective manner.

¹http://www.assessments.com/assessments_documentation/LSI-R%20Technical%20Brochure.pdf

Andrews, D.A. & Bonta, J. 1995. LSI-R: The Level of Service Inventory-Revised. Toronto: Mill Health systems, Inc.

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appa annual training institute

The American Probation and Parole Association has announced their 37th annual training institute will take place August 12-15, 2012 in Indianapolis, Indiana. Please find registration material on the APPA website at:

www.appa-net.org/institutes/2012_Indy/attendee/featured.htm

mca 2012 awards

Nominations are currently being accepted for the 2012 MCA awards – the award list includes:

Correction's Person of the Year

This award is given for outstanding contribution in the field of corrections in Minnesota by an individual in any employment. It could be clergy, judge, legislator, group home parent. etc., as well as a correctional professional.

Professional Achievement Awards

This award is given to two correctional staff persons (field services and correctional facilities) who have demonstrated achievement over a period of time, but shall not exclude professionals new to the field who have displayed outstanding achievement.

President's Award

This award is given to programs, resources or facilities working in the broad field of corrections and criminal justice, which demonstrate creativity, resourcefulness, effectiveness and innovation.

Technology Award - New Category in 2012

Board of Directors' Award (chosen and voted by Board of Directors)

This award recognizes exemplary service to MCA members through participation in association activities.

For nomination information, please contact MCA Past-President Terry Fawcett at fawcettt@stlouiscountymn.gov

about *FORUM*

FORUM is published six times a year by the Minnesota Corrections Association, a nonprofit professional association incorporated in Minnesota. Articles submitted by our membership do not express the views of MCA or the board of directors.

Articles may be submitted to *FORUM* editor [Jennifer Guse](mailto:jennifer.guse@co.blue-earth.mn.us) at jennifer.guse@co.blue-earth.mn.us. Articles should not be of the nature of a commercial solicitation of products or services; rather, they should be informative on topics of interest to MCA membership at large.

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