

**FLORIDA COUNCIL ON CRIME & DELINQUENCY
81ST ANNUAL CRIMINAL JUSTICE TRAINING INSTITUTE**



***"2010 AND BEYOND: CREATING NEW OPPORTUNITIES,
MANAGING LIMITED RESOURCES,
AND DEVELOPING STRONGER LEADERS"***

PRESENTER PROFILES

Art Adams

Mr. Adams retired after 34 years of Florida state service. He holds a B.S. and M.S. in Business Administration from Florida State University. During his career as a public administrator, he has served as: Chief of Personnel and Training; Florida Industrial Commission; Personnel Director, Florida State University; Personnel and Training Officer, Division of Youth Services; Personnel Management Director; and HRS Assistant to the President, FAMU. His career has included orientation and training of state employees in aspects of Public Administration, as well as developing and presenting pre-retirement programs for Career Service, Faculty, Administrative and Professional and Senior Management employees covered by the Florida Retirement System.

Mr. Adam now serves as Director of the Retirement Division of Capital Retirement Services headquartered in Tallahassee, Florida. This Division is a unit of Capital Insurance Agency, which has field offices in all major cities throughout the State. The firm's specialty is financial and retirement services with all public employees under the Florida Retirement System. A major emphasis at this time is the education of public employee personnel now in the D.R.O.P. and assisting in "Rollovers" for D.R.O.P. payouts.

Kelly L. Almeida

Kelly Almeida has been with Janssen Pharmaceuticals, a division of Johnson & Johnson, for over 11 years working in the field of Mental Health. She has a Masters Degree in Health Science from Ball State University, Muncie, IN. Kelly is originally from Delaware, but moved to Bradenton, FL seven years ago. Her territory currently spans from Bradenton to Naples.

Dean Aufderheide

Dr. Aufderheide is a licensed clinical and forensic psychologist in the state of Florida. After graduating from Seminary with a Masters degree in Theology, he obtained his Ph.D. in Clinical Psychology, and is currently working toward a Masters degree in Public Administration from Florida State University. Dr. Aufderheide has over twenty years of experience providing and managing mental health services in military, state government, and private settings across various levels of care. He has authored numerous publications on mental health issues. With nearly fifteen years of experience in the criminal justice system, he has been invited to speak about mental health issues in correctional settings at national conferences throughout the United States.

Dr. Aufderheide has been the Director of Mental Health Services for the Florida Department of Corrections for the past five years. He serves on the Board of Directors for the International Association of Correctional and Forensic Psychology and is a member of the Education Committee for

the National Commission on Correctional Health Care. He is passionately committed to ensure individuals living with serious mental illness in America's prisons receive appropriate treatment and aftercare planning for successful re-entry into our communities. In his free time, Dr. Aufderheide enjoys hang-gliding off the cliffs of Peru, snorkeling in shark-infested waters in Australia, and most of all, greatly exaggerating what he does in his leisure time.

Yvonne Ball

Yvonne Ball started her career as a Corrections Officer with the Orange Corrections Department, eventually finding her calling in the Training and Staff Development section as a Training Specialist. Ms. Ball, in her current capacity, coordinates staff trainings in the area of CPR/AED and First Aid. She also provides instruction in both regular training courses and high liability training courses. She enjoys teaching courses specifically related to either self-defense or defensive tactics, and is a certified Krav Maga Instructor, and is certified in basic combatives, handgun retention, and arrest and control. Ms. Ball has a special passion for motivational and leadership classes. She is an adjunct instructor at the Valencia Community College Criminal Justice Institute.

Dr. Mary G. Barbee

Dr. Mary Gramling Barbee is a licensed psychologist in the state of Florida. She received her doctorate in clinical psychology from the University of Michigan in 1992. Currently, Dr. Barbee works for the Florida Department of Corrections in a dual capacity--Region Mental Health Consultant and statewide Close Management Consultant. She is in her 15th year in correctional health care. Her prior experience includes working as the Clinical Director for the Colorado Coalition for the Homeless. Her interests include cooking, gardening, traveling, reading, culture, physical fitness, and the arts. She is a First Degree Black Belt in Tae Kwon Do.

Franchatta J. Barber

Franchatta Barber is a graduate from the University of Florida and a Certified Public Manager. She has been with the Department of Corrections for approximately 29 years and has climbed the corporate ladder vigorously. She began her career in 1980 as a Correctional Officer at the Reception and Medical Center in Lake Butler, Florida where she was promoted to Classification Officer in 1982. In 1987, she was promoted to Senior Classification Officer at Hamilton Correctional Institution.

Promoted again in 1990, she came to Central Office as a Correctional Services Assistant Administrator. In 1991, she became the Senior Correctional Probation Supervisor at Madison Correctional Institution, and in 1994 she became the Assistant Warden at Jefferson Correctional Institution, where she then transferred to Quincy Annex in 2000. She again transferred to Liberty Correctional Institution where she remained until her promotion as Warden at Hernando Correctional Institution.

In November 2003, she received yet another promotion as the Director of Classification, Programs, Transportation and Sentence Structure for the entire Department of Corrections. In 2004, she became the Deputy Assistant Secretary of Institutions – Programs for the Department of Corrections. As of 2008, she is currently the Assistant Secretary of Re-Entry for the Department of Corrections.

Crystal Beatty

Crystal Beatty, a native New Yorker, moved to Orlando Florida in July 1998. A new city and state presented her with many challenges. In New York, she was established, respected, and always-in demand. Speaking throughout the boroughs to pregnant girls and teen parents with a message designed to help them make good choices and establish a solid foundation, not only in their lives, but also in the lives of their babies. Using herself as an example, she taught empowerment to teenage parents.

Although she was a member of the Orange County Corrections Health Services Division since 2002, joining Toastmasters International gave Crystal a new forum to inspire, empower, and motivate others. As the current President for Club Orange Toastmasters, Crystal continues to work diligently to achieve her goal when she joined Toastmasters- to help perfect her speaking skills and leadership abilities. These skills and abilities have since instilled in her the confidence to speak publicly to inspire others. Adventurous incorporated with spontaneity, Crystal develop an enthusiasm for basketball; she began officiating high school basketball. Her love for the game earned her recognition and eventually she moved up to the collegiate ranks. Crystal also worked as a National Official for the Athletic Amateur Union (AAU).

The extensive travel allowed her to meet many great people, develop lifelong friendships, build leadership qualities, and learn the philosophy of teamwork. As a member of The Central Florida Officials Association (CFOA), she has served on and chaired many committees. Currently she serves on the Education Committee, where she dedicates her time to train, educate, and mentor new and up coming officials. She holds a BS degree in Human Resource Management from Columbia College in Orlando Florida. Recently she achieved the designation of Competent Communicator from Toastmasters International; she plans to continue to ascend the Toastmaster leadership ladder.

Susan Benton

Sheriff Benton, a fifth generation Floridian, was born and raised in Miami-Dade County. Following in the footsteps of her great grandfather who served as Chief of Police in St. Augustine, Florida during the early 1920's, Sheriff Benton has served, with distinction in law enforcement for more than 30 years. Sheriff Benton was elected Sheriff of Highlands County in 2004 and re-elected in 2008. She has served "in the trenches" shoulder-to-shoulder, with her fellow deputies and has risen through the ranks by gaining the respect and trust of her colleagues, supervisors, agency members, and community.

Sheriff Benton currently serves as Chairman of the Florida Sheriff's Association, Children's Services Council, and Chair of the Region 6 Domestic Security Task Force. Additionally, she holds leadership positions on a host of other law enforcement committees. Sheriff Benton received her Bachelor's of Arts Degree in Administration of Justice from St. Thomas University and her Master's Degree in Public Administration from Troy State University. She has two grown children, and three grandchildren.

Rita Black

Rita Black has worked for Orange County Corrections for eighteen years. During those eighteen years she has worked with both the male and female population in every different facility within Orange County Jail. She has been a substance abuse counselor, assessment team leader, program coordinator of the drug treatment program and is currently a Senior Community Corrections Officer at the Work Release Center. Rita has a bachelor's degree in psychology from the University of South Florida and is a Certified Addictions Counselor. Her passion comes from a wide variety of experiences working with diverse high-risk populations. Her experience in Central Florida includes, TASC

evaluator, juvenile justice halfway house addictions counselor, supervising a child abuse prevention parenting program, community mental health dual diagnosed outpatient counselor, DUI evaluator and instructor and manager of a juvenile residential assessment and treatment program.

Dr. Cindy A. Boyles

Cindy A. Boyles, Ph.D., is the Training & Staff Development Administrator for Orange County Corrections, the third largest jail in Florida. She has more than 25 years of experience in Corrections, Human Services, and Training. Dr. Boyles' areas of expertise include leadership development, strategic planning, employee engagement, and using technology in training. She has taught at the university level and is currently an instructor for the Florida Leadership Academy.

Dr. Boyles serves on the American Correctional Association's Training Committee. Department-wide projects led by Dr. Boyles include serving as the process manager for the Department's *Building Culture Strategically* initiative and as the developer/facilitator for the *Future Correctional Leaders Program*, a 10-month leadership development program. Dr. Boyles received her doctorate in Public Affairs from the University of Central Florida in 2003.

Linda Brooks

Linda A. Brooks, Circuit Administrator, is a 31.5-year veteran of the Florida Department of Corrections. She, for the past seven years, has served as Circuit Administrator for FL DOC in the 5th Circuit, comprising Marion, Lake, Hernando, Sumter and Citrus counties. Her responsibilities include operational oversight for community corrections responsibilities in 8 offices in this five county area, a 126 residential inpatient treatment bed facility in Citra, FL; Phoenix House and 46 inpatient treatment beds at the Non Secure Programs Incorporated Treatment Facility in Ocala, FL.; 177 full time staff and over 7000 offenders under community supervision.

Mrs. Brooks, prior to becoming the Administrator for Circuit 5, served for two years, as Circuit Administrator for the 7th Circuit, directing the day-to-day operations of a judicial circuit covering Volusia, Putnam, and St. Johns and Flagler counties. Other agency experience includes Deputy Circuit Administrator in the 7th Judicial Circuit, Office Manager, and, Probation Officer in Circuit 9, and Probation Officer, Supervisor and Office Manager in Circuit 18. Mrs. Brooks other credentials include, but are not limited to: Certified Public Manager, Florida State University, 1996; FDLE Senior Leadership Program 1998; FDLE Certified Instructor; BS degree Criminology, Florida State University in 1978. Mrs. Brooks is married to Keith Brooks, has two children and one granddaughter.

Dominic Calabro

Dominic M. Calabro is President and Chief Executive Officer of Florida TaxWatch, which is a statewide, non-profit, non-partisan government watchdog and research institute for taxpayers. Florida TaxWatch was founded in 1979 to improve government productivity, taxpayer value, and citizen understanding and encourage responsible participation by Floridians and local governments.

Florida TaxWatch accomplishes its mission through high quality research and civic engagement, which advance productivity and accountability throughout Florida government. This timely research is used to identify how economic, fiscal, taxing, spending and regulatory decisions affect the economic livelihood and quality of life for all Floridians. To date, approximately 72% of Florida TaxWatch's government cost-saving recommendations have been implemented by each Administration worth over \$6.2 billion or \$1,060 in added value for each Florida family.

Mr. Calabro also serves as President and Chief Executive Officer of the Prudential Financial – Davis Productivity Awards Foundation, Inc., which recognizes rewards and replicates outstanding government productivity, and innovative cost-saving achievements throughout Florida government worth over \$6.3 billion to date. Mr. Calabro is an "almost native" Floridian, having moved to South Florida from New York at the age of eleven. After attending Catholic school, including four years at Catholic Seminary, Mr. Calabro graduated with high honors from Broward Community College, later receiving his Bachelor's degree with highest honors from Florida International University.

Mr. Calabro also holds a Master's degree from Florida State University and will soon receive a second Master's degree in public finance and budgeting. Before joining TaxWatch in the early 1980s, Mr. Calabro served as an analyst with the Florida Senate Ways and Means Committee (later split into Appropriations and Finance and Taxation). Mr. Calabro resides in Tallahassee with his wife, Debbie and four children.

Karen M. Colón

Ms. Colón began her career with the Florida Department of Corrections in late 1993 after spending the previous 10+ years in Retail Management. She quickly began climbing up the ranks and after four promotions; she currently holds the position of Staff Development Training Consultant. In this position, she is responsible for the annual trust fund budget and the authorization of certified staff to attend specialized/advanced training from fourteen (14) state prisons utilizing eleven (11) community colleges within her Region. She is also responsible for the re-certification of approximately 800+ correctional officers annually by ensuring that their training requirements have been met and are documented by the guidelines set forth by the Florida Department of Law Enforcement (FDLE).

Ms. Colón is an FDLE Certified Instructor certified in general topics, human diversity, CPR and Defensive Tactics. Her specialty is Instructor Techniques where she has the opportunity to teach others how to be an instructor. Ms. Colón has been a member of the Florida Council on Crime & Delinquency (FCCD) a non-profit charitable and training organization for the past 15 years. She has held every position (some more than once) with her local chapter and is currently the Statewide Chapter President's Liaison Chairperson. As the chairperson, she oversees a team of six other long-term FCCD members who assist our current 36 statewide Chapter Presidents with any questions, concerns or issues facing our 5600+ strong memberships.

Ms. Colón is a native Floridian who grew up in Daytona Beach where she graduated from Mainland High School and furthered her education at Daytona State College pursuing a Liberal Arts Degree. She has one son, Kyle who currently resides in Austin, Texas and is working and attending school for high performance auto mechanics. She loves music and has been known to carry a tune, singing publicly at various department and organizational events. A few years ago, she had the honor of singing the nation anthem for 600+ attendees at the opening session of the FCCD Annual Training Conference.

Wilbert Danner

Mr. Wilbert C. Danner has thirty-four years of professional, management and program development experience in the criminal Justice system; he has worked on various levels within the criminal justice system to include the federal, state, local, private sector including colleges and universities. Mr. Danner holds a Bachelor of Arts Degree in Sociology from the University of Central Florida and a Master of Science Degree in Criminal Justice from Rollins College. Mr. Danner began his professional career as Probation Officer with the Florida Department of Corrections; He was later appointed to the

position of United States Probation Officer, United States Courts for the Middle District of Florida. After a national search he was selected to serve as Professor and Director of the Criminal Justice Programs at Valencia Community College, which is the third largest Community College in Florida. Mr. Danner was the founder and Chief Executive Officer of Florida Sentencing Alternatives, a non-profit corporation that contracted with various state and private agencies to provide community based residential treatment programs for adults, youth and families. Mr. Danner was responsible for \$2.5 million in operating budget.

Sadie Darnell

Sheriff Darnell was sworn in as the first female Sheriff of Alachua County on November 14, 2006. She was re-elected to a second term in November 2008. Sheriff Darnell is a 32-year veteran of the Gainesville Police Department, having been promoted through the ranks to Police Captain before retiring and ultimately returning as the agency's Community Relations Coordinator, working with special needs citizens and victims. She has worked on multiple investigative task forces, including the Serial Murder Task Force, two Church Arson Task Forces and a Serial Rape Task Force, which resulted in the first cross-state DNA match in the nation. Her most notable service was as the Public Information Officer during the 1990 Gainesville Student Homicides.

Sheriff Darnell earned a Masters Degree in Educational Leadership and a Bachelors Degree in Psychology from the University of Florida, and an Associate of Arts Degree from Santa Fe Community College, Gainesville, Florida. She is a graduate of the John F. Kennedy School of Government Executive Program and the FBI National Academy in Quantico, Virginia. She serves on the Florida Sheriff's Association (FSA) Board of Directors, the FSA Legislative Committee and is the co-chair of the Region 3 Domestic Security Task Force's law enforcement committee. She is a faculty member of the National Victim Assistance Academy.

Christopher W. Davis

ASAC Christopher Davis, a native of Rahway, New Jersey, attended high school in Washington D.C. and attended Purdue and San Diego Universities where he earned his Bachelor of Science Degree in Pre-Law/Criminal Justice. Subsequent to his undergraduate schooling, ASAC Davis received a post-graduate Paralegal certification from the University of San Diego and a Masters Degree in Criminal Justice from Boston University. After completing his undergraduate academic requirements, ASAC Davis went on to enjoy a successful six year career in professional football as a member of the Baltimore Stars of the defunct USFL, the New York Giants and the New England Patriots of the National Football League, and overseas in Europe where ASAC Davis was a player/coach.

Upon graduation from the FBI Academy, ASAC Davis was assigned to the Los Angeles Field Office where he investigated a variety of matters including bank robberies, fugitives, gangs, drugs, before settling into the counterterrorism arena. ASAC Davis was one of several Case Agents assigned to the Oklahoma City Bombing Investigation and has been collaterally involved in many of the FBI's most significant counterterrorism investigations. In 1997, ASAC Davis was assigned to the FBI Headquarters Counterterrorism Division where he served as the Program Manager for the FBI's Counterterrorism, Weapons of Mass Destruction, Nuclear, and Counter proliferation programs, providing oversight management to FBI operations throughout the world.

In 1999, ASAC Davis returned to the Los Angeles Field Office to spearhead and supervise the Los Angeles Joint Terrorism Task Force (JTTF), the second largest FBI JTTF, where he was involved in significant Counterterrorism and Civil Rights-Hate Crimes investigations including, but not limited to

the 9/11 investigation, and the Democratic National Convention. In December 2001, ASAC Davis was promoted to the position of Assistant Legal Attaché, at the United States Embassy located in Ottawa, Ontario Canada, where he oversaw CT operations. In 2002, as a result of his CT expertise, ASAC Davis was named as a Sector Commander for the Winter Olympic Games in Salt Lake City, Utah. In June 2006, ASAC Davis was promoted to his current position as the Assistant Special Agent-In-Charge of the FBI Tampa Field Office.

Gina Giacomo

Ms. Giacomo has been employed in the field of criminal justice for twenty years, of which ten years have been in a management position. She has a Bachelor's in Criminal Justice and a Master's in Education. Ms. Giacomo began her career with the Florida Department of Corrections as a Probation Officer I supervising offenders in the community. As a Classification Officer II, with Florida Department of Corrections at Central Florida Reception Center, she was responsible for Transient Team inmates, Permanent Party inmates, and Youthful Offenders.

Ms. Giacomo worked on weekends from 1990-1994 at Christian Prison Ministries working with court-ordered female substance abuse offenders in a residential setting. In 1993 she accepted a position with the Florida Parole Commission as a Parole Examiner responsible for conducting quasi-judicial hearings and Clemency investigations. She was promoted to Senior Revocations Specialist and moved to Tallahassee. In 1994 she became a Senior Revocations Specialist Supervisor managing a team that issued emergency warrants, extradited offenders, requested Governor's warrants, reviewed revocations hearings, and prepared cases for Commission decision.

Ms. Giacomo was promoted to Revocations Administrator responsible for all revocation matters for the Parole Commission. In 1998 she was promoted to Agency Planner/Analyst responsible for the Commission's Long Range Performance Plan, Annual Report and Performance Report. In 2000 Ms. Giacomo joined the Department of Children and Families. She supervised a team responsible for statewide Substance Abuse contracting for treatment programs. In this position she developed the Substance Abuse provider network managing entity model contract.

In 2006, Ms. Giacomo was selected as the Director of Operations for the Parole Commission where she provided leadership statewide in the program areas of: Release Services, Revocations Services, Field Services, and Victim Services. Ms. Giacomo is currently the Director of Administration responsible for finance and budget, human resources, information technology, research and data, purchasing, leases, and contracts for the Florida Parole Commission.

Mary Newhouse-Gordon

Mary has worked in the financial services industry for ten years and has held her securities license since 2002. She is a graduate of the University of Central Florida with a Bachelor's Degree in Public Relations and is a native of Buffalo, NY. Mary has lived in Central Florida for 22 years and calls Winter Park, Florida home. She is an avid sports fan who won scholarship to play fast pitch softball in college. Mary loves family, travel, music, and her two golden retrievers, Kramer & Peterman. She is very passionate about her work and believes in going the extra mile for all of her clients.

Michael J. Gordon

Mike has worked in the financial services industry for ten years and has held his securities license since 2000. He is a graduate of Dartmouth College with a Bachelor's Degree in Economics and is a

native Floridian living in Maitland, Florida. In 2008 Mike also earned the designation of "Accredited Wealth Management Advisor" from the Wharton School, University of Pennsylvania. Mike enjoys his family life with his wife, Reba, their nine-year-old daughter Elizabeth and miniature schnauzer Cocoa. He is a fantasy football fan, technology buff, and an expert on the television series The Simpsons.

Stephen Hebert

Stephen Hebert is the Director of Clemency Administration for the Florida Parole Commission. He was appointed to this position in January 2005 and has approximately 12 years of specialized experience serving the State of Florida in the clemency area since joining the Commission. In 1998, as a Parole Examiner, Mr. Hebert began conducting reviews of offenders expiring prison sentences or terminating community supervision to certify their eligibility for restoration of civil rights in accordance with the Rules of Executive Clemency.

Mr. Hebert has conducted various types of clemency investigations, has been assigned to review such cases for quality assurance and has provided clemency training to field staff. In 2001, he was promoted to the Capital Punishment Research Specialist position where he investigated and conducted in-depth studies of criminal appeals, motions, petitions, and responses filed in state and federal courts on Florida death-row inmates. Prior to his service with the Commission, Mr. Hebert was a Probation Officer for six years with the Leon County Probation Department in Tallahassee, Florida. He is a 1991 graduate of Florida State University where he received a Bachelor of Science Degree in Criminology.

Cathy Jackson

Cathy Jackson is the Executive Director of the Homeless Services Network of Central Florida and manages the Continuum of Care including Orange, Osceola and Seminole Counties. HSN funds approximately 50 programs that serve the homeless and precariously housed with shelter, transitional housing, permanent supportive housing, substance abuse/mental health services, employment training, rent/utility assistance, childcare and case management. HSN manages the region's Homeless Management Information Systems (HMIS) which is a database that tracks client and service information and supports the individualized case management process that assists the homeless to return to self-sufficiency and stable housing.

Fanita Jackson

Fanita Jackson is the Operation Enduring Freedom/Operation Iraqi Freedom Program Manager at the Orlando VAMC. Ms. Jackson has worked in this position since October 2007 but has worked for the VA for the past 5 years. Ms. Jackson's previous work experience includes working for the Department of the Navy and working for a non-profit behavioral healthcare center for over 10 years.

In her role as OEF/OIF Program Manager, Ms. Jackson is responsible for all transition activities and the coordination of healthcare and outreach services for OEF/OIF service members and Veterans treated at the facility. Ms. Jackson is responsible for the coordination of resources and collaboration with the local community to educate others about the complex issues and concerns for our returning veterans.

In addition to this role, Ms. Jackson serves on numerous committees within the VA and in the community to facilitate training regarding clinical interventions, psychosocial needs, educational and other benefits that the OEF/OIF veterans and military personnel are entitled to receive. Ms. Jackson

holds a master's degree in Social Work and a Bachelor's degree in Rehabilitative Services from Florida State University in Tallahassee, FL. Ms. Jackson is licensed as a clinical Social Worker in the state of Florida.

Steven Leifman

The Honorable Steven Leifman serves as Chair of the Eleventh Judicial Circuit of Florida's Mental Health Committee and is responsible for creating the Eleventh Judicial Circuit Criminal Mental Health Project. This highly successful initiative brings together law enforcement, justice system, and community stakeholders to divert persons with mental illnesses who commit low-level offenses away from incarceration and into community-based care. Since 2007, Judge Leifman has also served as Special Advisor on Crime Justice and Mental Health for the Supreme Court of Florida.

Judge Leifman has been appointed to many other committees including the Council of State Government/TAPA Center for Jail Diversion Judges' Criminal Justice/Mental Health Leadership Initiative, the Miami-Dade County Mayor's Mental Health Task Force, and the National Leadership Forum for Behavioral Health and Criminal Justice Services. Judge Leifman has also received numerous awards and acknowledgements including NAMI's highest honor, the 2008 Distinguished Service Award.

Melanie G. May

Governor Jeb Bush appointed Judge May to the Fourth District Court of Appeal on October 31, 2001. She served as a Circuit Court Judge on the Seventeenth Judicial Circuit from April 15, 1991, until her appointment to the court of appeal. In that capacity, she served in the juvenile delinquency and felony drug court divisions.

Judge May serves on the Florida Supreme Court Task Force on Treatment-based Drug Courts. She is the Florida Supreme Court's appointment to the Advisory Council of the Florida Office of Drug Control and a member of the Substance Abuse and Mental Health Corporation. She is an emeritus board member of the National Association of Drug Court Professionals, and chairs the Florida Association of Drug Court Professionals. She serves on the mental health sub-committee of the Florida Supreme Court's Committee on Children and Families, and on the Access to Court Records Committee.

Judge May has a long record of advocating for initiatives that promote substance abuse treatment as a critical component of the justice system. Judge May was instrumental during the 2009 legislative session in helping create the post-adjudicatory drug court expansion program, promoting expanded eligibility criteria so more drug involved offenders could access this option (SB 1726), and securing \$21 million, of which \$14 million is dedicated for drug treatment, to fund this initiative.

Walter A. McNeil

Secretary McNeil already had more than 29 years of law enforcement experience under his belt when Florida Governor Charlie Crist appointed him as head of the nation's third largest prison system on February 20, 2008. Secretary McNeil, who was serving as head of the Florida Department of Juvenile Justice when appointed to his current position as Secretary of the Florida Department of Corrections, has continued to emphasize his commitment to public safety through a common-sense approach to addressing recidivism. His premise is that if inmates spend their time in prison getting an education, attending substance abuse treatment programs and learning job skills, they are more likely to re-enter society as productive citizens and less likely to return to prison.

Shortly after his appointment, he formed the Advisory Council on Prison Re-Entry and Restoration of Civil Rights. The Council was charged with and is developing a five-year re-entry strategic plan that will guide the Department's re-entry efforts. In October 2008, Secretary McNeil created the Office of Re-Entry, whose goal is to provide inmates and offenders with comprehensive programs and services to assist their successful re-entry into the community and ultimately reduce recidivism. To that end, in February 2009, the Secretary established Florida's first Re-Entry Center at Demilly Correctional Institution in Polk County.

Secretary McNeil established Glades Correctional Institution as Florida's fourth Faith and Character-Based Institution. The success of these institutions, which depends heavily on volunteers to provide their programming, led to the opening of a second Re-Entry Center at Baker Correctional Institution in August 2009. Secretary McNeil received his undergraduate degree from the University of Southern Mississippi in 1977, and master's degree in criminal justice from St. John's University in Springfield, Louisiana. He also attended and completed the Federal Bureau of Investigation's National Academy, the Florida Criminal Justice Chief Executive Institute, and the U.S. Department of Justice Executive Management Development Program.

Dr. Randy Nelson

Dr. Randy B. Nelson founded 21st Century Research and Evaluations, Inc. in 1997. 21st Century was created with the vision of finding solutions for today's societal problems, particularly those affecting disadvantaged communities. Dr. Nelson's educational background includes a B.A. degree in Sociology from Eckerd College, a M.S. degree in Corrections Administration from the University of South Florida and a Ph.D. in Criminology and Criminal Justice from Florida State University.

Through his work with local and state government, Dr. Nelson has been able to influence various evaluation projects throughout the state of Florida. As a result of his well-documented evaluation of the Florida Department of Juvenile Justice Hillsborough County Disproportionate Minority Confinement Pilot Project, the Florida Legislature funded other disproportionate minority confinement projects throughout Florida. This project was one of Florida's earliest efforts to find solutions for the over-representation of minorities in Florida's juvenile justice system. 21st Century staff has been instrumental in conducting various studies used to identify prevention methodologies designed to help solve the problems that negatively impact disadvantaged communities. Specifically, the research and technical assistance services provided by 21st Century have been effective in assisting non-profit faith and community-based organizations to successfully meet their programmatic and outcome goals.

Having served as an adjunct professor at Florida State University and Florida A & M University for a number of years, Dr. Nelson stays on the cutting edge of research and evaluation techniques. Further, Dr. Nelson provides law enforcement training in the areas of community policing strategies and concepts to law enforcement academies and agencies.

Tena M. Pate

A native Floridian born in Fort Walton Beach and raised in Niceville, Florida, Commissioner Pate began her career in criminal justice in 1979 with the Office of State Attorney for the First Judicial Circuit, and later becoming the first person appointed to serve as Victims' Advocate for Okaloosa and Walton Counties. Ten years later, Ms. Pate relocated to Tallahassee to accept a position with the Martinez Administration in the Office of the General Counsel. This was followed by a position in the Office of the Chief of Staff for both Governors Martinez and Chiles.

In 1992, she left the Governor's Office to work in the private sector governmental consulting unit of the Tallahassee-based law firm of Steel, Hector, and Davis. In 1993, she returned to public service when she accepted appointment as Florida's Victims' Rights Coordinator in the administration of Governor Lawton Chiles. She served in this capacity until her appointment to the Florida Parole Commission. She was initially appointed to the Florida Parole Commission by Governor Jeb Bush and the Florida Cabinet in 2003 to fill a Commission vacancy ending June 2004.

On June 24, 2004, Commissioner Pate was appointed to a full six-year term ending June 2010. On July 29, 2010, Commissioner Pate was reappointed for a full six-year term ending June 30, 2016. Additionally, Ms. Pate was appointed to serve as Chair of the Commission for a two-year term ending June 30, 2012. Commissioner Pate has a breadth of experience in the Criminal Justice System and holds a Bachelor of Science Degree in Criminology from Florida State University. As a result of her experiences in both the Executive and Judicial branches of government and private sector employment, Ms. Pate was exposed to many aspects of the criminal justice experience gaining insight both in criminal behavior and victim's issues.

On July 1, 2010, Commissioner Pate was appointed by Chief Justice Charles T. Canady to serve on the Florida Supreme Court's Florida Innocence Commission, a twenty-three member body formed to study the dozen cases around Florida where an individual was wrongfully incarcerated and provide a report and recommendations to safeguard against such future events.

Ms. Pate's professional affiliations include membership in the Association for Paroling Authorities International, Florida Police Chiefs Association, American Probation and Parole Association, and the National Center for Victims of Crime. Ms. Pate's community involvement and activities include the Community Partnership Review Teams through the City of Tallahassee, Leon County and the United Way, and serving as board chair for the Character and Heritage Institute, a non-profit organization that promotes character education through the Arts. Ms. Pate also volunteers as a mentor.

Frank Peterman, Jr.

Secretary Peterman comes to the Department of Juvenile Justice with over 20 years of experience and dedication to at-risk youth and public service in Florida. He began his career of caring for youth as a juvenile services counselor and gained experience as a parole and probation officer trainee. In 1988, he accepted a position as director of development for the Juvenile Services Program Incorporated of Clearwater, an organization that helps transform the lives of at-risk youth.

Secretary Peterman entered public service in 1997 with his election to the St. Petersburg City Council. In 2000, he was elected to the Florida House of Representatives where he served until accepting his appointment to the Florida Department of Juvenile Justice in 2008. While in the legislature, he served on the following committees: Committee on Juvenile Justice, Committee on Economic Development, Legislative Budget Commission and the Safety and Security Council.

In 2007, then-Representative Peterman successfully sponsored a bill creating the Drug Paraphernalia Abatement Task Force, a nine-member task force within the Executive Office of the Governor to recommend strategies for reducing the availability and use of drug paraphernalia. Secretary Peterman has a long history of civic service and is an active member in numerous civic organizations. He is a graduate of Morehouse College and he attended the Dallas Theological Seminary, where he completed course work towards an M.A. in Biblical Studies. Secretary Peterman serves as senior pastor for The Rock of Jesus Missionary Baptist Church in St. Petersburg.

Brent Ransom

Mr. Ransom started Sawgrass Consulting Group in February 2006 to serve the promotional exam needs of public safety agencies within the state of Florida. Mr. Ransom is a graduate of Radford University in Virginia with a Masters degree in Industrial / Organizational Psychology. In May 2000, he started his career at the Institute of Public Safety at Santa Fe Community College in Gainesville, Florida. From 2000 to 2006, Mr. Ransom's role at the Institute was to develop and administer multiple choice exams, assessment centers, and entry-level exams for law enforcement and corrections agencies within the state of Florida.

Mr. Ransom also participated in the vendor selection process for the Florida Basic Abilities Test (FBAT) to ensure the most appropriate test was selected for the Institute of Public Safety. Overall, he was instrumental in improving the standards for promotional testing for numerous agencies and serving as a valuable resource for employee selection and development standards.

Mr. Ransom worked with many agencies during his tenure at the Institute of Public Safety, including: State University System Law Enforcement Agencies (University of Florida, Florida State University, Florida A & M University, University of West Florida, University of Central Florida, University of South Florida, University of North Florida, Florida Gulf Coast University, Florida Atlantic University, and Florida International University), Alachua County Sheriff's Office, Gainesville Police Department, Cape Coral Police Department, Alachua Police Department, Ocala Police Department, Flagler County Sheriff's Office, Lee County Sheriff's Office, Casselberry Police Department, Daytona Beach Shores Police Department, and the Flagler Beach Police Department.

Dr. Lawanda Ravoira

Dr. Lawanda Ravoira is a national expert, author, researcher and trainer on issues specific to justice-involved girls. She is the founding Director of the National Council on Crime and Delinquency's (NCCD) Center for Girls and Young Women in Jacksonville, Florida. The NCCD Center for Girls and Young Women is a division of NCCD, which is headquartered in Oakland, California, the oldest research and policy organization in the country. Under her leadership, the center provides advocacy, assessments, training, technical assistance, research and evaluations for states, local jurisdictions and individual agencies throughout the country. In this position, she has authored the Girl Matters: Training of Trainers Curriculum© that is used as the cornerstone for teaching professional about the core building blocks for a gender responsive continuum of services.

Dr. Ravoira is leading the Justice for Girls Campaign, a major reform effort in Florida for girls and young women in the juvenile justice system through the Center's partnership with Children's Campaign, Inc. Children's Campaign, Inc. is a cutting-edge advocacy organization devoted to improving public policy and making children a top priority in the State of Florida and nationally. Funded by The Florida Bar Foundation, the *Justice for Girls reform initiative has culminated in the publication of the Justice for Girls: Blueprint for Action*, a state of the art blueprint of services for the State of Florida and a model for the nation. Dr. Ravoira is the author of the Blueprint for Action (2009).

Dr. Ravoira was appointed by Governor Charlie Crist to serve as the Co-Chair and special advisory to the State of Florida Blueprint Commission. She was likewise appointed to serve as co-chair to the State's Girls Advisory Committee. In 2004, she authored and was successful in the passage of HB 1989, which amends the juvenile justice statutes and requires gender specific services to girls in the justice system. Florida became the second state in the nation to pass such groundbreaking legislation.

For over 13 years, Dr Ravoira served as the President & CEO of PACE Center for Girls, Inc., a state wide not-for-profit organization that provides gender responsive, comprehensive educational, therapeutic and transitional support services to 4,500 at risk girls annually. In August 2005, she transitioned as President & CEO in order to focus on the statewide and national reform efforts for girls in the justice system. Dr. Ravoira is committed to organizational excellence and outcomes that make a positive difference in the lives of girls and young women who are in or at risk of entering the juvenile justice system.

Dianne Rehtine

Dianne Rehtine is Program Director for the Correctional Medicine Fellowship of Nova Southeastern University College of Osteopathic Medicine. In addition to her duties training physicians, Dr. Rehtine is a medical consultant for G4S Youth Services since her retirement from the Florida Department of Corrections. She began her career in Corrections as a staff physician and became the Medical Executive Director for two different Reception Centers, Regional Director for three different Regions, and the Deputy Director for Clinical Services in the Central Office. Her duties in the Department included managing the health care for approximately 85,000 offenders housed in several major institutions.

Dr. Rehtine received her undergraduate and medical education at West Virginia University. She is a Fellow of the American Academy of Family Physicians and practiced in southwest Florida before coming to work for 20 years for the prison system. She has been a physician surveyor for the National Commission on Correctional Health Care for many years and has served on their Surveyor Advisory Committee. She has served as a member of the Standards Revision Committee for the American Correctional Association.

Dr. Rehtine is a charter member of the Society of Correctional Physicians and served as chairman of the Council of Chapters of the American Correctional Health Services Association. She is certified as a Correctional Health Professional and has achieved "Advanced" status. Dr. Rehtine was chairman of the Florida Department of Corrections Continuing Medical Education, was chairman of the Committee for Chronic Care, and has been a faculty member of the Mini-Residency Program for Correctional HIV. She served as a member of the NCCHC–NIJ expert panel on chronic disease.

Dr. Rehtine has been honored to be the recipient of the following: the American Correctional Health Services Association Distinguished Service Award in 2003; the Armond Start Award given by the Society of Correctional Physicians in 2004; and the Bernard Harrison Award in 2009 bestowed by the National Commission on Correctional Health Care.

Walter B. Ridley

Mr. Ridley is the President/CEO of the RIDLEY GROUP and ASSOCIATES, LLC in Fort Washington, Maryland, a Criminal Justice and Faith-Based Consulting Firm. With over 40 years of public service and an undaunted commitment to human service and community ministry, he has helped numerous organizations design solutions for complex problems. Mr. Ridley public service career was as follows: Program Director of a female offender RE Entry program (1971), Director of a large substance abuse program for persons under the supervision of the U.S. Probation and Parole Agency in Washington, D.C., Assistant Warden, Warden, Chair of the District of Columbia Parole Board, Associate Director, D.C. Dept. of Corrections, Deputy Director, D.C. Dept. of Corrections and Director of the D. C. Dept. of Corrections.

Mr. Ridley was born and raised in St. Louis, Missouri. He earned his Bachelors and Masters Degrees from Lincoln University in Jefferson City, Missouri. He has done post and additional graduate study in criminal justice, public administration and church administration. Mr. Ridley served in the United States Army as an officer and Aviator assigned to posts in the United States, Europe and South East Asia. Mr. Ridley's professional career covered over 28 years in criminal justice, public safety and public administration.

Mr. Ridley is a guest lecturer at George Washington University, Howard University, John Jay College of Criminal Justice, and the University of the District of Columbia, Wesley Theological Seminary, and the University of Maryland, College Park. In addition to being a criminal justice consultant, he is a frequent lecturer, speaker, consultant and instructor on church administration, and Criminal Justice issues. Mr. Ridley is an avid golfer and is now getting to enjoy Shakespeare's works and comparing them to African American life. Mr. Ridley has authored numerous articles on subjects ranging from the criminal justice system to Church management and administration.

Cornita A. Riley

Cornita A. Riley is the Deputy Chief of Operational Services with the Orange County Corrections Department where she is responsible for the oversight of all facilities within the Orange County Jail system and its more than 1,000 Correctional Officers, Detention Service Officers and related civilian staff. The Orange County Corrections Department operates the 3rd largest jail in Florida and employs over 1,700 individuals, has an operating budget of \$154.3 million, and serves the citizens of Orange County and 22 law enforcement agencies.

Deputy Chief Riley began her career in Corrections in 1981 as a Correctional Probation Officer with the Florida State Department of Corrections. In 1989, she was promoted to Probation Supervisor and continued to move up through the ranks to Assistant Superintendent, and then Regional Assistant Warden. In 1999, she moved from state corrections and joined the Orange County Government/ Corrections Department (Orange County Jail) as Manager of the Special Facilities and Inmate Services Division. In March of 2003 she was promoted to Deputy Chief of Community Corrections and Administrative Services. In October 2008 she was reassigned to the Deputy Chief of Operational Services.

Deputy Chief Riley received her Bachelor of Science Degree in Rehabilitation Services from Florida State University and her Master's Degree from the University of Central Florida in the Executive Masters in Public Administration Program. She currently serves in the following capacities: State President of the Florida Council on Crime and Delinquency, Board Director for the Central Florida YMCA Teen Achievers Program Board of Directors and Board Director for the First Florida Credit Union Board of Directors. She also holds active memberships in numerous community and criminal justice organizations. She is married and has two sons who have followed her footsteps in the field of corrections.

William J. Rivera

William Rivera joined the Orange County Corrections Department in 2004, where he is now the Manager of Human Resources. His primary areas of responsibility include Strategic Management, Recruitment, Employee and Labor Relations, Policy and Employment Law Administration, and Training and Staff Development. William has twenty-two years of progressive human resources generalist and management experience in the private and public sectors.

Prior to entering the field of Human Resources, William was a classroom teacher for nine years in The Bronx, New York. William has a Bachelors Degree in Education from The City College, New York, a Masters Degree in Education from Fordham University, and a Masters Degree in Industrial and Labor Relations from Cornell University. He is also certified as a Senior Professional in Human Resources by the Society for Human Resource Management.

Timothy P. Ryan

Timothy P. Ryan was born in Oakland, California and grew up in the community of Pleasant Hill (about 30 miles east of Oakland). He attended local public schools and graduated from college at the University of California in Berkeley in 1970. Within a month from graduation, he became a Deputy Sheriff for the Alameda County Sheriff's Office where Oakland was the largest city. For twenty-eight years, he served the Sheriff's Office rising through the ranks from Deputy to Sergeant (1974) to Lieutenant (1979) to Captain (1986) to Commander (1989). Although he had experience in patrol, courts, and county records, nearly all of his time was spent in the Alameda County Jails where for his last 10 years he reported to the Sheriff, on this, then "12th" largest system in America.

On February 2, 1998, Tim Ryan was selected as the 7th Chief of Correction for the Santa Clara County Department of Correction in San Jose, California; a system not under the Sheriff, but rather under the County Board of Supervisors (Commissioners). At the time, this was the 14th largest system with a 1,200 staff compliment (800 correctional officers), and nearly 5,000 inmates. On March 25, 2002, Tim Ryan was appointed Chief of Corrections by Orange County, Florida, Mayor Richard T. Crotty. Chief Ryan had overall administrative responsibility for nearly 4,200 inmates in custody and 7,000 in community-based programs. The Orange County Corrections Department runs the 4th largest jail in Florida and the 18th largest in the nation, employs 1,735 individuals, has an operating budget of \$135 million, and serves 22 law enforcement agencies.

On November 9, 2006, the Miami-Dade County Board of County Commissioners confirmed him as Director of the Corrections and Rehabilitation Department. He began service on December 4, 2006, for this, then, 6th largest jail system in America, leading 2,767 staff including over 2,100 certified correctional officers. He administers an operating budget of \$315 million and is responsible for 7,000 inmates in custody, 5,000 on community release, and over 300 on supervised community control. He is beginning his 3rd year of departmental leadership.

Director Ryan served as President of the national jail organization, the American Jail Association, in 2002-2003 and just completed a four-year elected position as Commissioner on the American Correctional Association's Commission on Accreditation for Corrections. He is a graduate of the 175th FBI National Academy, the 2001 Harvard JFK School of Government "Senior Executives Program", and was one of the first Certified Jail Managers in America (1997).

Shila Ann Salem

Ms. Salem is an honest, diligent, and ambitious individual. She is a team player who welcomes new challenges, embraces change and uses a "think outside of the box" approach in fulfilling of her duties. She earned a Bachelor of Science degree in Criminal Justice from Fayetteville State University in 1994 and a Master of Arts degree from Webster University in 1996. She has 15 years of work experience in the corrections field and acquired this experience in institutional and community correctional settings.

Ms. Salem's career with the Florida Department of Corrections began in 1998 at Liberty Correctional Institution as a contracted substance abuse counselor. In 1999, she began career service employment in the North Florida area as a Correctional Probation Officer. As a probation officer, she utilized her investigative, research and correctional knowledge, skills, and abilities to effectively manage an offender caseload.

In 2001, Ms. Salem was promoted to Central Office in the Bureau of Inmate Grievance Appeals as a Correctional Services Assistant Administrator. In this position, she utilized and enhanced her fact-finding skills, understanding of the Florida Statutes, Florida Administrative Code and all department rules, policies and procedures to provide a complete and accurate response to inmate grievance appeals. In 2004, Ms. Salem accepted a promotional opportunity in the Bureau of Substance Abuse Program Services. She consistently demonstrated proficiency in many correctional areas, which made it possible for her to be promoted to an Assistant Bureau Chief position.

In March 2010 Ms. Salem was selected to be the Bureau Chief of Inmate Transition for the Florida Department of Corrections. She is responsible for the daily operational and administrative functions for inmate transitional programs, including 100-hr transition program and work release centers. In addition, Ms. Salem liaises with other state and county agency representatives, the public and community-based organizations to advance the department's mission. Ms. Salem is a certified Criminal Justice addiction professional through the Florida certification Board. She often assists with special projects and is instrumental in the design and implementation of re-entry focused initiatives.

Michele M. Saunders

Michele Saunders is a Licensed Clinical Social Worker (LCSW) with over 25 years of community social work, mental health and substance abuse service provision and advocacy.

Michele is currently the Director of Community Services for Seminole County Government. In this capacity, she oversees several social service related programs to include financial assistance, community development, veteran's services, a juvenile diversion program and support to local nonprofit organizations.

Michele also coordinates and chairs the statewide Crisis Intervention Team (CIT) Coalition which is comprised of over 40 counties around the state of Florida that conduct specialized law enforcement training for effective crisis response to people with serious mental illnesses. Many of these communities also include Corrections in its training. Michele was also instrumental in developing and implementing the CIT program for Orange County, which is in its 10th year of operation. She is also a board member for CIT International.

Michele earned her Bachelor of Social Work (BSW) degree at James Madison University in Virginia and her Master of Social Work (MSW) degree from Florida State University.

Brian Schnering

Director Schnering is the Human Resources Director for the Manatee County Sheriff's Office. He has been with the Manatee County Sheriff's Office for four years after spending almost 22 years in the United States Marine Corps. He is considered a subject matter expert in a variety of areas including organizational and strategic management, human resources, risk management, operational and manpower planning. His experience is augmented with a Masters of Arts degree in Public Administration and Human Resource Management.

Mike Scott

Sheriff Scott's first experience with law enforcement came in 1986 as a probation officer. He joined the Lee County Sheriff's Office in 1988 and resigned in 2003 to run for Sheriff. When Mike Scott took charge of the Lee County Sheriff's Office in 2004, he became just the 12th person to oversee the agency since 1887. In his first year in office, the Florida Crime Prevention Association awarded him the President's Award...the highest honor given to any Chief or Sheriff in Florida for his or her progressive actions in the area of crime prevention.

Re-elected by large margins in the Primary and General Elections of 2008, Sheriff Scott continues to lead by example. You will find him in uniform nearly 100% of the time and his transportation of choice is the Crown Victoria like everyone else. Sheriff Scott makes regular visits to the correctional facilities and rolls as back up when time permits...he believes in management by walking around and frequently reminds agency members that the "top banana is supported by the bunch."

Florida's Sheriffs elected Scott to the Florida Sheriff's Association Board of Directors. He and two other Sheriffs will represent 17 South Florida counties. In addition, the Florida Department of Law Enforcement appointed Scott to co-chair the nine-county S.W. Florida Regional Domestic Security Task Force. He is a 1981 North Fort Myers High graduate and third generation native of Lee County has seen many changes over the years. His family's local roots date back to 1910 and Scott, 46, still lives in North Fort Myers with his wife Krista (21 years married) and daughters Lindsay and Mackenzie.

Mary B. Shea

Mary Beth Shea is a clinical psychologist and the Facility Recovery Coordinator at the Orlando VA Medical Center. In this position, she is spearheading the effort to bring more evidence-based practices and recovery focus to mental health services in the VA, particularly to those with serious mental illness. Dr. Shea has been with the VA since 1989, but began her work as a psychologist with the SC Department of Corrections. Most of her work has focused on post-traumatic stress and trauma recovery. She is the current president of the Florida Chapter of the US Psychiatric Rehabilitation Association. She has also been a member of National Disaster Medical Service and American Red Cross Disaster Mental Health teams since for the past 13 years, working with both victims of disasters and first responders. She has been recognized for her work by local, state, and national organizations and is excited to be meeting for her first time with the FL Council on Crime and Delinquency.

Hope J. Simpson

Hope Simpson is currently a Senior Community Corrections Officer for Orange County Corrections Department. In this capacity, Hope is a field officer in the Community Surveillance Unit and supervises offenders/defendants on home confinement as a condition of their bond or serving a court ordered sentence. She graduated from the University of South Florida with a B.A. in Criminology. She is also an intern at Park Place Behavioral Health Care Center fulfilling required clinical hours to obtain M.A. degree in Professional Counseling from Liberty University.

Hope is a member of Toastmasters Club Orange (serving as a Board Member until 2008), Florida Association of Community Corrections (Board Member), and American Psychological Association. During her 18 year criminal justice career with Florida Department of Corrections, Oklahoma Department of Corrections and Orange County Corrections Department, Hope has served in numerous capacities to include Parole Officer, Correctional Probation Officer, Community Control

Officer, Court Officer, Transportation Officer, and Sr. Community Corrections Officer and Verbal Judo Instructor.

Lauren M. Sykes

Lauren is a graduate of the University of Central Florida with her Masters Degree in Criminal Justice. Lauren also graduated from the six-week FDLE Analysts Academy where she attained certification as a Law Enforcement Analyst. Lauren started her analyst career in Crime Analysis with the Orange County Sheriff's Office analyzing property crimes and then step into the violent crime cases to include, all robberies, violent crimes against persons and homicides.

Lauren was soon promoted to an Intelligence Analyst and assigned to the Central Florida Intelligence Exchange to handle the violent crime initiative. Her professional experience includes various job assignments in the Criminal Justice field for over the past 25 years. Lauren started her law enforcement career with the Orange County Sheriff's Office and enjoys the challenge of being assigned to CFIX to monitor violent crime over a 9 county region.

Gregory Thomas

Gregory Thomas, Ph.D. is currently the Program Director for SAMSHA. Mr. Thomas has a Doctorate and Master's Degree in Counseling Psychology and a Bachelors Degree in Mental Health/ Pastoral Counseling. Dr. Thomas has been instrumental to STEPS Inc., in along with the development of community-based partnerships, provision of linkage and referrals for inmates and their families and monitoring and development of inmate re-entry plans. Dr. Thomas has worked in the Substance Abuse and Mental Health field for over seventeen (17) years. Dr. Thomas has improved service delivery by researching and introducing state of the art techniques and research-based treatment processes. His skills include comprehensive client assessments, bio-psychosocials, encompassing crisis intervention, chemical dependency, psychiatric screenings, comprehensive needs assessments, family/marital counseling and domestic violence.

Michael A. Tidwell

Michael A. Tidwell was appointed Director of the Orange County Corrections Department with the working title of Chief of Corrections, joining the agency on July 15, 2007. Chief Tidwell has administrative and command responsibilities for more than 4,000 inmates and more than 7,000 persons in Community Corrections programs such as Home Confinement, Alternative Community Service and Misdemeanor Probation and oversees an annual operating budget of more than 158 million dollars and a staff of more than 1,800 employees.

Prior to his appointment, Chief Tidwell retired as Jail Director from Seminole County and also served as the Osceola County Jail Director for 5 years. He has over 35 years of experience – with 30 of those years in corrections administration and law enforcement. His career began as a Military Policeman in the Washington D.C. National Guard and was called to active military service in the US Army. In 1971, he was employed as a Deputy US Marshal for the District of Columbia. It was during his tenure in the Marshal's Service that he was exposed to jail and prison operations and administration.

Chief Tidwell has served as: Deputy Sheriff, Sheriff's Sergeant, Corrections Lieutenant, Captain, and Major. At the administrative level, has served as a Warden, Associate Commissioner, Deputy Director, Superintendent, and Director of Corrections. Chief Tidwell has a Masters Degree in Human Services from Lincoln University and has additionally achieved credentials as an American Correctional

Association Certified Corrections Executive (C.C.E.) and American Jail Association Certified Jail Manager (CJM). Chief Tidwell is a native of Washington D.C. He is a family man who takes great joy in being a husband, father and grandfather.

Kathleen Turner

Kathleen Turner is the Executive Director of STEPS Inc., and has over twenty-five (25) years of experience working with criminal justice offenders in many different capacities, including offender contact and supervision as well as contract negotiation and management. She has a Master's Degree in Substance Abuse Counseling, and undergraduate degree in Criminology, and a Criminal Justice Certification that round out her academic experience. Mrs. Turner has been at the helm of STEPS Inc., since 1993 and has demonstrated her working knowledge of all concepts relative to education and outreach of offenders served. Mrs. Turner 's correctional and criminal justice experience includes design and implementation of programs in community correctional centers, work release centers, probation and restitution centers, and County Jails.

Robert Wesley

Robert Wesley has been the Public Defender of the Ninth Judicial Circuit, Orange & Osceola counties, since 2001. He is a Board certified criminal trial lawyer and has been certified by Florida and Federal courts to represent defendants in capital cases. Along with Major crimes experience, his area of emphasis is mental health law, science and policy. Wesley has spent his entire career in the criminal justice system, starting as a Parole & Probation Officer. During that service he earned a Masters degree in Criminal Justice from Rollins College.

Wesley worked his way through law school at Florida State in the RICO section of the Attorney General's office as well as assignments in criminal justice projects for the Florida Supreme Court. Wesley was the Executive Director of the Florida Sentencing Guidelines Commission, an Assistant Public Defender in Orlando, and performed capital post conviction work as the Executive Director of the Volunteer Lawyers Resource Center of Florida. In private practice for more than fifteen years, he enjoyed a statewide practice with concentration in capital cases. He lives in downtown Orlando, eight blocks from the Courthouse.

Dr. Scott Whitacre

Dr. W. Scott Whitacre has been a licensed psychologist in Florida since 1985 and has been employed by the Florida Department of Corrections at Brevard Correctional Institution for 16 years, this month. He is a Phi Beta Kappa graduate of the University of Florida with a B.A. in psychology, has his master's in clinical psychology from Duquesne University in Pittsburgh, and received his doctorate in 1983 from Florida Tech.

Dr. Whitacre is an Adjunct Professor of Psychology in Florida Tech's School of Psychology doctoral program, where he teaches Psychodynamic Psychotherapy and an annual summer mini-course in Dream Interpretation. He also teaches Abnormal Psychology at the BCC Melbourne campus. His interests in psychotherapy within the prison setting have resulted in two journal publications focused on the challenges of working with a sociopathic population. He and his wife, Jill, have been married for 33 years and have two children. Wesley is 18 and Lindsey is 25. They all live in the same house in Melbourne, along with Scott's mother and Lindsey's cat!