

# MASCA

Middle Atlantic States Correctional Association

**Co-Sponsored by the New Jersey Chapter of the  
American Correctional Association**

# Charting the Course Ahead

## The New Direction in Corrections

**82nd Annual Training Institute & Conference**

**May 24th through May 27th, 2022**





AUGUST 28 - 31, 2022

# CHICAGO

47TH ANNUAL TRAINING INSTITUTE



**TOPICS**

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- Juvenile Justice
- Leadership and Management
- Reentry
- And more!



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JOIN US IN THE  
SEVEN STARS LOUNGE

PRESIDENT'S  
RECEPTION

Meet, Eat, and Mingle!

TUESDAY, MAY 24, 2022

6:00 PM

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The MASCA Board would like to acknowledge the hard work and dedication of President-Elect, Sherry Sandler. Sherry's focus and perseverance made this conference happen.

Thank You Sherry!





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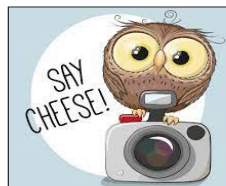
Millie Scholtz, Warden Retired  
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## #MASCA2022



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## President's Welcome Letter



Dear Colleagues,

It is with great pleasure that I welcome you to participate in the Middle Atlantic States Correctional Association's Annual Training Institute and Conference in Atlantic City, New Jersey. We are proud to have the New Jersey Chapter of the American Correctional Association as a co-sponsor this year. This Conference is designed to have something for everyone—whether you have previously attended a MASCA conference, you are starting your journey, or you are continuing your journey as a seasoned expert. MASCA is the regional premier forum for Corrections Industry Experts to share their exceptional knowledge and performance management practices.

On Wednesday May 25, 2022 we will begin with the opening plenary session, featuring the senior executives from these Agencies as our keynote speakers: New Jersey Department of Corrections Acting Commissioner Victoria Kuhn, New Jersey State Parole Board Chairman Samuel J. Plumeri Jr., New Jersey Administrative Offices of the Courts Adult Probation Chief Harriett Dickerson, and New Jersey Casino Control Commission Chairman James T. Plousis.

The opening plenary will be followed by over 25 concurrent sessions in which best-practice lecturers will present their proven strategies and real-world insights. During the conference, you will learn from the best in order to build on your own strengths and address your own opportunities for improvement. In fact, this year, we are introducing a new training event—the Emerging Leaders Program—to give our future leaders an opportunity to be provided expert leadership curriculum, and bring their questions to our tenured leaders who will provide guidance and advice. You won't want to miss the many opportunities to network and connect with industry leaders in security, education, health care, government, and nonprofit organizations; such connections build a sense of community among conference attendees and set the stage for long-term MASCA relationships. Multiple opportunities will also be available for networking with MASCA Award recipients, state and regional program leaders, and other professionals. Breakfasts, breaks, lunches and evening scheduled events provide more chances to discuss, share, and debate new ideas.

Please take the time to visit exhibitors and sponsor display tables to add to your conference learning experience, and help us extend a special recognition to this year's conference sponsors for their generous support. I am confident your participation at the Conference will result in tremendous learning and demonstrate the value of MASCA for you and for all of the agencies. Enjoy the conference experience, and please feel free at any time to give us feedback. Thanks for attending and being part of the MASCA community; we look forward to supporting you in your journey to performance excellence!

Most Sincerely,

*Paul Lagana*

Paul Lagana  
MASCA President



## President-Elect's Welcome Letter



Dear Friends and Colleagues,

It is with great pleasure that I welcome you to the Middle Atlantic States Correctional Association's Annual Training Institute and Conference in Atlantic City, New Jersey. This event is long overdue, and we are grateful that you chose to be a part of it! We have an exciting agenda planned for you over the next few days. This is the perfect venue to reconnect with old friends and colleagues, and forge new relationships with other professionals.

We at MASCA are very proud of our long-standing history of delivering quality training events. MASCA's Board of Trustees is comprised of a diverse team of busy corrections and community supervision professionals. We volunteer our time and resources because we understand the value of these conferences. Each of us has benefitted from the connections that we have made, and the discussions that we have had outside of the workplace. It makes the job a little bit easier when you have a network of people who you can count on, and who understand the demands of the work that we do. It is our mission, and passion, to provide our Membership with the tools and support that they need to succeed.

We hope that you feel the spirit of collaboration that dates back to 1938, when MASCA was established. Please enjoy the workshops and presentations. Be sure to ask questions and engage in the many discussions that will be taking place. Visit with our vendors and sponsors who are showcasing the newest technology, cutting edge equipment, and best practices in the industry. Most importantly, enjoy the conference and go back to the workplace refreshed and rejuvenated!

With Many Thanks,



Sherry A. Sandler  
MASCA President-Elect



State of New Jersey  
NEW JERSEY STATE PAROLE BOARD  
P.O. BOX 862  
TRENTON, NEW JERSEY 08625  
TELEPHONE NUMBER: (609) 292-0845

PHILIP D. MURPHY  
*Governor*

SHEILA Y. OLIVER  
*Lt. Governor*

SAMUEL J. PLUMERI, JR.  
*Chairman*

Dear MASCA Members:

On behalf of the more than 600 men and women of the New Jersey State Parole Board, it is a privilege and honor to welcome all of you to the 82nd MASCA Conference here in our wonderful state of New Jersey.

As you are all well aware, the pandemic has had an extraordinary impact on lives across the globe. Included, is the way the law enforcement community handles challenges and change. Despite COVID-19, organizations like MASCA have continued to be an important beacon cutting through such uncertainty.



Across the United States, corrections professionals have benefited from MASCA. The return of the annual conference gives you the chance to continue to learn best practices from one another and share ideas that will undoubtedly improve the criminal justice environment in which you are all such a vital part.

The fine work you accomplish in corrections is noble and your willingness to improve upon your past accomplishments speaks volumes through your mere participation in a conference like this. I encourage you to continue this important collaboration and strive to gain as much as you can from MASCA and all it has to offer.

I wish you a very informative, pleasurable, and successful conference.

Sincerely,

Samuel J. Plumeri, Jr., Chairman  
New Jersey State Parole Board





State of New Jersey

PHIL MURPHY  
Governor

CASINO CONTROL COMMISSION  
TENNESSEE AVENUE AND BOARDWALK  
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Commissioners

(609) 441-3422

May 25, 2022

Middle Atlantic States Correctional Association  
2022 Annual Conference

Dear Friends:

I am very pleased to welcome all of you to the MASCA Annual Training and Conference at Harrah’s Resort & Casino Atlantic City.

As a former Sheriff, United States Marshal for New Jersey, Chairman of the NJ State Parole Board and now as Chairman of the NJ Casino Control Commission, I share your enthusiasm for the programs, forums and events that will occur over the next three days and am happy to be back meeting in person. The last two years have been very challenging especially in the juvenile and criminal justice fields.

For your information, New Jersey Governor Phil Murphy in January of 2020 enacted an amendment to the law concerning gaming in Jersey. This change allowed for my agency to have discretion in issuing a “key license” to persons formerly convicted of offenses involving controlled dangerous substances. By opening a previously unavailable career path in one of the most regulated industries in the country, this is a real game changer and is coupled with the casinos willingness to look generally at the reentry community in a more positive light. I hope to speak more about this issue with you in the days ahead.

Again, enjoy the conference and your stay in Atlantic City.

Sincerely,

JAMES T. PLOUSIS  
Chairman

<p><b>TUESDAY MAY 24TH</b></p> <p>6:00 PM – 8:30 PM</p> <p><b>PRESIDENT’S RECEPTION</b></p> <p><b>SEVEN STARS LOUNGE</b></p>	<p><b>WEDNESDAY, MAY 25</b></p> <p>7:00 AM - BREAKFAST</p> <p>8:00 AM – OPENING SESSION AVALON: The Doctor, the Hitman, and the Motorcycle Gang</p> <p>12:00 PM - MASCA AWARDS &amp; SCHOLARSHIP LUNCHEON</p> <p>5:00 PM – 7:30 PM - NJACA MEET &amp; GREET RUM POINT CRAB HOUSE</p>			<p><b>THURSDAY, MAY 26</b></p> <p>7:00 AM BREAKFAST</p> <p>8:00 AM – OPENING SESSION AVALON: Crime in TV, the News, and Film: Misconceptions, Mischaracterizations, and Misinformation</p> <p>12:00 PM - NJACA AWARDS LUNCHEON</p> <p>4:30 PM – 5:30 PM MASCA’S ANNUAL MEMBERSHIP MEETING – AVALON BALLROOM</p> <p>6:30 PM – 9:00 PM - MASCA’S ENTERTAINMENT NIGHT @ THE POOL AFTER DARK</p>		
	<p><b>WEDNESDAY, MAY 25</b></p> <p>10:30am to 11:45 am</p>	<p><b>WEDNESDAY, MAY 25</b></p> <p>1:45pm to 3:00 pm</p>	<p><b>WEDNESDAY, MAY 25</b></p> <p>3:15pm to 4:30pm</p>	<p><b>THURSDAY, MAY 26</b></p> <p>10:30am to 11:45 am</p>	<p><b>THURSDAY, MAY 26</b></p> <p>1:00pm to 3:00pm</p>	<p><b>THURSDAY, MAY 26</b></p> <p>3:15pm to 4:30pm</p>
<p><b>AV 14-15</b></p>	<p>ADVERSE CHILDHOOD EXPERIENCES AND TRAUMA ON BLACK FATHERS</p>	<p>ENHANCING EVIDENCE-BASED PRACTICE IN SEX OFFENDER TREATMENT</p>	<p>IMPLEMENTING GRIEF AND LOSS SERVICES FOR INCARCERATED INDIVIDUALS</p>	<p>INTERSECTION OF ADDICTIONS, RACE, AND CRIMINAL JUSTICE</p>	<p>OFFICER &amp; STAFF WELLNESS EVENT</p>	<p>BREAK THE CYCLE - DIVERSION PROGRAM WITH A TRAUMA FOCUS</p>
<p><b>AV 18-19</b></p>	<p>ANTIFRAGILITY: THRIVING IN A WORLD OF STRESSORS, VOLATILITY, AND RANDOMNESS</p>	<p>MONITORING PROGRAM EFFECTIVENESS</p>	<p>LIKELY SCENARIOS: ROLE PLAYS TO STRENGTHEN CRITICAL THINKING</p>	<p>TRAUMA LESSONS: HALLS OF SANDY HOOK TO HALLS OF CONGRESS</p>	<p>Corrections Officer Wellness; The Road to Resilience through Peer Support</p>	<p>SELF-CARE FOR CORRECTIONS STAFF - AN AYURVEDIC PERSPECTIVE</p>
<p><b>AV 20-21</b></p>	<p>DEADLY ENCOUNTERS: THE MURDER OF CORRECTIONAL OFFICER JEFFREY A. WROTEN</p>	<p>NJ DEPARTMENT OF CORRECTIONS USE OF FORCE</p>	<p>NJ DEPARTMENT OF CORRECTIONS BODY WORN CAMERAS</p>	<p>BRIDGING THE GAP IN TODAY’S CORRECTIONAL ENVIRONMENT</p>	<p>FEATURING COP2COP</p>	<p>A CIVILIAN IN THEIR HOUSE</p>
<p><b>AV 24-25</b></p>	<p>WORK, LEAD, EMPOWER: MASCA’S WOMEN IN CORRECTIONS SERIES</p>	<p>SPECIAL DOUBLE SESSION: PROFESSIONAL PRESENCE, LEADERSHIP, AND MORALE</p>		<p>EMPARTNERSHIP: THE ART OF LEADERSHIP DEVELOPMENT FOR THE NEXT GENERATION</p>	<p>AVALON</p>	<p>EFFECTIVE EMPLOYEE ENGAGEMENT</p>
<p><b>FRIDAY MAY 27</b></p>	<p>8:00 AM BREAKFAST</p> <p>9:00 AM-11:00 AM SPECIAL CLOSING SESSION –AVALON: WHY THEY KILL Documentary Program Screening and Discussion with the filmmaker</p>					



# MASCA NIGHT



The  
Pool  
After  
Dark

THURSDAY, MAY 26  
6:30 PM - 9:00 PM

Buffet & Disc Jockey



**MASCA'S 2022 CONFERENCE COMMITTEE IS PLEASED TO ANNOUNCE THAT ALL PROCEEDS FROM ITS 2022 ANNUAL FUNDRAISER WILL BE DONATED TO THE LAW ENFORCEMENT TORCH RUN FOR SPECIAL OLYMPICS NEW JERSEY**

**Special Olympics New Jersey provides year-round sports training, competition, leadership opportunities and health screenings to 22,000 athletes and Unified Partners. All of these programs and services are always completely FREE thanks to fundraising events like the Law Enforcement Torch Run.**

**On Friday, June 10th, more than 3,000 officers will take to the streets of their local communities on one of 26 separate routes to help carry the "Flame of Hope" a distance of nearly 750 miles throughout the Garden State to raise funds and awareness for Special Olympics New Jersey.**

**Please visit their website for more information.  
<https://www.njtorchrun.org/>**

Raffle tickets will be sold in the Exhibit Hall all day Wednesday, and Thursday morning. The drawing will be held during the NJACA Awards Luncheon.



MASCA extends its genuine appreciation to our sponsors & partners who continuously lend their support

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**The New Jersey Chapter of the  
American Correctional Association  
is proud to announce its  
2022 award recipients:**

2022 President's Award

Awarded to honor

***Cavit S. Cooley***

Coordinator, Professor

Criminal Justice Program, Mercer County Community College

For demonstrating extraordinary devotion to advancing the educational mission of the  
New Jersey Chapter of the American Correctional Association

2022 President's Award for Community Partnership

Awarded to honor

***The New Jersey County Jail Wardens Association***

For fostering partnerships with organizations and individuals  
who share the goal of improving lives



## 2022 MASCA Awards Program

### **Carl Robinson Award**

This award is presented to an individual who has demonstrated extraordinary leadership and made significant contributions to the correctional field. It is named for Warden Carl Robinson of the State of Connecticut, who served on the MASCA Board of Trustees and was the posthumous recipient of the E.R. Cass Award, the highest professional honor bestowed by the American Correctional Association.

**This year's recipient of the Carl Robinson Award is:**

*Lt. Thomas Nardelli  
New Jersey Department of Corrections  
Special Operations Group Lieutenant  
NJDOC Fire Safety Manager*

### **MASCA Founder's Award**

This award is presented to an individual who has demonstrated exceptional efforts to promote professionalism in probation, parole, juvenile justice and/or corrections. It honors the legacy of commitment of the founding members of MASCA, who organized a regional professional organization in 1938.

**This year's recipient of the MASCA Founder's Award is:**

*John Cunningham  
New Jersey Police Training Commission*

### **Sal Russoniello Service Award**

This award is presented to an individual who has demonstrated extraordinary devotion to advancing the educational mission of the Middle Atlantic States Correctional Association. It is named for Sal Russoniello, a parole professional from the State of New Jersey who was the only person to serve two terms as MASCA president.

**This year's recipient of the Sal Russoniello Service Award is:**

*Joe Rizzo  
Criminal Justice Chair & Assistant Professor  
Rowan College at Burlington County*

### **Harold Miller Community Service Award**

This award is named in honor of Harold Miller of Pennsylvania, MASCA's first President Emeritus whose career included a strong personal commitment to give back to the community. The Harold Miller Community Service Award honors a criminal justice professional who exemplifies the spirit and example of Harold Miller by making a significant contribution to the betterment of the community at large.

**This year's recipient of the Harold Miller Community Service Award is:**

*Jennifer Webb-McRae  
Cumberland County Prosecutor*



## Carl Robinson Award

### **Lt. Thomas Nardelli New Jersey Department of Corrections Special Operations Group Lieutenant NJDOC Fire Safety Manager**

Lt. Nardelli began his career with the New Jersey Department of Corrections in January of 1998 as an Officer at South Woods State Prison. He became an Adjunct Training Officer after completing Methods of Instruction. He instructed line staff on the topics of Security Threat Groups, Defensive Tactics, Handcuffing, Incident Command System, Fire Safety and Extinguishers, CPR, Cell Extractions Violent Prisoner Restraint Chair placements, and Hazardous Communication-Right to Know. In 2004, as soon as he was eligible to try out for the Special Operations Group Correctional Emergency Response Team (CERT), Officer Nardelli earned a position on the team. This is when Nardelli realized his leadership potential. His team trusted and supported him, and he embraced the responsibility.

In 2005, Nardelli was promoted to Sergeant at South Woods State Prison. During his tenure as a Sergeant, Nardelli worked primarily as the Restricted Housing Unit / Extended Care Unit Sgt. He continued his role as a CERT Team Leader with the Special Operations Group and training. The NJDOC began to focus on fire safety within the Institutions and created the position of Fire Safety Officer. Nardelli was actively involved with his local fire department as a volunteer fire fighter and was President of his Fire Department. He was awarded the position and developed a great relationship with the local fire departments and local Office of Emergency Management that would respond to the prison in the event of a fire or other emergency. In 2010 he was selected to attend the Federal Bureau of Investigations Leadership and Supervision School which further enhanced his leadership skills.

In 2010, Nardelli was promoted to the rank of Lieutenant at Bayside State Prison. In 2012 the NJDOC's Special Operations Group created the COBRA Team. This team responds to all hazardous material related incidents within the NJDOC and assists the NJ State Police Hazardous Materials Unit, the FBI CBRNE Division, the National Guard Civil Support Team, and local Hazmat Teams. Lt. Nardelli is currently assigned as the Special Operations Group Lieutenant and the NJDOC's Fire Safety Manager. Under Nardelli's leadership as Fire Safety Manager, his team was able to reduce the department wide fire code violations by over 75%. He is the Commander of the COBRA Team, SORT Team Lieutenant and supervises the Institutional Fire Safety Officers at 10 Institutions. Lt. Nardelli is trained as a security auditor and also conducts security audits at various Institutions.

When the COVID 19 pandemic occurred, the Commissioner of the NJDOC recognized the need for staff and inmate testing within the Department. As a result, the COVID 19 Taskforce was created by Special Operations Group to support the logistical needs of this initiative. Lt. Nardelli was assigned as the Coordinator. Under the leadership of Lt. Nardelli, his team of 46 staff, provides logistical support by distributing testing supplies to all NJDOC Facilities and administers approximately 7,500 COVID tests on a weekly basis to NJDOC Staff and RCRP Staff and Inmates.

Lt. Nardelli is married to his wife Erin and they have 3 daughters and 2 boys.



## **MASCA Founder's Award**

### **John Cunningham New Jersey Police Training Commission**

John Cunningham began his law enforcement career in 1986 as a Correction Officer Recruit with the New Jersey Department of Corrections. John was assigned to Rahway State Prison, and during his tenure there, he was promoted into positions of increasing responsibility. While holding the rank of lieutenant, John was responsible for the supervision of a 460 bed Administrative Close Custody Unit. Later, John would be appointed as the Administrative Lieutenant where his responsibilities included employee performance assessments, employee disciplinary program, and employee commendation program,

In 2008, John was appointed as the Director of the Office of Training for the N.J. Department of Corrections. The Office of Training is responsible for the Correctional Staff Training Academy, Custody Recruitment and Investigations Unit, In-Service Training Unit, and the Departmental Ceremonial Unit. The N.J. Department of Corrections, under Police Training Commission Guidelines, operates a fifteen-week residential law enforcement academy. The academy trains Correction Officer Recruits in a variety of topics including; arrest, search and seizure, New Jersey Criminal Code, firearms, unarmed defensive tactics, motor vehicle and pedestrian stops, interpersonal communication, and first aid. During his tenure as the Director of Training, John also served as a Commissioner on the New Jersey Police Training Commission. The Commission is responsible for the standards and regulations for all law enforcement training in the state of New Jersey.

In 2013, John was appointed as the Administrator of South Woods State Prison, located in Bridgeton, N.J. As Administrator, John was responsible for the overall facility management, supervision of 1000 staff, and 3400 inmates. Following his tenure at South Woods, John was assigned as Administrator of the Albert Wagner Correctional Facility, located in Bordentown, N.J. The facility included maximum, medium, and minimum custody units; with the majority of the population being youthful offenders. The mission of the facility was to prepare the inmate population for successful reentry into their communities. John retired from the New Jersey Department of Corrections in 2015 after twenty-nine years of service. John is very proud that during his tenure as a sworn officer, he was able to serve as vice president, and then president of the Police Benevolent Association Local 105, New State Corrections Officer Association, and later as executive vice president of the New Jersey Law Enforcement Supervisors Association.

In May of 2015, John accepted a position with Education and Health Centers of America as director of Delaney Hall. The facility houses 550 residents from the Essex County Department of Corrections. Delaney Hall is tasked with educating residents on positive behaviors and the importance of responsibility, preparing them for a successful reentry into the community. In addition, the facility housed 450 level 1 detainees from the Immigration and Customs Enforcement Agency. The staff offered education and support services to the detainees, while they awaited court proceedings.

It was in 2017 that John accepted a position with the New Jersey Division of Criminal Justice, as Administrator of the Police Training Commission (PTC). John is responsible for the administrative oversight of New Jersey's sixteen law enforcement academies. The Commission staff prepare and update law enforcement training curriculum, conduct audits and inspections of training facilities, and ensure compliance with Commission rules, guidelines and directives. The PTC ensures that New Jersey officers are prepared to serve the citizens with respect and dignity.



### Sal Russoniello Service Award

**Joe Rizzo**  
**NJDOC—Retired**  
**Criminal Justice Chair & Assistant Professor**  
**Rowan College at Burlington County**

Joe Rizzo is currently the full time Criminal Justice Chair and Assistant Professor at Rowan College at Burlington County, teaching classes in Corrections, Community Corrections, Introduction to Criminal Justice, and Theories of Crime. He is a certified American Correctional Association auditor and an executive board member of the New Jersey American Correctional Association. Previous to this he has worked in Community Corrections with the Kintock Group and Urban Renewal Corp. He retired from the New Jersey Department of Corrections having achieved the title of Administrator Prison Complex.

Mr. Rizzo has served as the President of the New Jersey Association of Criminal Justice Educators and is a true expert in the field of Corrections. He has spent over 40 years working, consulting and teaching in the public and private sector.

MASCA  
 NIGHT

The  
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THURSDAY, MAY 26  
 6:30 PM - 9:00 PM

Buffet & Disc Jockey





## **Harold Miller Community Service Award**

### **Jennifer Webb-McRae Cumberland County Prosecutor**

Jennifer Webb-McRae has been the Cumberland County Prosecutor since January of 2010 (being first nominated by Governor Jon S. Corzine in 2010 and then re-nominated by Governor Chris Christie in 2016). She is the first female, first African American and first full-time Prosecutor to be renominated in Cumberland County. As Prosecutor, Jennifer is the Chief Law Enforcement Officer in Cumberland County. She is a member of the Cumberland County Bar Association, New Jersey State Bar Association and the New Jersey County Prosecutor's Association. She currently on the Executive Committee of the National District Attorney's Association (NDAA).

Prior to that position she was in private practice with Robinson, Andujar & Webb in Millville, New Jersey concentrating her practice in the areas of Criminal & Municipal Court Defense, Landlord/Tenant, Education and Real Estate Law. She also served as the Child Support Attorney for the Cumberland County Welfare Board and as solicitor for the Fairfield Township Planning Board and the Cumberland County Construction Board. Jennifer also was an Assistant Deputy Public Defender for over six years before entering private practice.

Jennifer is a graduate of Glassboro State College and Rutgers Camden School of Law. She is also a past member of the Vineland Board of Education and the Vineland Planning Board.

Since 2017, Jennifer has shepherded over \$3.9 Million in grant funds to Cumberland County to steer youth away from gangs, address trauma, treat mental health and battle opiate abuse.

Prosecutor Webb-McRae's motto for her work is "I will go anywhere, at any time to help the citizens of Cumberland County make healthy, positive choices."

## 2022 Dennis R. Martin Memorial Scholarships



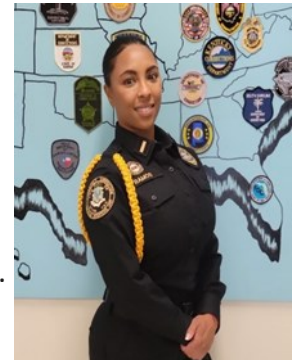
Dennis R. Martin was a visionary. His vision of criminal justice reflected his personal values: professionalism, inclusiveness and integrity.



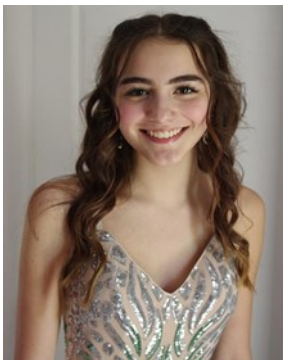
Each year MASCA awards academic scholarships to individuals pursuing a degree beyond secondary education in the criminal justice field. MASCA presents annual scholarships in memory of those members who dedicated their lives to the improvement of the justice system and consistently advocated the need for the exchange of ideas for growth and change among member states. The scholarships are named in honor and memory of Mr. Dennis R. Martin. Dennis was a long standing MASCA Board member dedicated to the MASCA mission, especially to continuing the tradition of awarding scholarships to assist those advancing in their corrections careers. He held many MASCA offices, including President of the MASCA Board of Trustees, MASCA Scholarship Committee Chair, and was serving as MASCA Board Vice-president at the time of his death in 2010.

### Casey Ann Ramos Albertus Magnus College

Casey Ann Ramos is currently employed as a Lieutenant with the Connecticut Department of Corrections and attending Albertus Magnus College as a Criminal Justice graduate student. Her graduate GPA is 4.00. Her goals are to continue to develop experience, skills, and knowledge so that she can lead by example, mentor other staff members, and be someone who develops tools and guidelines for offenders that would



### Devyn DeLuca Rowan College at Burlington County



Devyn DeLuca - Currently a student at Rowan College at Burlington County. She is a freshman with a 3.375 GPA in Health Science. She plans to change her major to Criminal Justice. Her goals at present are to work as an investigator (interested in forensics investigations) or a correctional officer. She wants to "make a difference and protect everyone I possibly can". She lives in Cherry Hill, NJ.

## 2022 Henry Alexander Scholarship

**Henry Alexander** is retired after a 40-year career with the Maryland Division of Parole and Probation and is a long-standing MASCA Board member. He is the only person to hold the office of MASCA President for three (3) terms. He was named the MASCA President Emeritus in 2013. He has also served as a MASCA Conference Program Committee Chair, MASCA Historian, and is currently the MASCA Scholarship Committee Chair.



### **DaMarea Atkinson Mt. St. Mary's University**

DaMarea Atkinson is currently a student at Mt St Mary's University. She is a sophomore with a 3.46 GPA in Criminal Justice/Sociology. Her current career goals are to work as an agent or analyst for the FBI or attend law school with a goal of becoming a prosecutor. She wants to "help others and pursue justice for all." She is a member of the National Society of Leadership and Success, the Criminal Justice Student Association, and the Dance Team at Mt St Mary's. She lives in Hagerstown, MD.

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# *Opening Session & Welcome*

**May 25, 2022  
8:00 AM**

*Commissioner Victoria Kuhn,  
New Jersey Department of Corrections*

*Chairman Samuel J. Plumeri, Jr.,  
New Jersey State Parole Board*

*Chief Harriett Dickerson,  
Adult Probation,  
New Jersey Administrative Offices of the Courts*

*Chairman James T. Plousis,  
Casino Control Commission*

# Featured Session

May 25, 2022  
9:00 AM

**Annie McCormick**



## ***The Doctor, the Hitman, and the Motorcycle Gang*** Book Review and Q&A with the Author

HE HAD A LICENSE TO PRESCRIBE AND A MOTIVE TO KILL

A prominent New Jersey doctor and members of a notorious outlaw motorcycle gang transform the doctor's office into a drug ring pumping thousands of highly addictive opioid pain pills onto the streets in exchange for cash. Everything was going smoothly until one person discovered their plan: the doctor's wife. When she threatened to divorce him, the doctor's unholy alliance with his partners in crime turned deadly and the doctor hired a hitman to kill her.

THE DOCTOR, THE HITMAN, AND THE MOTORCYCLE GANG: The True Story of One of New Jersey's Most Notorious Murder for Hire Plots is the true story of the murder of April Kauffman, a beloved and vivacious local radio personality and veterans' advocate who was found shot to death in the bedroom of her home in Linwood, the affluent town just outside Atlantic City, New Jersey, in May of 2012. In the months leading up to her death, she had uncovered a tangled web of deceit surrounding her husband. She feared he was trying to kill her and that he may harm her family.

Her daughter, Kim Pack, never doubted her stepfather Dr. James Kauffman was responsible somehow. Reporter Annie McCormick met Kim Pack on the first anniversary of Kim's mother's murder. Over the next five years, McCormick tracked the case even as few clues emerged. She continued to gather information, sorting through gossip, rumors and facts to uncover the doctor's web of lies. Dr. Kauffman shunned the media and his stepdaughter, moving on with his life in the very same town. Meanwhile, investigators uncovered how the doctor worked with the outlaw motorcycle gang, the Pagans, to run a prescription pill mill out of his New Jersey Office. More illegal deeds would catch the attention of The FBI and DEA. The twists and turns of Dr. Kauffman's lies and schemes would leave Kim Pack, her tight-knit New Jersey community, and even investigators shocked.

The murder case, which has received national attention, was the subject of a 20/20 episode on ABC in the spring of 2018. In THE DOCTOR, THE HITMAN, AND THE MOTORCYCLE GANG, McCormick details the twists and turns in the investigation that dragged on for years until investigators caught an unexpected break that sparked a string of arrests including the arrest of the doctor and several former members of The Pagans. Nearly six years later, authorities charged her husband, Dr. James Kauffman, with her murder. In 2018, a jury convicted a former leader of the Pagans Motorcycle Club with helping to carry out the murder. McCormick includes never before seen or heard details from the investigation through her years of covering the case and she documents the relentless search for justice by April's family, friends, and her daughter.

### AUTHOR BIO


Annie McCormick began her career in journalism as a photo intern in The White House during The Clinton Administration. During her Senior year at Muhlenberg College she interned for The Morning Call newspaper in Allentown, PA. After graduation in 2001, she worked as freelance photojournalist for newspapers and wire services in the tri-state area including The New York Times, the Associated Press, The Philadelphia Daily News, US Weekly and Star magazines, among others.

Annie's television news career took her across the country to stations in Texas, New Mexico then on to Harrisburg and Philadelphia, Pennsylvania.

Annie won several Associated Press awards and was Emmy nominated in both New Mexico and Pennsylvania for stories about the paranormal and crime. In 2012, she was named the Media Advocate of the Year by the Dauphin County Victims Witness Assistance Program. In 2017 The International Association of Firefighters, Local 22, named Annie the "Media Person of the Year".

She graduated from Muhlenberg College in Allentown, PA with a major in Communications and minor in Music. She is a South Jersey native and a graduate of Moorestown High School in Moorestown, NJ.

Annie lives in Philadelphia with her Shih Tzu Gigi.



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SCAN ME



# Opening Session

May 26, 2022  
8:00 AM

**Dr. Beth Aduato**



## ***Crime in TV, the News, and Film: Misconceptions, Mischaracterizations, and Misinformation***

Book Review and Q&A with the Author

In her upcoming book, *Crime in TV, the News, and Film: Misconceptions, Mischaracterizations, and Misinformation*, Dr. Beth Aduato and colleagues discuss the disconnect between crime (and criminals) in the real-world and the way crime is represented in American crime dramas, news, and movies. They highlight the nature of crime, victim, and offender representations and the causes and impacts of the disconnect between media and the real-world.

### **AUTHOR BIO**

Dr. Beth Aduato is an Associate Professor in the Department of Criminal Justice at Saint Peter's University. She has a B.A. in English from Rutgers University, graduating with highest honors, college honors, and as a member of Phi Beta Kappa. She went on to earn an M.A. in Criminal Justice and a Master's in Public Affairs and Politics from the Bloustein School of Planning and Policy—all at Rutgers. During graduate school, she was the recipient of an Excellence Fellowship and a Raimondo Fellowship through the Eagleton Institute of Politics. Through the Raimondo Fellowship, Dr. Aduato worked at the Office of Legislative Services in the Department of Public Safety. Her work included a study of Edna Mahan Women's Correctional Facility and resulted in a presentation to the New Jersey State Legislature. She received a Ph.D. in 2011, also from Rutgers, and her dissertation, *Fanning the Flames: Televised, Professional Football and Domestic Violence* has been made into a book. Dr. Aduato has written articles for peer-reviewed journals, government publications, book reviews, encyclopedias, and has made numerous conference presentations, as well as contributions to documentaries on gender issues. In 2011, when President Barack Obama issued his "Dear Colleague" letter expanding Title IX to include investigations of all accusations of sexual assault on college campuses, Aduato was the keynote speaker at the Department of Justice. She is also the author of *Grammar for Grownups and Life's a Mother*, a novel about single moms. Dr. Aduato has recently signed a contract with Lexington Books, for a peer-reviewed book, *Perps, Vics, Murder, & DNA: Sorting Out Truth from Fiction on TV*. The book is expected to have a 2021 release.

Before her academic career, in 1996, Aduato became a news anchor/reporter in Alpena, Michigan, at the smallest CBS affiliate in the country. From there, she became the morning anchor at WICU-TV in Erie Pennsylvania. She was then the first woman to anchor the sports in Birmingham, Alabama at WIAT-TV. Next, she worked for Metro TV in New York City, Court TV, and at News 12 NJ from 2005 through 2013. As an actor, she has appeared as a news reporter on *Law & Order: Criminal Intent*, *Cupid*, and *The Following*.

Dr. Aduato is the founder of the L.I.N.D.A. Organization, a non-profit that collects and distributes new and gently used cosmetics, toiletries, and other necessary items that may be financially out of reach for women whose lives have been temporarily disrupted by some aspect of criminal justice. Please visit <https://www.wearelinda.org/>

# Closing Session

May 27, 2022  
9:00 AM



**GIUSEPPE M. FAZARI, Ph.D.**

## **WHY THEY KILL: THE ABC'S OF THE PHANTOM COMMUNITY ON INMATE REINTEGRATION**

Documentary Program Screening and Q&A with the Filmmaker

*Why They Kill* is an award-winning documentary that explores the violentization process.

The concepts of the film have been used as a basis by criminal justice stakeholders to intervene in the lives of “at-risk” persons with the aim to divert them from the circumstances and networks that support and widen violent socialization and culture. While tailored approaches have materialized in the application of its principles, policy leaders and practitioners have generally used the violentization framework to review procedures and programs in developing and bolstering strategies to address the actions and implications of violence-prone individuals in the criminal justice and juvenile justice system.

Why do some men, women, and even children assault and murder? This age-old question led to the breakthrough research and singular theory which comprehensively explains how violent criminals develop, how violent communities are created and transformed, and how violent acts are committed and prevented. Based on the critically acclaimed book by the Pulitzer Prize winning author, Richard Rhodes, *Why They Kill* is a startling exploration into the four-step “violentization” process. This feature documentary elucidates how this process unfolds by exploring the stages developed by the renowned criminologist, Lonnie H. Athens, D.Crim., and the strategies in preventing and breaking the cycle so that reintegration efforts reduce the likelihood of recidivism. The follow-up dialogue will discuss how specific experiences and progression through the framework impacts perspectives and how corrections leadership and training units can incorporate the principles into their risk assessment of inmates. The process of enhancing a risk assessment model (which is empirically grounded), builds upon trauma-induced awareness and is particularly relevant for correctional institutions in their ongoing reform efforts.

The documentary has been featured across 10 states including a live television broadcast on FOX last Thanksgiving. The screening and subsequent discussion of the film includes a presentation and a question and answer session to achieve the following four learning objectives:

- 1) Review the Violentization Diagnostic Checklist, developed by Lonnie H. Athens, D.Crim., in considering how to incorporate it into the practices of assessing and processing the assorted tiers of inmates.
- 2) Review and understand the extraordinary impact that “phantom communities” have on perspectives and in so doing, clarifies the misconceptions that criminal justice stakeholders and partners have regarding the use of violence and its consequences as it is perceived from the point of view of the offender.
- 3) Review the literature on traumatic stress responses and evaluate preventative programs and resources which can be instituted as a part of corrections practices in support of reintegration and reform efforts.
- 4) Assess and synthesize the relative risk posed by the offender on the basis of empirically grounded findings vis-à-vis the onset of brutalization, belligerency, violent performances, and virulency.

## FILMMAKER BIO

Giuseppe M. Fazari is a faculty member in the Criminal Justice Department at Seton Hall University where he also served as an Assistant Dean of Continuing Education and Professional Studies. Before returning to academia, he was the Trial Court Administrator (TCA), Chief Administrative Officer for the Superior Court of New Jersey, Union Vicinage where he had overall responsibility in the areas of financial management, human resources, information systems, caseflow management, probation services, jury utilization, facilities, records management, and court services and projects. Prior to being appointed TCA, he served the New Jersey Judiciary for 10 years in Essex Vicinage, the most voluminous district of the state, which averaged 150,000 filings a year among its case management divisions. During his tenure in Essex, Dr. Fazari served in the Criminal, Civil, and Operations Divisions eventually culminating his employment in the district as the Assistant Trial Court Administrator, Chief Operations Officer.

Dr. Fazari is also faculty for the National Center for State Courts where he teaches caseflow management and court performance standards. He has served as a consultant for several domestic and international organizations including the Rodrigo Lara Bonilla Judicial Training School of Columbia, Supreme Court in Ukraine, and the Federal Judiciary and National Industrial Court of Nigeria where his areas of expertise included case management, court security, and business process reengineering. He was a Lead Developer and Subject-Matter Expert for the National Association for Court Management's (NACM) Core Competencies for Court Administrators. He has been published in the Court Manager, International Journal for Court Administration, Campus Law Enforcement Journal, and Federal Probation journals, the National Center for State Courts' report series Trends in State Courts, and co-authored the NACM professional guides on court security, business continuity management, court administration, and chaired the publication Achieving and Sustaining the Green Court. He is the co-author of the book, Historical Dictionary of American Criminal Justice. Dr. Fazari is the writer, director and producer of the award-winning feature documentary, Why They Kill, based on the book by the Pulitzer Prize-winning author, Richard Rhodes. The film distributed by the Films Media Group in New York City is also featured on Amazon Prime Video.

He holds a Ph.D. in higher education administration from Seton Hall University where he also earned a Master of Public Administration and a Bachelor of Arts in criminal justice. He is a Harvard-trained consultant and completed a postgraduate certificate in U.S. law and methodologies from New York University. He is a Fellow of the Institute for Court Management and was the recipient of the Vice-President' Award of Merit for Applied Research. He is a Past President of the New Jersey Association of Criminal Justice Educators and was awarded the Jack A. Mark Award in recognition for his contributions to the field of criminal justice.



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Middle Atlantic States Correctional Association

**2022 MASCA Conference Agenda**

**Tuesday, May 24, 2022**

- 2:00 pm – 6:00 pm**      **Early Registration/Welcome Committee**
- 6:00 pm – 8:30 pm**      **President’s Reception at the Seven Stars Lounge**

**Wednesday, May 25, 2022**

- 7:00 am – 8:00 am**      **Registration and Breakfast**
- 8:00 am – 9:00 am**      **Opening Session, Welcome Remarks**
  - ***Commissioner Victoria Kuhn, New Jersey Department of Corrections***
  - ***Chairman Samuel J. Plumeri, Jr., New Jersey State Parole Board***
  - ***Chief Harriett Dickerson, Adult Probation, New Jersey Administrative Offices of the Courts***
  - ***Chairman James T. Plousis, Casino Control Commission***
- 9:00 am – 10:15 am**      **Featured Session**
  - ***Author Annie McCormick: The Doctor, The Hitman, and The Motorcycle Gang***
- 10:30 am – 11:45 am**      **Breakout Sessions**
- 12:00 pm – 1:30 pm**      **MASCA Awards and Scholarship Luncheon**
- 1:45 pm – 3:00 pm**      **Breakout Sessions**
- 3:15 pm – 4:30 pm**      **Breakout Sessions**
- 5:00 pm – 7:00 pm**      **New Jersey Chapter American Correction Association, New Jersey County Jail Warden’s Association, and CFG Health Systems**
  - ***Meet & Greet Networking Event, Rum Point Crab House***





Middle Atlantic States Correctional Association

**Thursday, May 26, 2022**

- 7:00 am – 8:00 am      Registration and Breakfast**
- 8:00 am – 9:00 am      Opening Session**
- *MASCA Past President Lavonya Douglas, Emerging Leaders Program*
- 9:00 am – 10:15 am      Featured Session**
- *Author Dr. Beth Adubato: Crime in TV, the News, and Film: Misconceptions, Mischaracterizations, and Misinformation*
- 10:30 am – 11:45 am      Breakout Sessions**
- 12:00 pm – 1:30 pm      NJACA Awards Luncheon, Fundraiser Raffle Drawing**
- 1:45 pm – 3:00 pm      Special Officer & Staff Wellness Event**
- *featuring COP2COP, a 24/7 confidential peer support for New Jersey law enforcement officers and their families.*
- 3:15 pm – 4:30 pm      Breakout Sessions**
- 4:30 pm – 5:00 pm      MASCA Annual Membership Meeting**
- 6:30 pm – 9:00 pm      MASCA Entertainment Night at The Pool After Dark**

**Friday, May 27, 2022**

- 8:00 am – 9:00 pm      Breakfast**
- 9:00 am – 11:00 am      Closing Session**
- *Filmmaker Giuseppe M. Fazari, Ph.D., WHY THEY KILL: The ABC's of the Phantom Community on Inmate Reintegration, Documentary Program Screening and Discussion*



## 2022 MASCA Conference Activity Schedule

Activity	Time	Location
<b><i>Tuesday, May 24, 2022</i></b>		
Early Registration/Welcome Committee	2:00 pm – 6:00 pm	Avalon Reception Desk
Hotel Check In	Beginning at 4:00 pm	Hotel Lobby
President's Reception	6:00 pm – 8:30 pm	Seven Stars Lounge
<b><i>Wednesday, May 25, 2022</i></b>		
Registration and Breakfast	7:00 am – 8:00 am	Avalon Reception Desk
Fundraiser Raffle Ticket Sales	7:00 am – 4:30 pm	Avalon Ballroom
Opening Session, Keynote Speakers	8:00 am – 9:00 am	Avalon Ballroom
Featured Session	9:00 am – 10:15 am	Avalon Ballroom
Workshops	10:30 am – 11:45 am	Various breakout rooms
MASCA Awards & Scholarship Luncheon	12:00 pm – 1:30 pm	Avalon Ballroom
Workshops	1:45 pm – 3:00 pm	Various breakout rooms
Workshops	3:15 pm – 4:30 pm	Various breakout rooms
NJACA, NJCIWA, CFG Meet & Greet	5:00 pm – 7:00 pm	Rum Point Crab House
<b><i>Thursday, May 26, 2022</i></b>		
Registration and Breakfast	7:00 am – 8:00 am	Avalon Reception Desk
Fundraiser Raffle Ticket Sales	7:00 am – 1:30 pm	Avalon Ballroom
Opening Session	8:00 am – 9:00 am	Avalon Ballroom
Featured Session	9:00 am – 10:15 am	Avalon Ballroom
Workshops	10:30 am – 11:45 am	Various breakout rooms
NJACA Awards Luncheon	12:00 pm – 1:30 pm	Avalon Ballroom
Officer & Staff Wellness Event	1:45 pm – 3:00 pm	Avalon Ballroom
Workshops	3:15 pm – 4:30 pm	Various breakout rooms
MASCA Annual Membership Meeting	4:30 pm – 5:00 pm	Avalon Ballroom
MASCA Entertainment Night	6:30 pm – 9:00 pm	The Pool After Dark
<b><i>Friday, May 27, 2022</i></b>		
Breakfast	8:00 am – 9:00 pm	Avalon Ballroom
Closing Session	9:00 am – 11:00 am	Avalon Ballroom

Wednesday May 25, 2022 – 10:30am-11:45am

**Workshop Title:** [Adverse Childhood Experiences and Trauma on Black Fathers](#)

**Presenter:** Johnny Alexander - MSW, LICSW, ACSW, SA – U.S. Probation & Pretrial Services Officer

**Agency:** Northern District of Georgia – U.S. Probation Office

**Workshop Description:** Black fathers involved in the criminal justice system who are exposed to adverse childhood experiences before eighteen may be at a higher risk for depressive disorders as adults. Childhood adversities that occur before the age of eighteen have shown to have severe negative impact in their lives as children as well as poor outcomes in their adult lives (Salinas-Miranda et al., 2019). The victim may be at increased risk of experiencing homelessness, substance misuse, suicide, and mental health issues such as post-traumatic stress, depression, and anxiety at a higher rate than the regular population (Al-Shawi & Lafta, 2019). The workshop will discuss and examine if and to what extent trauma and adverse childhood experiences impact the lives of Black fathers incarcerated who have experienced trauma or one of the ten indicators of adverse childhood experiences.

**Workshop Title:** [Antifragility: thriving in a world of stressors, volatility, and randomness](#)

Presenters:

- Dennis H. Sandrock, PhD, CCHP, CCHP-MH, Director of Mental Health for Corrections
- Joel Friedman, PhD, Clinical Director

**Agency:** CFG Health Systems, LLC

**Workshop Description:** In 2019 the New Jersey State Attorney General issued the “Officer Resiliency Directive,” a first-in-the-nation statewide program to support the emotional and psychological well-being of law enforcement officers. It was put forth to assist in the awareness and management of the inherent stress and trauma that is experienced on a daily basis by most law-enforcement professionals including police, first responders, corrections officers, and parole officers. The directive required that each state, county, and local law enforcement agency designate a “Resiliency Program Officer” (RPO), who will be specially trained in helping officers handle the daily stress of police work. The concept of a resiliency officer was to embolden the efforts to help individuals deal with the direct and indirect stressors that occur as part of their daily work. Until recently, personal resiliency was seen as the ideal outcome, to decrease individual fragility in response to stressful events. To be fragile implies that stressful events are negative in that they cause harm or disruption to the individual. Many have considered the opposite of fragile to be resilient or robust, which implies not being affected by the stressor. Conceptually, that is the equivalent of saying that the opposite of negative is neutral. More recent developments have suggested that the true opposite of fragility is a condition where one grows from, develops, or gets stronger, as a result of stressful events or chaotic unpredictability. That condition is called antifragility and is the topic of the current presentation. The current presentation will present the theoretical underpinnings of antifragility and practical applications of it to human functioning and adaptation in the face of stressful events. Participants will see that what is generally called resiliency as a form of stress management, has within it many components of antifragility.

**Wednesday May 25, 2022 – 10:30am-11:45am**

**Workshop Title:** [Deadly Encounters: The Murder of Correctional Officer Jeffrey A. Wroten](#)

**Presenter:** Mark W. Radcliff – Special Projects Coordinator

**Agency:** MD Police & Correctional Training Commissions

**Workshop Description:** The Maryland Police and Correctional Training Commissions have developed a case study training presented by Mark W. Radcliff, Special Projects Coordinator. This 3-hour training is available for Administrators, Case Managers, Criminal Justice Program Supervisors, Community Supervision Staff, Correctional Healthcare Providers, Mental Health Clinicians, Security Staff, Homicide Investigators, and other public safety professionals.

Officer Jeffery Wroten succumbed to a gunshot wound sustained while guarding an inmate at Washington County Hospital in Hagerstown, Maryland in 2006.

The inmate who was receiving treatment in the hospital, was able to gain control of Officer Wroten's service weapon and shot him once in the face.

Officer Wroten had served with the Maryland State Division of Correction for 4 years, and was assigned to medium-security Roxbury Correctional Institution. He had previously served with the Florida Department of Corrections and West Virginia Department of Corrections. He is survived by his son, four daughters, mother, three sisters, and three brothers.

**Workshop Title:** [Work, Lead, Empower; MASCA's Women in Corrections & Community Supervision Series](#)

**Panelists:**

- Victoria Kuhn, Commissioner, NJ Department of Corrections
- Martha Danner, Director, Division of Parole and Probation, Maryland Department of Public Safety and Correctional Services
- Harriett Dickerson, Chief, Adult Probation, New Jersey Administrative Offices of the Court
- Dr. Patricia McKernan, Chief of Staff, Gaudenzia
- Sherry Sandler, MASCA President-Elect (Moderator)

**Workshop Description:** Gender diversity is vital to any workplace, including corrections, probation, and parole agencies. Diverse teams collaborate more effectively, make better decisions, and have access to a greater range of talent.

For many women, finding connection and support at work is a major challenge. According to LeanIn.org, about 20% of women say they're often the only woman in the room at work. And since most senior leaders are men, women have less access to mentors, sponsors, and role models who can relate to their experiences.

Join us for a lively discussion with several female key figures and role models in corrections and community supervision as they reflect on the challenges and triumphs of working in today's correctional environment.



**Wednesday May 25, 2022 – 1:45pm-3:00pm****Workshop Title:** [Enhancing Evidence-Based Practice in Sex Offender Treatment](#)**Presenter:** Dr. Gene I Katz**Agency:** Colorado Technical University

**Workshop Description:** This presentation is designed to address correctional executives, policy designers, and treatment providers who oversee the mental and behavioral interventions of adults and juveniles convicted of sexually-based offences. Through the lively, informative lecture, PowerPoint and handout materials, attendees will come away understanding how Evidence-Based Practice (EBP) is a specific protocol -- unlike "Best Practices," which is a more informal term, subject to interception. More significantly, attendees will also learn some positive ways to enhance and expand the implementation of EBP within the correctional setting, to the extent feasible, in the mental and behavioral treatment programs used with sex offenders. The National Institute of Corrections, along with the American Psychological Assn, the American Psychiatric Assn, and the American Assn of Social Workers, among other related authoritative agencies, recognize and promote the EBP protocol as the "standard of care" in psychotherapy and counseling. However, the exigencies and goals of the correctional environment generally exclude employing EPB within offender treatment programs. This presentation offers numerous practical steps for greater inclusion of EPB, which would also serve to support more effective and positive treatment outcomes, leading to safer communities.

**Workshop Title:** [Monitoring Program Effectiveness – Community Based Corrections](#)**Presenters:**

- Dave Sullivan - CPA, Manager
- Rick Hoyt - Senior Consultant

**Agency:** Mercadien, P.C., Certified Public Accountants

**Workshop Description:** This workshop focuses on a discussion of the various methods of designing assessments for program effectiveness monitoring. These assessments typically take the form of performance audits, particularly in the governmental setting. Audit objectives that focus on program effectiveness and results typically measure the extent to which a program is achieving its goals and objectives. The assessment may also include internal control and compliance objectives since poor internal controls and non-compliance often are a cause of unsatisfactory program performance. The workshop will address the development of best practices and how to implement effective corrective action.



## MASCA Annual Membership Meeting

**Thursday May 26, 2022 ~ 4:30 pm ~ Avalon Ballroom**

**All are welcome!**

**Workshop Title:** [Use of Force](#)

**Presenter:** TBD

**Agency:** New Jersey Department of Corrections

**Workshop Description:**

**Workshop Title:** [Professional Presence, Leadership, and Morale](#)

**Presenter:** John Cunningham, Administrator

**Agency:** New Jersey Police Training Commission

**Workshop Description:** This special double session focuses on the importance of professional presence, including, words, knowledge, demeanor, and personal presentation. The presentation will cover qualities of a good leader, and how to build the morale of your staff. The audience will have an opportunity to participate, and exchange ideas in this very interactive format.



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**Workshop Title:** [Implementing Grief and Loss Services for Incarcerated Individuals](#)

**Presenters:**

- Dr. Helena Lewis - SUD Treatment Director at New Jersey Association on Corrections
- Dr. Asa Paris

**Agency:** New Jersey Association on Corrections

**Workshop Description:** This workshop explores the need for grief and loss mental health services in the age of COVID-19. Both clinical and practical tools for intervention, advocacy, and strategies for implementing services will be provided.

**Workshop Title:** [Likely Scenarios: Role Plays to Strengthen Critical Thinking](#)

**Presenter:** Alisa Smedley – Correctional Education Trainer

**Agency:** Coach Smedley’s Training Center

**Workshop Description:** This workshop will provide demonstrations for role plays using scripted and open-ended scenarios. Scenario topics will include job seeking, life skills, and communication. Participants will learn strategies to engage learners while equipping them with skills needed for successful reintegration after release. A framework for creativity designing role plays will also be discussed and a tool will be provided.

**Workshop Title:** [Use of Body Worn Cameras](#)

**Presenter:** TBD

**Agency:** New Jersey Department of Corrections

**Workshop Description:** TBA

**Workshop Title:** [Professional Presence, Leadership, and Morale, Part 2](#)

**Presenter:** John Cunningham, Administrator

**Agency:** New Jersey Police Training Commission

**Workshop Description:** This special double session focuses on the importance of professional presence, including, words, knowledge, demeanor, and personal presentation. The presentation will cover qualities of a good leader, and how to build the morale of your staff. The audience will have an opportunity to participate, and exchange ideas in this very interactive format.

**Workshop Title:** [Intersection of Addictions, Race, and Criminal Justice](#)**Presenter:** Johnny Alexander - LICSW, MSW, ACSW, M – U.S. Probation & Pretrial Services Officer**Agency:** Northern District of Georgia – U.S. Probation Office

**Workshop Description:** The continuing fight for racial equity and social justice has increased focus on racial inequities in the criminal justice system and prompted discussion about the relationship between criminal justice and addiction treatment. Mandating individuals to treatment has led to dependency between the treatment and the criminal justice systems. Has this relationship caused disparate negative impacts on Black, Indigenous, and people of color (BIPOC)? Has it contributed to trauma and victimization of BIPOC populations with substance abuse disorders? Join us as we explore the intersection of criminal justice addiction treatment, and race.

**Workshop Title:** [Trauma Lessons: Halls of Sandy Hook to Halls of Congress](#)**Presenter:** Brad Cole, Executive Director & All-Hazards Psychological Trauma Responder**Agency:** K9 First Responders

**Workshop Description:** Workforce wellness, and mental health in particular, is a concern within Corrections. How do we cost effectively help those in need? Especially during and after a critical incident. Bradford Cole's decade of experience helping Corrections addresses this issue comes from a unique perspective. He will share trauma lessons learned within Corrections but also from other public safety agencies who responded to Sandy Hook, Boston Marathon, Parkland, Pittsburgh and US Capitol. The goal is to broaden the understanding of trauma in general but also provide information to assist correctional leaders in updating their approach to trauma support.

**Workshop Title:** [Bridging the GAP in Today's Correctional Environment](#)**Presenters:**

- Anthony Gangi – Host of Tier Talk
- Constantine Alleyne – Founder of Civilian Corrections Academy

**Workshop Description:** This workshop will provide an interactive discussion on correctional leadership, inmate manipulation, working with civilians, staff's mental health and well-being, etc. The discussion is driven by audience participation and is centered around the importance of working together as a team. No matter what department you work for, or what level you are at, there will be tons of value shared that can easily be applied to today's correctional environment.



Thursday May 26, 2022 – 10:30am-11:45am

**Workshop Title:** [Empartnership: The Art of Leadership Development for the Next Generation](#)**Presenter:** Sheila Trapp**Agency:** S. Renee Consultant Group

**Workshop Description:** Given the numerous issues we have experienced with COVID-19, employment, and leadership amid the pandemic, exploring options that ignite a new leadership approach is timely. Leadership renovation in a framework of empowerment and partnership is necessary for healthy organizational change post-pandemic. The leaders of tomorrow are looking for more than an opportunity; they are looking to partner with an organization that not only appreciates their talents, abilities, and gifts but empowers the use of all they bring to the table. This new leadership approach is coined "Empartnership." In the heart of leadership development, the following are vital keys for producing excellence in the next generation of leaders:

- Prioritizing inspiration
- Co-ownership
- Sincerity
- Arena with the lack of judgment
- Encouraging how and when to use their brilliance



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**Thursday May 26, 2022 – 1:00pm-3:00pm**

**Workshop Title:** Corrections Officer Wellness; The Road to Resilience through Peer Support

**Presenters:**

Cherie Castellano LPC Rutgers National Center for Peer Support,

Marie Vogel LPC Program Coordinator Cop 2 Cop & 4Blue Nj peer program

David Oppman Retired Corrections Officer Supervisor -Cop 2 Cop /4Blue peer program

**Agency:** Cop 2 Cop

Workshop Description: After a series of police suicides from 1996 to 1998, community leaders in New Jersey believed that law enforcement professionals needed a confidential, safe outlet where they could talk to peers who could understand and provide support without judgment.

In 1998, the Department of Personnel, mandated by P.L. 1998, c. 149, established a statewide “law enforcement officer crisis intervention services” hotline. In 2000, the Department of Personnel contracted with Rutgers University Behavioral Health Care (UBHC) to provide crisis intervention services to the law enforcement community. As a result, RBHS developed the COP2COP program, which is the first program of its kind in the nation to focus on suicide prevention and mental health support for law enforcement officers. The program is supported by the Body Armor Replacement Fund.

This New Jersey law has helped COP2COP become an essential program for law enforcement officers, helping to avert more than 300 suicides in its nearly 20 years of existence. Though statistics have not been compiled nationally, most law enforcement experts believe the police suicide rate is higher than those of the general population, but because suicides among police officers are often reported as accidents or met with official silence, definitive numbers are hard to come by.



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Thursday May 26, 2022 – 3:15pm-4:30pm

**Workshop Title:** [Break the Cycle – Diversion Program with a Trauma Focus](#)

**Presenter:** Daniel Emr - Executive Director

**Agency:** Worthwhile Wear Inc.

**Workshop Description:** We will hear from the founder and executive director of Worthwhile Wear, Dan Emr, who over the past 10 years has worked with his team to create a comprehensive and holistic approach to help survivors of trafficking and sexual assault address past trauma. Worthwhile Wear offers the most comprehensive services to survivors of trafficking in the state of Pennsylvania, and does so by offering community outreach, housing, trauma care, and employment. This workshop will focus on the effectiveness of breaking cycles of recidivism when we aim our efforts at an individual's underlying and less seen trauma.

**Workshop Title:** [Self Care for Corrections Staff – An Ayurvedic Perspective](#)

**Presenter:** Diane Barber - Chief Probation Officer, CT (Ret.)

**Workshop Description:** Participants will receive an overview of Ayurveda (the science of life), and apply simple practices for daily living.

**Workshop Title:** [A Civilian In Their House](#)

**Presenter:** Constantine Alleyne – Founder/Chief Executive Officer

**Agency:** Civilian Corrections Academy

**Workshop Description:** Civilian employees add a tremendous value to the correctional operation and to the offender population. Civilians work in the same risky environment and are expected to do the same occupational hazards as correction officers. However, the investment in training to build confidence in their correction competency pales in comparison. We are at a time where violence continues to skyrocket taking officers to the front line and facilities are being forced to run with significantly higher inmate to staff ratios. There's never been a more crucial time in our system for civilians to be effectively utilized.

When adequately trained civilian employees can make meaningful contributions to the collective D.O.C. intelligence; not every civilian is a Joyce Mitchell or an Amy Murray. We will explore the impact of role ambiguity and role conflict on our ability to work as effective and cohesive teams.

**Workshop Title:** [Effective Employee Engagement](#)

**Presenter:** Michael Carrington, Statewide Veterans Coordinator, PA Department of Corrections

**Description:** This class will challenge emerging leaders to engage their employees in a meaningful and purposeful way. When employees are engaged, productivity and efficiency standards are increased and morale tends to remain high. This class will assist emergent leaders by providing proven strategies to engage every type of employee as well as shatter some common engagement myths such as "I don't have time" or "Nothing I say or do is going to impact certain employees."

## MASCA 2022 Conference Speakers

**Presenter: Johnny Alexander**

Johnny Alexander, LICSW, ACSW, MAC, SAP, is a respected trauma expert, criminal justice professional, certified cognitive behavioral therapist, master addiction counselor, and licensed clinical social worker with extensive success in treating mental health and substance use disorders. Alexander has helped countless people cope with grief, loss, and social inequities using evidence-based decision making intervention strategies. Through his work as a United States probation and pretrial services officer, he has helped justice-involved individuals stop their destructive behavioral patterns. Alexander is an adjunct faculty member at the University of Louisville Kent School of Social Work. He received his Master of Social Work Degree from Howard University.

**Presenter: Constantine Alleyne**

Constantine J. Alleyne is the Founder of the Civilian Corrections Academy; operating under Alleyne and Co. LLC. Constantine provides a myriad of services catering to the very unique needs of civilian employees working in the correctional environment. Services range from career planning and professional coaching to resume writing. Constantine holds a Masters in Public Health from Long Island University, an Executive M.B.A and an Advanced Business Certificate in Human Resource Management from UCONN, and a Diversity and Inclusion Certificate from Cornell University. Constantine is also a Criminal Justice Professor at Monroe College, the second largest Criminal Justice Program in New York State and now sits on the MASCA Board of Trustees.

Constantine has strategically leveraged her business acumen and academic experience to design a hybrid approach to correctional learning; combining concrete experience and abstract conceptualization with active experimentation and reflective observation. However, the most valuable asset Ms. Alleyne brings to the table is almost two decades of first-hand correctional experience. Constantine's correctional journey began as a Discharge Planner on Rikers Island which quickly evolved into a Health Service Manager for 10 years. Constantine continued to work with the offender population but in different settings. She served as Residential Director for the Institute for Community Living and a Domestic Violence Shelter Director for Safe Horizon; her last on-site assignment was Health Service Administrator II for the Connecticut Department of Corrections. Constantine's focus is on highlighting the value that civilian employees bring to the industry while reskilling, upskilling, and increasing safety and security along the way.

**Presenter: Diane Barber**

Diane Barber worked 22 years in the criminal justice field, and is a retired Chief Probation Officer from the state of CT. She taught criminal justice courses for 13 years at Housatonic



## MASCA 2022 Conference Speakers

Community College, and is currently a part-time instructor teaching security/guard card classes at Bridgeport Shooting Range, in Bridgeport, CT. She received her MA in Mental Health Counseling from Fairfield University in 1994, and in June 2018 received a certificate in Ayurvedic health counseling. Diane is a licensed practicing counselor in CT, and by combining knowledge of these two disciplines, she provides counseling and support to individuals and groups seeking a better work/life balance. She is a past president of MASCA, and has served as a vice president, of APPA. She is currently a Rotarian, is the 2020 recipient of the Norm Parsell's award (District 7980) and is a Paul Harris Fellow+1. Diane currently lives in West Hartford, Connecticut, and is a "serious foodie" who loves to travel.

**Presenter: Michael Carrington**

Michael Carrington currently serves as the PA Department of Corrections Statewide Veterans Coordinator. He was appointed to this position in December of 2020.

Michael began his employment with the Commonwealth of Pennsylvania as a Corrections Officer in 2007, following an honorable discharge from the United States Marine Corps as a Sergeant in 2006. Also in 2006, he graduated Magna Cum Laude from Park University with a B.S. Degree in Criminal Justice, minor in Management.

In September of 2008, he obtained a position with the PA Board of Probation and Parole as an Institutional Parole Agent. He was then promoted to Institutional Parole Supervisor in January of 2011, where he remained until his recent appointment.

He is currently active as the Operations Manager for the Middle Atlantic States Correctional Association (MASCA), Vice President for the Community Corrections Association of Pennsylvania (CCAPA), a trainer for the PA DOC/PBPP Leadership Development Course, and a certified "Trauma Informed Care" trainer through the SAMHSA'S GAINS Center.

**Presenter: Daniel Emr**

Dan is a dynamic and engaging speaker that effectively draws in every audience with his passion for this field of work. Dan speaks regularly at national conferences, churches, businesses, schools, and is on a variety of radio and TV broadcasts. He has a unique ability to connect with his audience and help them engage with him on the topic at hand. Before starting Worthwhile Wear, Dan worked as the national sales and marketing rep for an Engineering Firm based out of Warrington, PA.

## MASCA 2022 Conference Speakers

**Presenter: Anthony Gangi**

For over 17 years, Anthony Gangi has worked in the correctional setting dealing with both male and female offenders. He served on the custody level and has moved through the ranks from line officer to upper level management. With a background in Psychology, he has become a leading expert in inmate manipulation. He is currently a columnist for CorrectionsOne, the host of Tier Talk, which can be found on YouTube, an Executive Board Member of the New Jersey Chapter of The American Correctional Association, and Keynote Speaker at national events that center around the Correctional Industry. He is also the author of "Correctional Manipulation," which is available on Amazon, and has appeared on many major networks, including AC 360, Out Front with Erin Burnett, Politic Nation with Al Sharpton, Fox and Friends and LifeTime, promoting the field of corrections. With over 50,000 followers on his social media networks, Anthony Gangi is considered a leading pioneer and advocate for Corrections.

**Presenter: Rick Hoyt**

Rick Hoyt is a Senior Consultant at Mercadien, P.C., Certified Public Accountants, and member of the Compliance Oversight Group. He has over 45 years experience and is responsible for planning and managing various agreed-upon procedure, consulting, and audit engagements. This includes managing the engagement, training and supervising staff, and resolving issues with client management. Since 2009, Rick has performed recurring services for the New Jersey State Parole Board, assisting the in monitoring the contractual compliance of their third-party residential and community resource center program providers. He assists in overseeing all elements of our compliance oversight group, which provides compliance-related services to government and commercial clients. This includes developing compliance strategies and monitoring tools for numerous State agencies and programs.

Prior to joining Mercadien, he had an extensive auditing career with the New Jersey Department of Human Services, the largest department in state government. He was responsible for financial and compliance audits of federal pass-through funds and performance audits under Governmental Auditing Standards. He performed fraud risk assessments and internal control assessments at state run institutions, including state mental hospitals and development centers.

**Presenter: Dr. Gene I Katz**

A board-certified Sex Therapist and Clinical Sexologist, Dr. Gene I Katz is a subject matter expert on sexually based offences. He also holds a Doctor of Management degree in Criminal Justice and has been awarded Congressional Citation for his work in Community Mental Health. His doctoral dissertation concerns managerial improvements necessary for the employment of

## MASCA 2022 Conference Speakers

Evidence-Based Practice in the correctional setting, a study unique in the field of sex offender management, filling an important gap in the body of knowledge.

Since 2011, Dr. Katz has served as an Associate Professor in Colorado Technical University's College of Security Studies covering a wide variety of courses in Criminal Justice, Psychology, and Human Services, including Criminal Profiling, Criminology, Juvenile Delinquency, and Forensic Psychology, among others. In 2016 he created an advanced undergraduate course Sex Crimes: Behavior & Consequences, one of the first university classes of its kind in the U.S.

Dr. Katz's professional Criminal Justice experience involves providing counseling and therapeutic interventions with a variety of incarcerated populations, in jails & prisons, juvenile group homes, forensic psychiatric facilities, and with sex offenders. He has provided training for the Colorado Department of Corrections, and the state's Sex Offender Management Board, among other agencies.

**Presenter: Dr Helena Lewis, DSW, LCSW, LCADC, CCS**

Helena D. Lewis is a theatrical scholar-practitioner who uses qualitative research and social work theories to illuminate the nuances of social justice issues that impact marginalized and incarcerated voices. After obtaining her BA in Biology from Rutgers University, Dr. Lewis developed, implemented and supervised a drop-in center for sex workers with substance use disorders (SUD) for the Community at Risk Reduction (CARR) Program in Newark, New Jersey and helped develop a vocational rehabilitation component for a Department of Corrections (DOC) Residential Community Release Program (RCRP) for women. Dr. Lewis spent three years working on a CDC/HRSA Correctional Demonstration Project providing prevention case management to HIV positive male inmates. She is the former program manager of three transitional housing programs for formerly incarcerated men and women and is currently the SUD Treatment Director for a residential facility for women inmates. Dr. Lewis is also the Internship Coordinator at William Paterson University and has taught Introduction to Human Services, Fieldwork in Social Services and Criminology Criminal Justice Fieldwork. She obtained her Doctor in Social Work (DSW) from Rutgers University School of Social Work. Helena's research interests include topics related to incarcerated women focusing on grief and loss and the intersectionality of autoethnography and theater.

**Presenter: Dr. Patricia McKernan, Chief of Staff, Gaudenzia**

Dr. McKernan started working at Gaudenzia in 2019. Dr. McKernan is responsible for overseeing the operations in the separate regions of Gaudenzia as well as government relations and quality improvement. Before working at Gaudenzia, she was Chief Operating Officer at a nationwide human services agency, where she spent 23 years providing services to disadvantaged individuals including the homeless population, people with developmental disabilities, veterans

## MASCA 2022 Conference Speakers

dealing with substance use disorders or mental illness, and individuals transitioning from the criminal justice system to community life. Dr. McKernan has worked as a social worker since 1990. She was president of the New Jersey Reentry Coalition where she served in leadership positions for over 15 years. In 2014, she was appointed to the New Jersey Board of Social Work Examiners. Dr. McKernan received her B.A. from Trenton State College. In addition, she earned Rutgers University's Masters of Social Work and Doctorate of Social Work.

**Presenter: Dr. Asa Paris, DSW, LCSW, LCADC, CJM**

Asa Paris is a Licensed Clinical Social Worker (LCSW) and a Licensed Clinical Drug and Alcohol Counselor (LCADC) in New Jersey. He is also a Licensed Social worker in New York, and Pennsylvania. Dr. Paris has also earned a national certification as a Certified Jail Manager (CJM) and a Prison Rape Elimination Act (PREA) Auditor. Dr. Paris is a practicing Trauma-Focused Cognitive Behavioral Psychotherapist and Addiction Specialist with both adolescent and adult populations. He is also the Deputy Administrator of Mercer County Correction Center. Additionally, he is a Behavioral Health Officer in the New Jersey Army National Guard and a Part-Time Lecturer in the Master of Social Work program at Rutgers University. Dr. Paris earned a Doctor of Social Work from Rutgers University, Master of Social Work from Fordham University's School of Social Work. The concentration of his clinical training has been with Trauma, Substance Use Disorder, Veteran, Adolescent, Adult, LGBTQIA, and Family populations. Dr. Paris is a member of the National Council on Alcoholism (NCADD), American Jail Association (AJA) and the New Jersey County Jail Wardens Association (NJCJWA). Dr. Paris is passionate about helping veterans, homeless, and sexual assault survivors overcome challenges and realize their desired quality of life. He Has facilitated lectures on the topics of marginalization, the intersection of a pandemic and incarceration, sexual identity and masculinity, spirituality, and sexuality, returning citizen and societal challenges, and social work practice and cultural norms. Dr. Paris has a rich history working with incarcerated and formally incarcerated persons and current and former active service military personnel around the topics of trauma, substance use disorder, resilience, reintegration and suicide intervention and prevention.

**Presenter: Mark W. Radcliff**

Mark W. Radcliff, began his career with the United States Marine Corps where he served at two Diplomatic Missions abroad before participating in the Gulf War as an Infantry Squad Leader. Upon being honorably discharged from the Marines, Mr. Radcliff entered into the field of Law Enforcement where he served as a Police Officer with the Federal Protective Service, a Criminal Investigator with the U.S. Department of Housing and Urban Development and finally serving in the field of Forensics in the private and public sectors.

Prior to assuming his current position as the Special Project Administrator with the MD Police and Correctional Training Commissions, Mr. Radcliff served as an instructor at the Correctional

Entrance Level Training Academy, Sykesville, MD. Mr. Radcliff also served as the Training Coordinator for the Mid Atlantic Regional Gang Investigators Newark (MARGIN) [www.margingangs.org](http://www.margingangs.org) and is a certified instructor in Law Enforcement and Corrections with the Training Commissions. Mr. Radcliff is also a certified instructor with the State of New Jersey Department of Law and Public Safety Division of Criminal Justice Police Training Commissions. Mr. Radcliff is also a certified Motorcycle Safety Instructor with the State of Maryland Motor Vehicle Administration and the Harley Davidson Motor Corporation.

He holds a Bachelor of Science Degree in Criminal Justice from the University of Baltimore and a Small Unmanned Ariel Systems Operations and Safety Certificate from Embry-Riddle Aeronautical University.

**Presenter: Alisa Smedley**

Coach Alisa Smedley has worked in the criminal justice field for over twenty years. Her various roles include being a training provider for a SAMHSA-funded addiction recovery program, managing a residential half-way house for women, and working at the DC jail as Site Director for Ashland University's inmate degree program. Coach Smedley also spent ten years as the coordinator of the American Jobs Career Center at the maximum security correctional facility in Montgomery County, Maryland. During the Pandemic, Coach Smedley pivoted to developing courses for inmate tablets. She utilizes creative approaches to reach the incarcerated population and support the professional development of practitioners. As the child of an incarcerated parent – her father spent 15 years in prison, she is passionate about re-entry. She has been a national conference speaker since 2012. Smedley is a native of Cleveland, Ohio and currently resides in Albany, New York.

**Presenter: Luis Soto**

Major Luis Soto is a retired 25-year veteran of the New Jersey Department of Corrections who devoted his career to assisting others by imparting his vast knowledge of the Criminal Justice System. He received his Associate in Arts degree in Criminal Justice from Union County College in 2002. He continued his educational career and attained his Master's in Public Administration from Fairleigh Dickinson University in 2015. During his tenure at the NJDOC he held the position of Assistant Director of the Correctional Staff Training Academy located in Sea Girt, NJ. Mr. Soto completed his military service as a member of the 3rd/112th Field Artillery Battalion in Morristown, New Jersey. He is an Adjunct Professor in the Criminal Justice Department for Rutgers University teaching courses such as Intro to Criminal Justice and Prison and Prisoners since the Fall of 2016. Currently he is the Supervisor of Operations for GEO Reentry Services in Trenton, NJ who caters to NJDOC inmates and New Jersey State Parolees who are in the process of reintegration into society.



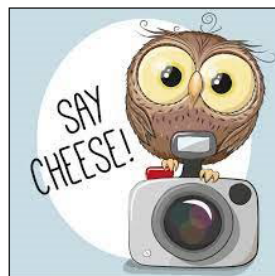
## MASCA 2022 Conference Speakers

**Presenter: Dave Sullivan**

Dave Sullivan is a Manager at Mercadien, P.C., Certified Public Accountants, and a member of its Compliance Oversight Services Group. He has over nine years' experience specializing in audit and compliance engagements, performing agreed-upon procedures, performance audits and internal controls testing for various state and local authorities and state agencies. From 2013 to present, Dave has performed recurring services for the New Jersey State Parole Board, assisting them in monitoring the contractual compliance of their third-party residential and community resource center program providers. He assists in overseeing all elements of our compliance oversight group, which provides compliance-related services to government and commercial clients.

**Presenter: Sheila Trapp**

Sheila Trapp has 32 years of non-profit management and leadership experience, with 13 years in senior-level leadership roles, which includes serving as Program Director at the New Jersey Association on Correction (NJAC) for 8 years. She is passionate about centered & authentic leadership, capacity building, and coaching & developing others. Sheila has a BA in Sociology from Kean University, MA in Organizational Management, and DM in Organizational Leadership from the University of Phoenix. She has a Certification in Public Management from Rutgers University and is a 2016 Lead New Jersey Fellow.



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## **MASCA MEMBERSHIP**

MASCA is a non-profit organization comprised of members from CT, DE, MD, NJ, PA, NY, and DC. It is a professional organization for those involved in court administration, juvenile justice, probation and parole, institutional and community corrections as well as for citizens with a vital interest in the juvenile and criminal justice fields.

Our membership dues help support MASCA's educational efforts to deliver high-quality training to hard working professionals in probation, parole, juvenile justice, and corrections. MASCA is pleased to provide the following membership options:

### **Individual (General) Membership - \$20.00**

- Voting privileges in our bi-annual election of officers
- Free or reduced training sessions (virtually and in-person)
- Discounts for the annual MASCA training conference and institute
- Advance information about MASCA training opportunities

### **Student Membership - \$10.00**

- Free admission to MASCA student-specific functions
- Eligibility to apply for MASCA Scholarships
- Free or reduced training sessions (virtually and in-person)
- Discounts for the annual MASCA training conference and institute
- Advance information about MASCA training opportunities

### **Agency Membership - \$200 (Agencies with 500 employees or less or \$300 (Agencies with 500 or more employees))**

- Voting privileges in our bi-annual election of officers for 10 (Agencies with 500 or less employees) or 15 (Agencies with 500 or more employees) Agency Affiliate Members
- Free or reduced training sessions (virtually and in-person) for all agency members
- Discounts for the annual MASCA training conference and institute for all agency members
- One free annual conference registration per agency
- Agencies will receive recognition on the MASCA website
- Advance information about MASCA training opportunities

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