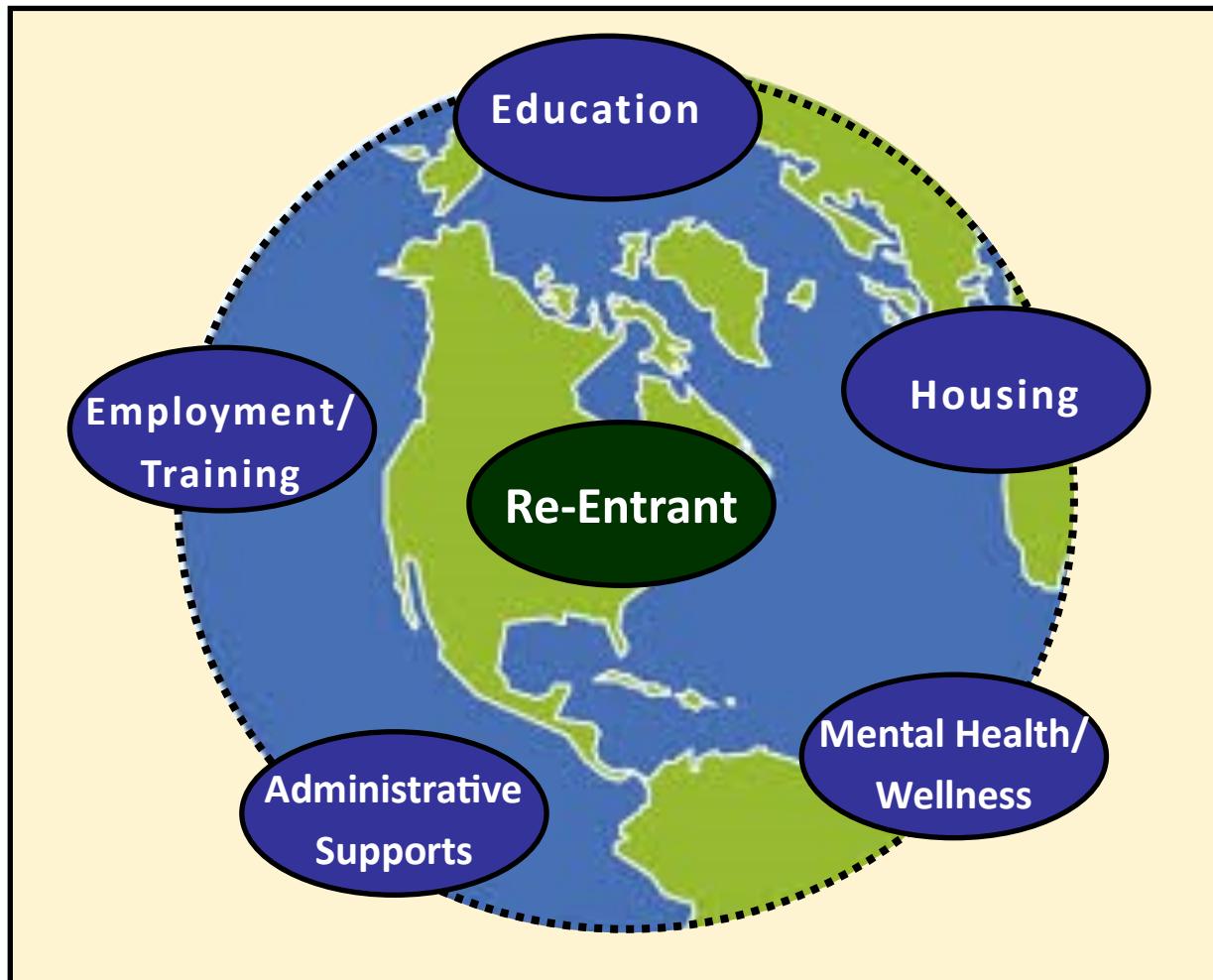


2018 INTERNATIONAL CONFERENCE

**EXPLORING SUSTAINABLE STRATEGIES FOR DECREASING
RECIDIVISM THROUGH INTERDISCIPLINARY RESEARCH**



**June 17-19, 2018
Hilton Baltimore BWI**

1739 West Nursery Road

Linthicum, MD 21090



The Hugo Wall School Master of Public Administration degree provides instruction and opportunities in public management, public finance and public policy, preparing students for positions of leadership in government and nonprofit organizations.

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WELCOME AND CONFERENCE HIGHLIGHTS

Welcome to the first annual International Conference on Reducing Recidivism! On behalf the members of the program committee—Bonnie Green, Lennel Henderson, Janet Jones, Suzie Mwarabu, Olugbenga Oyesanmi, Darlene Pierre-Louis, Patricia Robertson, and Amina Sillah—welcome to Baltimore and our inaugural conference. Thank you for joining us.

This year's theme is *Exploring Sustainable Strategies for Decreasing Recidivism through Interdisciplinary Research*. As people attending this conference, we are aware of problems that surround community reintegration for those involved with the criminal justice system—barriers to employment, navigating behavioral health care, obtaining affordable and secure housing, stigma, and accessing childcare and family services—to name a few. By bringing together a diverse group of community leaders, practitioners, successful formerly incarcerated participants, and scholars from multiple disciplines, we aim to create an environment where we can learn from the experience and scholarship of one another and collaboratively explore strategies to address these problems within our own communities.

As you will see in the program to follow, we have eagerly worked to bring together an interdisciplinary group of keynote speakers, plenary addresses, panel sessions, and posters. Below we highlight a few of the special sessions that showcase the diversity in experience and scholarship on reducing recidivism that the conference will offer.

Our keynote speaker, Terry O'Connell, is an Australian restorative justice pioneer. During his Sunday keynote address and Tuesday workshop, he will provide insight on his innovative restorative justice strategies and experiences implementing these practices in Australia.

On Monday, in a morning plenary session, James Foreman, Jr., will speak on his work and lessons learned as a public defender in Washington D.C. and as the co-founder of an alternative charter school for formerly incarcerated students. Then during her keynote session, Teresa Njoroge, a successful formerly incarcerated woman, will share her experiences establishing an organization in Kenya which empowers those formerly incarcerated and helps establish sustainable means of living.

Concluding our time together, Ms. Shirley Moore Smeal, will give a Tuesday morning plenary. She is the Executive Deputy Secretary for the Pennsylvania Department of Corrections who contributes to overseeing the administration, programmatic, and security needs of inmates and staff throughout the Pennsylvania prisons.

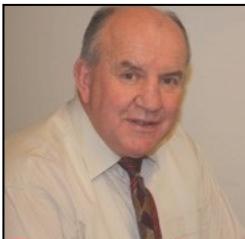
On behalf of the planning committee, thank you for your participation at the first International Conference on Reducing Recidivism. We hope that you will make the most of every opportunity at this unique conference, by learning, collaborating, networking, and exploring ways to make positive changes in your own communities!

Sincerely,

*Gedeon Mudacumura
Candalyn B. Rade
Heather Wyatt-Nichol*

Co-Chairs, 2018 1st International Conference on Reducing Recidivism

Terry O'Connell OAM



Real Justice Australia
PO Box 95 Springwood, NSW 2777
Australia
Phone: 02-47544577 Mobile: 0411 340675
Website: www.iirp.edu Email address: terryoconnell@realjustice.org

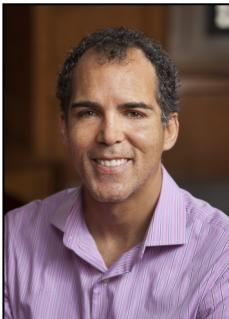
Terry O'Connell is an Australian restorative justice pioneer. A 30 year police veteran [NSW Police], he developed the 'restorative conference script' in 1991. He is the recently retired

Australian Director for Real Justice, a sister organization to the International Institute for Restorative Practices [IIRP] based in Bethlehem [PA]. He has provided restorative training to diverse professions including counsellors, psychologists, youth workers, police and correction officers, teachers and social workers.

He is recognized for his innovative use of restorative processes with serious crime. His work has featured in two award winning Australian ABC documentaries: Facing The Demons [2000] & Murder He Wrote [2003]. He has extensive experience in dealing with sexual crimes, including institutional clerical sexual abuse. A strong advocate for explicit restorative practice, Terry's influence has resulted in some 'cutting edge' practice in education, youth work and aged care. Terry strongly believes that restorative justice/practice provides a 'relational foundation' for everything we do, in our personal and professional lives.

Terry was awarded Order of Australia Medal in 2000. He is a Churchill and Paul Harris [Rotary] Fellow. Finalist in NSW Senior Australian of the Year [2016]. He has a Bachelor of Arts [Social Welfare] and an Honorary Doctorate from Australian Catholic University [2008]. Married to Margaret, he has seven children and eleven grandchildren.

James Forman, Jr.



James Forman, Jr. is one of the nation's leading authorities on race, education, and the criminal justice system, and a tireless advocate for young people who others have written off.

Forman attended Yale Law School, and after he graduated, worked as a law clerk for Judge William Norris of the 9th Circuit Court of Appeals and Justice Sandra Day O'Connor of the U.S. Supreme Court. After clerking, he took a job at the Public Defender Service in Washington, D.C., where for six years he represented juveniles and adults in felony and misdemeanor cases.

Forman loved being a public defender, but he quickly became frustrated with the lack of education and job training opportunities for his clients. So in 1997, along with David Domenici, he started the Maya Angelou Public Charter School, an alternative school for dropouts and youth who had previously been arrested. The Maya Angelou school has been open for almost twenty years, and in that time has helped hundreds of vulnerable young people find a second chance, begin to believe in themselves, graduate, get jobs, and attend college.

At Yale Law School, where he has taught since 2011, Forman teaches Constitutional Law and a course called Race, Class, and Punishment. Last year he took his teaching behind prison walls, offering a seminar called Inside-Out Prison Exchange: Issues in Criminal Justice, which brought together, in the same classroom, 10 Yale Law students and 10 men incarcerated in a CT prison.

Forman's first book *Locking Up Our Own: Crime and Punishment in Black America* is a Washington Post bestseller and a New York Times Editor's Choice. It has been called "superb and shattering" in the New York Times, "eloquent" and "sobering" in the London Review of Books, and "moving, nuanced, and candid" in the New York Review of Books. On Twitter, New York Times book reviewer Jennifer Senior called *Locking Up Our Own* "the best book I've read this year."

Teresa Njoroge



Teresa Njoroge is a Director, Co – founder & CEO of Clean Start Solutions, a social enterprise that seeks to restore hope, dignity, self confidence and self respect to those leaving prisons, enabling them to break the cycle of poverty and prison, by empowering them to have decent sustainable means of livelihood, in Kenya. In 2009, Teresa was arrested, maliciously prosecuted, and was wrongfully sentenced to and served one year in Langata Women's Maximum Security Prison, the largest women correctional facility for women in Kenya, in 2011. In 2013, two years after serving her sentence she was exonerated of any wrong doing, by the High Court of Appeal. The experience in Langata inspired her to devote her life to helping former inmates make the transformation from incarceration to free society and advocating on their behalf.

Teresa set up Clean Start to address the needs and gaps she witnessed first hand. She learnt that close to 70% of the women she served time with were victims of poverty. Due to the cycles of poverty, these women had neither a proper education nor vocational opportunities. As a result, they took up survival crimes as a way to support themselves and their families and found themselves incarcerated. Teresa seeks to positively impact and transform those caught up in the criminal justice system, marginalized and in need of a genuine second chance, via coaching, character development, personal development services and transitioning them into education, entrepreneurship and employment. In turn the beneficiaries, support each other through regular peer mentoring “overcomers” groups and an annual Beyond Bars conference for those rebuilding their lives on the outside.

In her commitment to social justice change, to cut the high rates of recidivism, help reduce systematic legal and societal barriers and grow the nations restorative justice programs, Teresa has been in the forefront through her advocacy work. An ardent advocate against social injustices in Africa, with focus on how imprisonment disproportionately affects individuals and families living in poverty, Teresa is an active Discharge Board member of various Prisons in Kenya, through the Ministry of Interior Coordination – State department of Correctional services and Rehabilitation.

EXECUTIVE DEPUTY SECRETARY SHIRLEY MOORE SMEAL



Ms. Moore Smeal is currently the Executive Deputy Secretary for the Pennsylvania Department of Corrections, a position she has held since April 2010. As Chief Operating Officer, she is administratively responsible for the day-to-day operations of a 50,000 inmate system and ultimately responsible to oversee the 16,000 staff members. Moore Smeal began her career in corrections in 1987 as a clerk typist at SCI Huntingdon and was promoted to purchasing agent at SCI Smithfield in 1988. She later was promoted to corrections superintendent's assistant at SCI Albion, a position she held until 1999, when she was promoted to unit manager at SCI Camp Hill. In 2001, she was appointed as the executive assistant to the Secretary of Corrections and Deputy Secretary for Administration.

She moved progressively up the correctional ranks serving in increasingly responsible positions of deputy superintendent, superintendent of SCI Muncy, regional deputy secretary, and acting secretary of corrections.

Moore Smeal is a member of the American Correctional Association (ACA), ACA Adult Corrections Committee, ACA Corrections Healthy Culture Committee, Advisory Council to the Safe Alternatives to Segregation Initiative with Vera Institute of Justice, Pennsylvania Prison Warden's Association (PPWA), and is President of the Association of Women Executives in Corrections (AWEC). She has served as chairperson for many leadership conferences, participated in several corrections-related webinars and workshops. She is the recipient of the National Organization of Black Women in Law Enforcement's 2012 Trailblazer Award for becoming the highest ranking female in the Pennsylvania Department of Corrections. She is the receiver of the Lifetime Achievement Award from PPWA and Distinguished Alumnae Award. Moore Smeal holds a bachelor's degree in business administration from Edinboro University.

FIRST INTERNATIONAL CONFERENCE ON DECREASING RECIDIVISM

Exploring Sustainable Strategies for Decreasing Recidivism Through Interdisciplinary Research

Conference Venue: Hilton Baltimore BWI

Schedule

Sunday, June 17, 2018

12:00 p.m. - 5:00 p.m.	Registration Open	Pre-function CD
12:30 p.m. - 5:00 p.m.	PROFESSIONAL DEVELOPMENT WORKSHOPS	
12:30 p.m.- 2:00 p.m.	Workshop I	Concourse D
	“Breaking Cycle of Recidivism through Spiritual Pragmatism”	
	Facilitator: Pastor Michael Dyson	
2:15 p.m. - 3:45 p.m.	Workshop II	Concourse D
	“Applying New Science of Success to Decreasing Recidivism”	
	Facilitator: Dr. Bonnie Green	
4:00 p.m. - 5:30 p.m.	Workshop III	Concourse D
	“UpLift Workforce Solutions	
	Facilitator: Atif Bostic	
6:00 p.m. - 8:00 p.m.	Conference Opening Reception	Concourse A
	Welcome Remarks: Dr. Heather Wyatt-Nicol, UB Dr. Gedeon Mudacumura, IARC	
	Introduction of the Speaker: Ms. Loretta Tillery, President Conference of Minority Public Administrators (COMPA)	
	Keynote Address: RESTORATIVE ENGAGEMENT: IMPORTANCE OF EXPLICIT PRACTICE	
	Terry O'Connell Australian former police officer and restorative justice pioneer	

FIRST INTERNATIONAL CONFERENCE ON DECREASING RECIDIVISM

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Monday, June 18, 2018

7:30 a.m. - 5:00 p.m.	Registration Open	Pre-function CD
7:30 a.m. - 8:30 a.m.	Continental Breakfast	Concourse A
8:30 a.m. - 9:45 a.m.	OPENING PLENARY SESSION	Concourse A
<p>Presiding: Dr. Gedeon M. Mudacumura</p>		
<p>Introduction of the speaker: Dr. Aminata Sillah</p>		
<p>Keynote Address: REDUCING RECIDIVISM AND ENDING MASS INCARCERATION</p>		
<p>Professor James Foreman, Jr Yale University Law School</p>		
10:00 a.m. - 11:15 a.m.	Concurrent Sessions:	
<p>Workshop IV</p>		
<p>From the Courtroom to the Boardroom: A Pathway for Returning Citizens</p>		Concourse C
<p>Jeffrey Abramowitz</p>		
<p>Panel 1: Criminal Justice Reform</p>		
<p>George Hartwick (Moderator)</p>		
<p>Catherine Killgore, Francis Chardo</p>		
<p>Larry Washington</p>		
<p>Panel 2: Trauma-informed treatment for Justice Involved Adults with Mental Illness</p>		Concourse A
<p>Melanie Snyder (Moderator)</p>		
<p>Cheryl Steberger, Mark Wilson</p>		
<p>Judith Caprio and Tanya Whittle</p>		

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Monday, June 18, 2018

7:30 a.m. 5:00 p.m.	Registration Open	Pre-function CD
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11:45 a.m.- 1:15 p.m.	LUNCHEON PLENARY SESSION	Concourse A
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Introduction of the Speaker: **Topeka K. Sam**

Founder and Executive Director of The Ladies of Hope
Ministries

**Luncheon Keynote:
REVIVAL & REFORMATION: PREREQUISITES FOR
DECREASING RECIDIVISM**

Ms. Teresa Njoroge

Co-founder and CEO of Clean Start Solutions in Kenya
(Africa)

1:30 p.m. 2:45 p.m.	Concurrent Sessions:
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Workshop V

Concourse A

The Ohio Risk Assessment System

Dionne Addison and Courtney Teague

**Panel 3: Sound Community Solutions:
Mentoring – Experts by Experience**

Concourse C

Vladimir Beaufils (Moderator)

Larry Washington, Henry Wimbush,
Eddie McCrary – Juvenile Lifer, and
Douglas Hollis – Juvenile Lifer

**Panel 4: Successful Formerly Incarcerated Women:
Overcoming Man-made Hurdles**

Concourse D

Topeka K. Sam (Moderator)

Qiana Johnson, Syrita Steib-Martin,
Yolanda Finger, Janice Greenwood and Tawanda Brown

FIRST INTERNATIONAL CONFERENCE ON DECREASING RECIDIVISM

Exploring Sustainable Strategies for Decreasing Recidivism Through Interdisciplinary Research

Conference Venue: Hilton Baltimore BWI

Schedule

Monday, June 18, 2018

2:45 p.m. - 4:00 p.m.

Concurrent Sessions

Workshop VI

S.T.E.P – Set Goals, Take Action, Expect Results, Put in the Work Concourse A

Victor Rodgers

Panel 5: Stigma, Education, and Vocational Training for Juveniles and Adults

Concourse C

Dr. Candalyn Rade (Moderator)

Jesse Kelley

Nila Bala

Ezechiel Sentama

Panel 6: Financial and Social Responsibility

Concourse D

Dr. Jakari Griffith (Moderator)

Nicole Jones

Kemi Anazodo

Holly Chase

4:00 p.m. - 5:15 p.m.

Panel 7: Discovering Potentials and the Results

Concourse A

Dr. Patricia Robertson (Moderator)

Cheryl Robinson, Pandora Smith and

Katya Smyth

Concourse C

Panel 8: Strategies for Addressing Mass Incarceration, Recidivism, and Individual Needs

Dr. Lenneal Henderson (Moderator)

Joseph Pascarella, Tawanda Brown and

Renita Seabrook

FIRST INTERNATIONAL CONFERENCE ON DECREASING RECIDIVISM

Exploring Sustainable Strategies for Decreasing Recidivism Through Interdisciplinary Research

Conference Venue: Hilton Baltimore BWI

Schedule

Monday, June 18, 2018

4:00 p.m. - 5:15 p.m. **Panel 9: Successful Formerly Incarcerated Men:
Lessons Learned** Concourse D

John Rusnak (Moderator)

Vladimir Beaufils

Rufus Johnson

Lamont Jones

Kenyotta Thomas

Tuesday, June 19, 2018

8:00 a.m. - 12:00 p.m. **Registration Open** Pre-function A

7:30 a.m. - 8:30 a.m. **Continental Breakfast** Concourse A

Student Poster Session

Devonna Marshall
Ashton Whitmoyer

8:30 a.m. - 9:45 a.m. **OPENING PLENARY SESSION** Concourse A

Presiding: **Dr. Heather Wyatt-Nicol**

Introduction of the Speaker: **Ms. Syrita Steib-Martin**

**Plenary Keynote:
DECREASING RECIDIVISM THROUGH EFFECTIVE
REENTRY PROGRAMS**

Ms. Shirley Moore Smeal

Executive Deputy Secretary, PA Department of Corrections

10:00 a.m. 12:30 p.m. **Workshop VI** Concourse A

Restorative Practices

Terry O'Connell

First International Conference on Decreasing Recidivism

Exploring Sustainable Strategies for Decreasing Recidivism through Interdisciplinary Research

Conference venue: Hilton Baltimore BWI Schedule

Tuesday, June 19, 2018

12:45 p.m. -1:45 p.m. **LUNCHEON PLENARY SESSION** Concourse A

Introduction of the Speaker:
Teresa Njoroge

Co-founder and CEO of Clean Start Solutions

**Luncheon Keynote:
METANOEO - CHRIST'S PLAN FOR SECOND CHANCES**

Mr. John Rusnak
Executive Director of UNCUFFED

2:00 p.m. - 3:15 p.m. **Panel 10: Prison Ministries Challenges** Concourse A

Cheryl Robertson (Moderator)
John Rusnak, Ron Timpson and Gedeon Mudacumura

3:30 p.m. - 4:30 p.m. **Roundtable: Decreasing Recidivism: Looking Back – Moving Forward** Concourse A

Topeka K. Sam (Moderator)
Syrita Steib-Martin, Susan Burton
Michelle Jones, Vladimir Beaufils
John Rusnak and Atif Bostic

4:45 p.m. - 5:00 p.m. **Closing Remarks** Concourse A

Dr. Roger Hartley
Dean of College of Public Affairs
University of Baltimore

5:00 p.m. **2018 International Conference on Decreasing Recidivism Adjournment**

2019 International Conference on Decreasing Recidivism in Nairobi (Kenya)

WORKSHOPS

Workshop I: Sunday, June 17, 2018; 12:30-2:00pm; Concourse D

Breaking Cycle of Recidivism through Spiritual Pragmatism

Facilitator: Pastor Michael Dyson

Co-Presenters: Douglas Winstead; Gary Lewis; Janice Greenwood

Workshop II: Sunday, June 17, 2018; 2:15-3:45pm; Concourse D

Applying New Science of Success to Decreasing Recidivism

Facilitator: Dr. Bonnie Green

Workshop III: Sunday, June 17, 2018; 4:00-5:30pm; Concourse D

UpLift Workforce Solutions

Facilitator: Atif Bostic

Workshop IV: Monday, June 18, 2018; 10:00-11:15am; Concourse C

From the Courtroom to the Boardroom: A Pathway for Returning Citizens

Facilitator: Jeffrey Abramowitz

Workshop V: Monday, June 18, 2018; 1:30-2:45pm; Concourse A

The Ohio Risk Assessment System (ORAS)

Facilitators: Dionne Addison; Stephanie Starr; Courtney Teague

The Ohio Risk Assessment System (ORAS) was developed by the University of Cincinnati in partnership with the Ohio Department of Rehabilitation and Correction in 2009. The system of tools was created to provide assessments at multiple points in the criminal justice system from pre-trial to prison and was validated on the Ohio population. The ORAS has been identified in Ohio Legislation as the identified and mandated statewide risk and needs assessment system and is utilized by courts, community corrections, program providers, and the prison system. One major goal was the desire to utilize an assessment that followed the principles of effective classification and offered the ability to separate Ohio offenders into risk groups based on recidivism, identified dynamic risk and need factors that could be linked to case planning, and identify responsivity factors. The results of the ORAS assessments are now the starting point and driving force behind allocating supervision resources and a more structured data driven decision making system.

In 2013, Ohio implemented a piloted quality assurance project in order to determine the reliability of the ORAS interview and assessments. As a result of this, it was determined that a larger statewide sample was necessary in order to develop any significant results. In 2014, Ohio conducted a 4-month statewide quality assurance project on 3 of the larger tools. There were 12 full-time and 8 part-time ORAS trainers dedicated to this project. There were two additional studies conducted following this initial effort and those results will also be covered and highlighted. The results of all studies and implemented continuous quality improvement plan will be shared with participants during the workshop.

Workshop VI: Monday, June 18, 2018; 2:45-4:00pm; Concourse A

S.T.E.P – Set Goals, Take Action, Expect Results, Put in the Work

Facilitator: Victor Rodgers

Workshop VII: Tuesday, June 19, 2018; 10:00-12:30pm; Concourse A

Restorative Practices

Facilitator: Terry O'Connell

PANELS

Panel 1: Criminal Justice Reform

Monday, June 18, 2018; 10:00-11:15am; Concourse D

Presenters: George Hartwick (Moderator); Catherine Killgore; Francis Chardo; Larry Washington

Panel 2: Trauma-Informed Treatment for Justice-Involved Adults with Mental Illness

Monday, June 18, 2018; 10:00-11:15am; Concourse A

Exploring a Trauma-Informed Approach in the Criminal Justice System: Early Lessons from one County's Initiative

Presenters: Melanie G. Snyder (Moderator), Director, RMO for Returning Citizens, Lancaster County, PA; Cheryl Steberger, Warden, Lancaster County Prison; Mark Wilson, Chief, Adult Probation & Parole Services, Lancaster County, PA

Over the past several years, Lancaster County, PA's prisoner reentry coalition has been working to build the foundation for a trauma-informed criminal justice system. This interdisciplinary coalition includes governmental, non-profit, faith-based, and non-governmental stakeholders and professionals from diverse disciplines, including criminal justice, social work, education, business, healthcare, behavioral health, and the faith community. According to SAMHSA's GAINS Center, based on available statistics, "it is safe to assume that everyone who comes into contact with the justice system has a history of trauma, so criminal justice professionals should take "universal precautions." The goals of Lancaster County's trauma-informed criminal justice initiative are to increase safety, reduce recidivism, and promote recovery for justice involved people. To date, the entire staffs of the county jail, and the adult probation and parole agency have been trained, using the SAMHSA curriculum, "How Being Trauma-Informed Improves Criminal Justice System Responses." A module on trauma has also been added to the county's Crisis Intervention Training (CIT) initiative. When the county's corrections officers and parole officers received in-depth training about trauma, addiction, mental illness, and criminal justice system involvement, local officials quickly recognized the extent of vicarious trauma and stress criminal justice professionals themselves were experiencing. The training also highlighted opportunities to re-examine agency policies and procedures, and the work environment to take a more trauma-informed approach. Follow-up activities have focused on these areas to enhance the safety, policies, practices, morale, and work environments in these agencies, and ultimately, to reduce recidivism and improve outcomes for the justice-involved people they serve. This workshop will share interdisciplinary insights and key learnings from the leaders of the county's two largest criminal justice agencies as well as social services professionals about the potential benefits and outcomes of a trauma-informed approach in the criminal justice system.

Re-entry Challenges and Paths for Offenders with Mental Illness: Developing Continuums-of-Care and Smooth Transitions

Presenters: Judith Caprio, JD, Deputy Warden Howard R. Young Correctional Institution, Wilmington, DE; Tanya Whittle

Incarcerated individuals with mental illness (MI) and serious mental illness (SMI) encounter a myriad of challenges when transitioning from prison. With the population at risk of self-destructive behavior, homelessness, economic challenges, obstacles in accessing healthcare, and experiencing undue delays in treatment, to name a few, individuals with MI and SMI are faced with additional struggles in transitioning to the community. However, a daunting issue is not only the challenges individuals face but whether a correctional system is designed to meet these individuals' needs or intended to cope with these encounters. Without jeopardizing public safety and sustaining security and control for the most dangerous individuals, correctional systems can have a positive

PANELS

impact on the revolving door by changing their focus to long term desistance from criminal behavior by developing evidenced-based policies and practices and establishing a significant focus on reentry from the time of admission. This paper will describe current reentry policy and practices in the State of Delaware, including a profile of returning persons who have been diagnosed with serious mental illness and existing transition services. This paper will also describe the Department of Correction's MacArthur Foundation Social Justice Challenge Initiative to improve the continuum-of-care and decrease recidivism rates among people with MI and SMI, including a model aimed at tackling individual and system challenges.

Panel 3: Sound Community Solutions: Mentoring – Experts by Experience

Monday, June 18, 2018; 1:30-2:45pm; Concourse C

Presenters: Vladimir Beaufils (Moderator); Larry Washington; Henry Wimbush; Eddie McCrary; Douglas Hollis

Panel 4: Successful Formerly Incarcerated Women: Overcoming Man-Made Hurdles

Monday, June 18, 2018; 1:30-2:45pm; Concourse D

Presenters: Topeka K. Sam (Moderator); Qiana Johnson; Syrita Steib-Martin; Yolanda Finger; Tawanda Brown

Panel 5: Stigma, Education, and Vocational Training for Juveniles and Adults

Monday, June 18, 2018; 2:45-4:00pm; Concourse C

Stereotypes about the Formerly Incarcerated: Public Perceptions of Warmth and Competence

Presenters: Candalyn B. Rade (Moderator), Nicole Gallagher, & Amanda Gold; Penn State Harrisburg

Men and women who return to their local communities after incarceration encounter numerous challenges to successful reintegration, including negative public attitudes and stereotypes (Hirschfield & Piquero, 2010; Manza et al., 2004). These attitudes lead to discrimination and differential treatment based on classification as a “criminal” or “ex-con” (e.g., difficulty obtaining housing or employment). When combined with other stigmatizing characteristics, including mental illness, race, and gender, the effects are compounded and negatively impact reentry across multiple domains, such as voting rights, health, housing, and employment (Brooks et al., 2006; Iguchi, et al., 2005; Wakefield & Uggen, 2010). These challenges to community reentry are of particular concern, as they contribute to increased recidivism rates. Stereotype Content Model (SCM) presents a systematic approach to assessing the two central dimensions of stereotypes—warmth and competence (Cuddy et al., 2008; Fiske et al., 2002). Although SCM has not been applied to understanding stereotypes toward the formerly incarcerated, extant research reveals that other stereotyped groups (e.g., homeless, low-income, unemployed) are perceived as low-warmth and low-competence (Cuddy et al., 2008; Fiske et al., 2002). Therefore, we hypothesize that formerly incarcerated persons are stereotyped as low in warmth and competence.

PANELS

Alternatives to Juvenile Detention

Presenter: Jesse Kelley, Esq., State Affairs Manager in Criminal Justice, R Street Institute; Nila Bala R Street Institute

Alternatives to confinement for juvenile offenders is increasingly authorized and has been found to be effective in reducing the number of children being incarcerated. One course of alternative juvenile detention is focused on specialized training and development of vocational skills. Looking at the intersection between occupational licensing and juvenile technical skills training, how can we encourage lawmakers to ease reentry through successful employment?

Alternatives to incarceration, like educational training, can help juveniles reenter society and develop into productive, employed citizens. However, youth are being disserviced because education training programs fail to further education program participants in logistics, like occupational licensing for vocational jobs. In a panel discussion, I will discuss how employment is proven to decrease recidivism and how ending the schoolhouse to jailhouse cycle with our young people is directly tied to reducing recidivism across the juvenile justice system. It is my belief engaging and exploring alternatives to incarceration is a step in the right direction, but we must further engage with juvenile offenders to ensure future success.

Beyond Jail—Fighting Against Recidivism in Illegal Drug Use among the Youth through vocational training: The case of Iwawa Rehabilitation and Skills Development Centre in Rwanda

Presenter: Ezechiel Sentama

This paper aims to contribute to knowledge when it comes to how to effectively prevent people from relapsing into illegal drug use. Several studies have indicated that policies that privilege criminalization and incarceration of illegal drug users have often had limited impact on eliminating or reducing illegal drug use and have often resulted in adverse consequences for social and community health. The problem thus remains what mechanisms that could effectively manage or control many aspects of illegal drug usage, which is the aspect at the core of this paper.

By focusing on young adults, this paper is a result of a qualitative study that considered the effects of Iwawa Rehabilitation and Skills Development Centre in Rwanda. Young adults (between the ages of 18 to 35) are regularly taken off the streets or communities to be rehabilitated at Iwawa Island located in Lake Kivu, Rutsiro District in the Western Province. Instead of drowning in drug abuse, street life and other social vices, the purpose is to take care of them and to help them benefit a second chance in life notably on the job market.

Empirical findings indicate that using the threat to jail or incarceration of drug abusers is neither correcting nor a sustainable solution to recidivism; it instead leaves jailed individuals with negative feelings of being rejected and undesirable in the community and consequently an occasion for the jailed to design new and strong strategies for revenge. The article suggests that rehabilitating drug abusers through psychological care and love, coupled with vocational training and effective socio-economic reintegration measures, constitute an effective strategy to fight against recidivism in drug abuse.

PANELS

Panel 6: Financial and Social Responsibility

Monday, June 18, 2018; 2:45-4:00pm; Concourse D

Navigating the job search process for ex-offenders: Findings from four focus groups.

Presenters: Jakari Griffith (Moderator); Nicole Jones-Young; Kemi Anazodo

Research has consistently pointed to employment as a significant contributor to success in desistance from crime and over reintegration into the community post-release (Anazodo, Chan, Ricciardelli, 2017). Although research has increasingly focused on addressing the relationship between employment and recidivism, our understanding of the affect that criminal history has for job applicants remains exploratory. In turn, there continue to be several limitations to understanding the factors that contribute to the successful employment of ex-offenders. Although many ex-offenders plan for and have the best intentions of successfully obtain employment post-release, many encounter significant difficulty when approaching the job search process. A significant factor that contributes to their difficulty is the negative stigma associated with a criminal history and employer uncertainty about the effectiveness of those with a criminal history. To attempt to mitigate these negative perceptions, some offenders participate in various work, educational, or personal development related programs that focus on skill acquisition and skill development. The goal for many of these programs is to increase the overall attractiveness of ex-offenders in the labor market, thereby improving the odds of ex-offenders securing employment. While this may be encouraging for employers, there is little evidence that researchers have considered how ex-offenders view their employment suitability or readiness, and whether these perspectives may ultimately affect their propensity to successfully obtain and maintain employment post-release. Consequently, the aim of this proposal is to provide an analysis of the psychological and perceptual aspects undergirding feelings of employment readiness. The ultimate goal of this work is to build a more cohesive understanding of the role efficacy theory might play in understanding individual motivation to desist from crime and successfully search for and obtain employment post-release .

Given the aims stated above, we conducted four focus groups with 34 residents housed in male and female community work-release correctional facilities located in the Mid-Atlantic United States. Focus groups were separated by sex and first- or repeat-offenders. Our findings coalesced into six themes related to: 1) perspectives on release, 2) family roles, 3) desire for training and education, 4) gendered experience while incarcerated, 5) employment plan after release, and 6) barriers to the employment process.

Findings from our study show that a majority of ex-offenders in our focus group are eager to work, but feel limited in terms of the scope and kinds of work they are may be able to perform post-incarceration. From an organizational perspective, employers seeking individuals to train may find an extremely dedicated workforce. Additionally, and somewhat counterintuitive, repeat-offenders may result in a more a reliable workforce. Research and practical implications will also be discussed.

PANELS

Building Your Financial House - Financial Readiness for Reentry

Presenter: Holly Chase, Financial Education Officer, PA Housing Finance Agency

According to research compiled in the book, "Handbook of Crime Correlates" (Ellis, Beaver, & Wright, 2009) there is an inverse relationship between an individual's socioeconomic status and his/her involvement in criminal behavior. Reentrants that return to their community without a source of income, occupation, or assets are at a greater risk of recidivism. That risk is further increased with a lack of prosocial money skills due to being incarcerated for decades or since they were juveniles, and/or never have earned money legitimately. Financial education provides the opportunity for reentrants to learn about earning money, build financial skills, and develop the confidence to make sound financial decisions in preparation for their release.

This session will introduce PHFA's Building Your Financial House's (BYFH) and how it's being used with justice involved individuals both pre- and post-release. BYFH is a comprehensive financial readiness program that addresses establishing personal value, obtaining prosocial and sustainable employment, controlling income and expenses, building and protecting assets, navigating the financial system and products, and managing debt including restitution and fines. The seven-module program has been delivered within PA state correctional institutions' (SCI) Veteran's Services Units (VSU) to inmates approximately one year out from release since 2016. While recidivism data is being measured, inmate participants took an average of 23 specific financial actions to prepare for their release as a result of the program.

The session will also discuss BYFH's expansion by (1) inmates being trained to facilitate the program in the VSU's and reentry services within the institutions and (2) a pilot program currently underway for reentrants under supervision.

Panel 7: Discovering Potentials and the Results

Monday, June 18, 2018; 4:00-5:15pm; Concourse A

Unlocking Potentials and the Results

Presenters: Patricia Robertson (Moderator); Cheryl Robinson ; Pandora Smith

The vulnerable populations have been confirmed as being primary prisoner induced. Social scientists and many policy makers in their attempts to design effective sustainable solutions have, in many states, found that educating the inmate prior to, or at least initiating education building behind bars, prior to release, has been most beneficial in reducing recidivism. Research by the Turney Center Industrial Complex showed positive results for an education program implemented by Nashville State Community College and coordinated by the Tennessee Higher Education Initiative (THEI). This research will observe programs already implemented by colleges and educational institutions in other states and will promote ways for local colleges in New Orleans and other local areas in Louisiana to offer this program for prisoners in the local area. A cost/benefit analysis will be used to estimate the strengths and weaknesses of already established programs and determine which options will work best for prisons in New Orleans and local areas in Louisiana. According to the Institute for Higher Education Policy (IHEP), recidivism rates for incarcerated people who participated in educational programs behind bars were on average 46 percent lower than rates of inmates who did not take college classes. "Researchers found that inmates who participate in correctional education programs have 43 percent lower odds of returning to prison than those who do not and provides a higher chance of employment for the ex-prisoners. This research will also provide a case study on a local student who went through the program and is now scheduled to graduate with a bachelor's degree in spring 2019. With the findings from our research, we expect local universities and educational institutions in Louisiana to get involved.

PANELS

The Full Frame Initiative

Presenters: Katya Smyth, Founder and CEO of the Full Frame Initiative

Too often, people are successful in programs, only to relapse, recidivate or otherwise take steps backwards. Programs can be deemed successful, while people and communities are not better off and may be worse off. For systems and programs—from courts to community services—to truly be successful, it is vital to focus on change that lasts, and in so doing, it is vital to focus on what we want people to achieve and experience, not what we want them to avoid or not do. Public systems, philanthropy and nonprofits are increasingly adopting the word “wellbeing” to denote that chosen end state. But how wellbeing is defined and operationalized has tremendous bearing on our collective ability to create the changes needed to improve outcomes and lives.

This session will introduce the Five Domains of Wellbeing, an evidence-informed universal framework that incorporates trauma, asset-based approaches, youth development, family systems and community impact. Wellbeing in this context is defined as the set of needs and experiences, universally required in combination, for health and hope. The Five Domains of Wellbeing framework is being applied in Missouri’s juvenile justice, child welfare and family court systems (St. Louis) to fundamentally shift agency culture, practice and policy and improve to outcomes. It is being used in Massachusetts to address domestic violence and housing/homelessness and more. Katya Fels Smyth, Founder and CEO of the Full Frame Initiative, a social change nonprofit which codified the Five Domains of Wellbeing framework and the set of organizational principles and practices that enable greater access to wellbeing (the “Full Frame Approach”), will provide an overview of the framework with a particular emphasis on the core element of “tradeoffs”. Tradeoffs recognizes that sustaining change -- for any of us-- comes with tradeoffs. We make change when we think the tradeoffs will be worth it or are mandated to; we sustain change when they are worth it. Smyth will explore how systemic forcing of tradeoffs is endemic, and undermines lasting change, and how systemic attention to tradeoffs may significantly alter systemic behavior and people’s outcomes, without adding new programs. Smyth will use illustrative examples and preliminary data to illustrate how attention to tradeoffs can support change that lasts, as well as gain insight into the purpose of behavior (e.g., gang involvement) and new ways of intervening. Smyth will also discuss the relationship between increasing access to wellbeing, reducing tradeoffs, and greater equity.

Panel 8: Strategies for Addressing Mass Incarceration, Recidivism, and Individual Needs

Monday, June 18, 2018; 4:00-5:15pm; Concourse C

Action Research and the Dynamics of Countering Mass Incarceration: Five Vignettes from Research at the Fielding Graduate University

Presenter: Lenneal Henderson

PANELS

Day Reporting Centers and Recidivism for New Jersey Parolees: A Ten Year Follow Up of a Randomized Trial

Presenter: Joseph E. Pasarella, PhD, MPH

The overall purpose of the study is to determine the impact of Day Report Center participation and rates of recidivism on a cohort of parolees (N=402) that were released on parole in a previous study (Boyle, D. J., Ragusa-Salerno, Lanterman, J., Marcus, A.F., 2013) that was conducted at the Violence Institute of New Jersey at Rutgers University. The original study was intended to test the impact of Day Reporting Centers as a prevention mechanism for offenders released from a period of incarceration in state prison and subjected to community supervisions. Day Report Centers are a rehabilitative strategy for offenders on community supervision to provide structure and direction regarding counseling and job training with the overarching goal to prevent recidivism. This analysis compared offenders mandated for DRC monitoring versus traditional parole conditions and found no significant differences in future rates of recidivism after a ten year follow up.

Holistic Approach in Addressing Recidivism Rates

Presenter: Tawanda Brown

As a self-proclaimed successful ex-offender background information and achievements acquired as a felon is illustrated. Subsequently, aiding ex-offenders is not a one size fits all because situations are unique. However, a holistic approach can be customized for each client within a caseload if the resources (e.g., funding, programming, services, etc.) are available. Nonetheless, accountability and ethical practices of ex-offenders and the entities that serve them is paramount. It is important that we invest in ex-offenders that invest in themselves. These facets are at the core of a holistic approach for this targeted population.

Helping Others 2 Win: A Women's Centered Program

Presenter: Renita Seabrook

Helping Others 2 Win (HO2W) is a public service program, designed to improve skills and outcomes for women in transition from prison. Through HO2W, these women obtain evidence-based skills in an educational setting which will reduce the negative outcomes normally associated with incarceration, including recidivism. As a part of a fully coordinated learning environment, these women serve as advocates that promote inclusion, building effective and respectable community relationships, and policy solutions that can assist with the access of viable services that provides for them and their families.

Panel 9: Successful Formerly Incarcerated Men: Lessons Learned

Monday, June 18, 2018; 4:00-5:15pm; Concourse D

Presenters: John Rusnak (Moderator); Vladimir Beaufils; Rufus Johnson; Lamont Jones; Kenyotta Thomas

Panel 10: Prison Ministries Challenges

Tuesday, June 19, 2018; 2:00-3:15pm; Concourse A

Presenters: Cheryl Robinson (Moderator); John Rusnak; Rob Timpson; Gedeon Mudacumura

PRESENTER BIOS

Candalyn B. Rade

Candalyn B. Rade, PhD is an Assistant Professor of Psychology at Penn State Harrisburg. Dr. Rade takes an applied interdisciplinary approach to her work, drawing from community psychology, social psychology, and criminal justice research. Her research focuses on successful community reintegration, including reentry barriers, stigma, and access to community-based services; and, assessment and treatment for justice-involved adults with mental illnesses and substance use disorders. Integral to all aspects of her work is an underlying emphasis on growth and positive change.

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Pauline Mugeni

Pauline Mugeni has a bachelor's degree in Public Administration. Her dissertation was on The Challenges of Human Resources Management in Micro-Finance Institutions. Currently she serves as Human Resources Management in Nyanza District. Mugeni has different certificates in Humana Resources Management, Project Management. Her research interests are on youth and development, gender and development, and public policy.

Ezechiel Sentama

Ezechiel Sentama is Rwandan by nationality. He holds a PhD in Peace and Development Research, a Master's degree in Administration, and a Bachelor's degree in Public Administration. Sentama is currently a guest researcher at the University of Gothenburg, Sweden, and a lecturer at the University of Rwanda. He has a good track of independent scientific results in the fields of conflict, peace, reconciliation, governance, and human rights, as well as on vulnerable people.

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James Forman, Jr.

James Forman, Jr., a professor at Yale Law School, is the author of *Locking Up Our Own: Crime and Punishment in Black America*, the winner of the 2018 Pulitzer Prize for Nonfiction. Professor Forman worked for six years as a public defender in Washington, D.C. He is also the co-founder of the Maya Angelou Public Charter School in D.C., an alternative school for dropouts and youth who had previously been arrested. The school recently celebrated its 20th anniversary.

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John Rusnak

Executive Director - unCUFFED ministries, former Wall Street trader. In 2001, Rusnak was convicted for a financial scandal at Allied Irish Banks. This began a journey from humiliation to humility including 5½ years of incarceration. Rusnak found an incredible movement of Christ behind the walls that confined him and his life was changed eternally. Since returning home, Rusnak has become an advocate for second chances for incarcerated men.

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Judith A. Caprio, JD, MS

Ms. Caprio is an accomplished criminal justice professional with more than 20 years of experience working with courts, prisons and community providers. She relocated from RI to Delaware in 2014 as the Director of Behavioral Health and was appointed as the Deputy Warden of Howard R. Young Correctional Institution in January, 2018. Ms. Caprio received her Master of Science in Counseling from the University of Rhode Island and a JD from Roger Williams University School of Law.

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Holly Chase

Holly Chase is a seasoned educator, writer, and presenter of financial education for adults. She has worked on the national, state, and local level with program development, training, and delivery. Ms. Chase has extensive experience with at-risk populations including, low-income families, veterans, and ex-offenders. She holds a BS degree from the University of Wisconsin and is a Certified Financial Planner™. Ms. Chase serves on the board of the Capital Region Ex-offender Support Coalition and The Program, It's About Change.

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PRESENTER BIOS

Jeffrey Abramowitz

Jeffrey Abramowitz, J.D is the founder of the National Workforce Opportunity Network, a fully integrated workforce development and career placement agency which serves individuals with barriers to gainful employment. Jeff is currently a 2018 Fellow for Justleadership USA.

Currently Jeff provides reentry agency support and training and facilitates Reentry Workshops and staff development training. Jeff is Co-chair of the Community Engagement Committee, participates on the Employment and Education Sub-committees of the Phila Reentry Coalition, serves on the Pennsylvania Reentry Council as Chairman of the Education, Employment and Basic Needs Committee.

Jeffrey is a keynote speaker and lecturer around the country on issues of adult education, workforce development and criminal justice.

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Dr. Patricia Robertson

Patricia is an Associate Professor of Public Administration at Southern University at New Orleans. She is the owner of Appointed Financial Group LLC where she offers free seminars that prepares her community and others to be financially prepared for future. She also started a Non Profit Organization that helps meet educational and health needs of disadvantaged children in New Orleans. She attends The Church at New Orleans and is deeply involved in Missions and Community Outreach including prison ministry. She loves vacationing with her family.

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Courtney Teague

Courtney Teague is a Quality Assurance Analyst for the Ohio Department of Rehabilitation and Correction. She conducts coaching, training and observations for EBP related programming and the Ohio Risk Assessment System (ORAS). She is a certified trainer/facilitator for ORAS, Thinking for a Change and Core Correctional Practices. In addition, she has been certified in the Ohio Youth Assessment System (OYAS) and the Correctional Program Checklist. Her history with the department began as a Parole Officer in 2001. Five years later she was promoted to Parole Supervisor in Cincinnati, Ohio. She has been in her current QA Analyst position since 2014. She graduated from the University of Cincinnati with a Bachelors/Master's degree in Criminal Justice.

Jakari N. Griffith

Jakari N. Griffith is an Assistant Professor of Management at Bridgewater State University in Bridgewater, Massachusetts. He conducts research in leadership, diversity, and organizational behavior. He has most recently focused his research attention on the employment barriers facing those with criminal records. He sits on the editorial board of Journal of Leadership and Organizational Studies (JLOS) and is the Past President for the Management Faculty of Color Association (MFCA).

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C. W. Robinson, Chaplain

Married (39 years); Mother of 3; Grandmother of 3 grand- girls, Chaplain to OPSO Female Inmates (New Orleans, La./2015 to present) ; Coordinator of The Voices of Praise/ Behind Bars Choir(2018); IUPUI (1993) and Aenor Bible College (1986) Graduate. Author of 'The Manifold Wisdom of God: The Ark of the Covenant Revealed'...without God, none of these things would be possible. To Him be All the Glory!

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Terry O'Connell

Terry O'Connell is the recently retired Australian Director for Real Justice, sister organization to IIRP. He spent 30 years in the NSW Police Service and is responsible for the development of the 'scripted' conference model in 1991. His work has influenced the use of restorative practice in a wide range of areas including youth justice, probation, community and social work, school education and workplaces. Terry has received a number of prestigious honours, including Order of Australia Medal, Churchill Fellow, Hon. Doctorate Australian Catholic University and 2016 Senior Australian of Year finalist.

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PRESENTER BIOS

Devonna Marshall

Devonna Marshall is a Senior at East Stroudsburg University studying Psychology with a concentration in Counseling. Marshall is originally from Philadelphia, but currently lives in Delaware. She hopes to work with juvenile delinquents in the future.

Min. Vladimir R. Beaufils

Min. Vladimir R. Beaufils, AA, CRS, CGS, OWDS; Founder & CEO (Sound Community Solutions, Inc.); Mentor, Life Coach, Facilitator, Educator & Speaker. Born in Haiti and raised in New York. Vladimir Beaufils is in his third career. He was a Firefighter with the U.S. Air Force, U.S. Civil Service and BLM and is a Partially Disabled Vietnam Vet. He performed his duties as a firefighter, rescue man and crew chief for over 11 years. Following that, he went on to an illustrious career as a Manager with a major Insurance firm in California, he later started and managed a successful Ins. agency in Phoenix, AZ. Vladimir was Director of the delinquency prevention program, Communities That Care program in Harrisburg for 6 ½ years. He left that for the position of Director of the South Central PA Workforce Investment Board Youth Council. Two years later he left to start SSYS / dba - Sound Community Solutions. He currently provides coaching, consulting, training, facilitating, motivational speaking, grant writing and much more. He obtained his Human Services degree with a minor in Professional Management and is a Certified Grants Specialist, Certified Recovery Specialist and an Offender Workforce Development Specialist (OWDS), along with many other certifications. Vladimir is a life-long learner. His life work now centers on helping ex-offenders as well as other professionals, adults and families to better impact the lives of people and communities, so that they can maximize their full God given potential.

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Nicole C. Jones Young, PhD

Nicole C. Jones Young is an Assistant Professor of Organizational Behavior at Franklin in Marshall College. Her research interests include organizational selection, specifically focused on marginalized populations, and organizational inclusion. Dr. Young teaches courses in Organizational Behavior, Organizational Inclusion & Diversity, and Criminal History & Organizational Selection. She received her PhD from the University of Connecticut, MBA from Fairleigh Dickinson University, and Bachelor's degree from Towson University.

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Dionne Addison

Dionne Addison has a BA from Ohio Wesleyan University and over 20 years of experience in adult corrections. She has held various positions from parole officer to her current position Parole Program Administrator at the Ohio Department of Correction and Rehabilitation. She currently manages the ORAS, CQI/QA process, and EBP for the department. She is a certified trainer in ORAS, OYAS, Case Planning, and various evidence based programs.

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Katya Fels Smyth

In 2007, Katya founded The Full Frame Initiative and launched FFI's collaborations that are bringing a wellbeing orientation to Missouri's juvenile justice and child welfare systems and the St. Louis County courts. A graduate of Harvard University, former Research Affiliate with MIT's Community Innovators Lab, Research Fellow at the Malcolm Wiener Center for Social Policy, Echoing Green Fellow and Claneil Foundation Emerging Leaders Fellow, Katya speaks, publishes and advocates nationally for addressing stubborn social challenges by removing barriers to wellbeing.

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Jesse Kelley

Jesse Kelley is a policy analyst and state affairs manager for criminal justice with the R Street Institute. In this role, she supports R Street's criminal justice experts by traveling to states to help lawmakers implement effective public policies related to juvenile justice, post-conviction life and other related topics. Jesse joined R Street in January 2018, having previously served as legislative counsel at the Marijuana Policy Project. At MPP, she led the development and implementation of state advocacy initiatives in seven states. Earlier in her career, Jesse was a criminal defense attorney and managed a large indigent caseload, with an average of 70 open cases. She has a bachelor's in English literature from Troy University and a juris doctorate from the University of Mississippi, with a concentration in international law from Cambridge University.

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PRESENTER BIOS

Ashton Whitmoyer

Ashton Whitmoyer received a Bachelor of Science in Psychology with a minor in Child Development and Family Relations from East Carolina University in 2012. Upon graduation, she moved back to Lititz, PA, to open her own store, Glitz Boutique, on Main Street. Following being selected for MSNBC's Mika Brzezinski's "Know Your Value" competition, she decided to go back to school and pursue her dream of public speaking on the issue of domestic violence and sexual assault. She is currently working on her Master's Degree in Community Psychology and Social Change from Penn State University, with a focus on teen dating violence prevention. Her research focus is a systematic review of teen dating violence prevention curricula. Ashton is the Prevention Advocate for ACCESS-York and the Victim Assistance Center, programs of the YWCA York. As the Prevention Advocate, Ashton visits all of the York County school districts and higher education institutions to speak about healthy relationships, consent, sexual harassment, and more. She also provides parent education and staff trainings on dating abuse and intimate partner violence.

Bonnie A. Green

Bonnie A Green, Ph.D. (Lehigh, 2002) is a professor at East Stroudsburg University of Pennsylvania. She is an experimental psychologist who specializing in research in the Science of Success. Through the application of cognitive development, psychometrics, and mathematical modeling, Bonnie is seeking ways to improve educational access, achievement, and success for ALL students. She is the co-author of several books including Statistical Concepts for the Behavioral Sciences, 4/e and Measuring Humans: Fundamentals of Psychometrics in Selecting and Interpreting Tests.

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Mark Wilson

Mark began his career with Lancaster County Adult Probation & Parole Services in 1990. He has held numerous positions including probation officer, training coordinator, and deputy chief. In 2007, he was promoted to his current position as Chief Probation Officer. Mark holds a BS in Business Administration from York College of Pennsylvania. He is a 2010 graduate of the National Institute of Corrections' Executive Excellence program. Mark is active in the County Chief Adult Probation & Parole Officers' Association of PA where he is currently serving as the President.

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Cheryl Steberger

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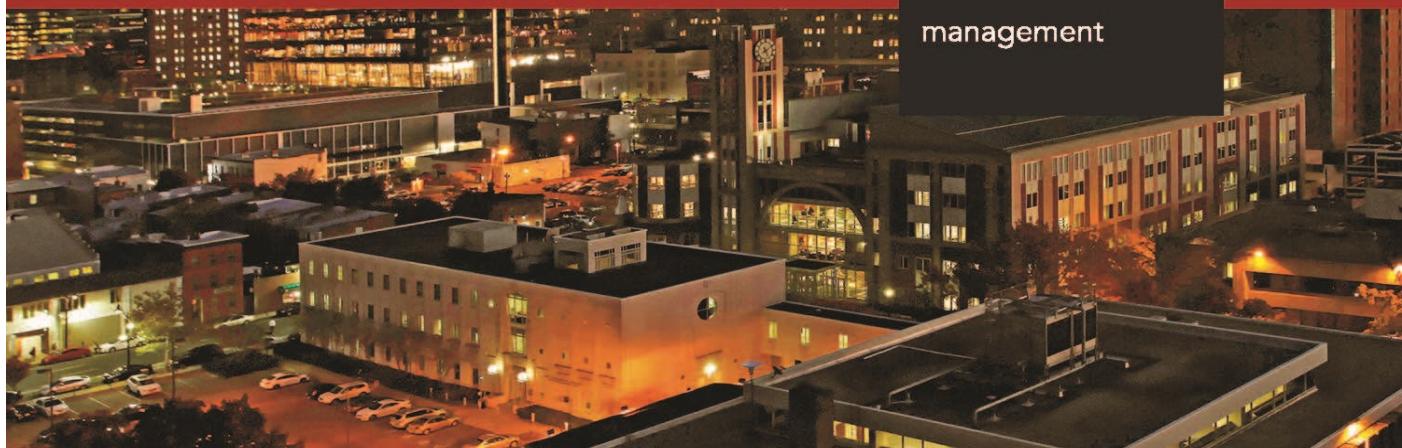


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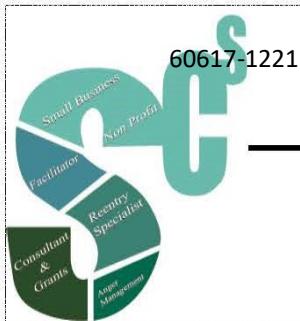
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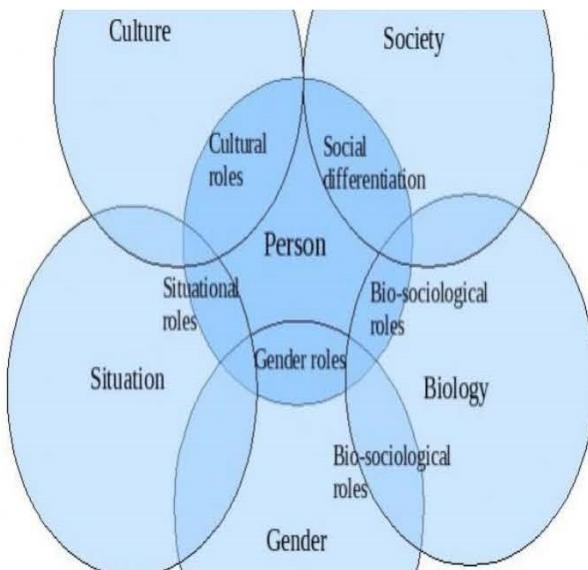


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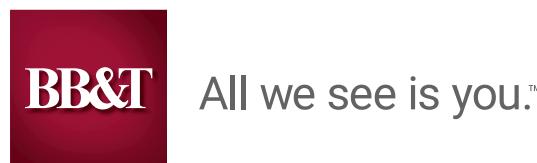
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