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FINAL NARRATIVE REPORT

OLEA Grant No. 062
Meeting Manpower Needs for Correctional Rehabilitation
in the South

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The project was planned as an activity of the Southern Regional Education Board, co-sponsored by the Joint Commission on Correctional Manpower and Training and supported jointly by the Vocational Rehabilitation Administration and the Office of Law Enforcement Assistance. It had as its major objectives:

1. to identify the correctional manpower needs of the 15 southern states (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia)
2. to identify the training resources for correctional rehabilitation in the colleges and universities of the region
3. to explore ways to make better use of the existing training resources
4. to identify what new resources might be needed for training in corrections
5. to bring together in a conference persons from the agencies and colleges and universities to become acquainted with each other and to begin planning for action back home
6. to prepare a publication of the proceedings of the conference

A Planning Committee met on July 8, 1966. On the Committee were

Mr. W. Tom Adams of the Joint Commission on Correctional Manpower and Training; Miss Margaret Ryan of the Vocational Rehabilitation Administration; Mr. James Murphy of the Office of Law Enforcement Assistance; Mr. John McKee of Elmore, Alabama; Mr. Maurice Harmon, Kentucky Commissioner of Child Welfare; Dr. George Beto, Texas Commissioner of Corrections; Mr. Richard A. Chappell, Institute of Government, University of Georgia; Mr. Louis Schubert, Region IV, Office of Vocational

Rehabilitation; Mr. Shelton McClelland, Region IV, Office of Vocational Rehabilitation; Dr. A. Polk Jarrell, Georgia Director of Vocational Rehabilitation; Mr. Charles Newman, University of Louisville; Mr. Ellis MacDougall, South Carolina Commissioner of Corrections; Dr. Carl A. Bramlette; and, Dr. Harold L. McPheeters.

At that meeting several tentative decisions were made. Chief among them was the decision to hold the conference in Atlanta, Georgia, November 14-16, 1966.

It was also decided to focus on the entire field of corrections (probation and parole as well as institutional services), but to limit our participants to those with primarily state-level responsibilities. It was decided to invite the state directors of adult and juvenile corrections, the state directors of probation and parole, if they were different persons from the above, the state vocational rehabilitation directors, certain mental health leaders who are working in corrections, and such college and university people who were teaching for correctional work as we could identify.

It was decided to canvass the corrections directors for their suggestions for names of educators who were training in corrections, but also to canvass the National Council on Crime and Delinquency for the pertinent data from their inventory of university and college training programs in corrections, and to write to the state coordinators of public higher education for further suggestions, especially of names of persons who might be planning to set up such training programs.

It was agreed that we should attempt to get a governor to kick-off the conference and that some high ranking person from the Vocational Rehabilitation Administration should be asked to give the keynote speech--preferably Miss Mary Switzer herself, if she were able to come.

The remainder of the agenda for the conference was tentatively agreed upon and names were suggested for speakers for the various sessions. The general format of the sessions featuring formal presentations and then simultaneous small group discussions was set. It was agreed that each small discussion group would be made up of all of the participants from certain contiguous states, and that they would remain together for all small groups discussions throughout the conference. The first session of the groups would be devoted to getting acquainted by each person stating what he was and what he did in his program. The final session would have each state's delegation meeting alone to consider "What do we do next?" so that there would be some specific planning for implementation after the conference.

In the subsequent months there was a great deal of work in such activities as:

- A. for participants
 1. sending out letters of invitation to state adult and juvenile corrections directors and state and regional VRA directors asking for their nominees from the colleges
 2. writing to state coordinators of public higher education for nominees
 3. deciding on specific persons to invite from among the nominees
 4. sending out the invitations
 5. corresponding with people who wanted to send substitutes, bring guests or have other persons invited
 6. preparing folders for the conference, sending out VRA-9 forms and hotel confirmation cards, etc.

- B. for faculty
 1. corresponding with or calling persons who had been recommended
 2. confirming arrangements by letter including hotel confirmation, travel schedules, arrangements for honoraria
 3. obtaining alternate faculty when the persons originally suggested were not available.

- C. for the conference arrangements
 1. arrange with the Atlanta Biltmore Hotel for guest rooms, meeting rooms, coffee breaks, a reception, equipment, etc.
 2. arranged for other equipment (projector screen)

3. arranged for an editor
4. prepared stencil and copies of N.C.C.D. survey of correctional training programs in the South for packets
5. prepared background working paper and mailed to participants ahead of conference
6. prepared and mailed tentative agenda
7. prepared final agenda, packets for participants, badges, etc.
8. group discussion leaders and recorders were chosen and notified.

The conference was held as scheduled on November 14-16. At this time the following things were done:

1. Participants were registered (132 persons were registered; a copy of the ~~agenda~~ ^{roster} is attached), VRA-9 forms were notarized.
2. There was a breakfast meeting of the leaders, recorders, editor, summarizer and planning committee on November 14.
3. There was a reception on the evening of November 14.
4. There was a luncheon of group leaders, recorders, editor, summarizer, etc. on November 15.
5. All sessions were taped unless we had a formal paper.

Since the conference we have done the following:

1. Paid the travel vouchers of all participants.
2. Paid the travel vouchers and honoraria for faculty.
3. Made appropriate accountings to VRA and OLEA.
4. Transcribed tapes, edited speeches, and prepared copy for the published report of the conference.
5. Selected cover design, format, etc. and sent publication to the printer.

The published report of the conference is now available and a copy is enclosed with this report.

We have sent a letter to one key participant from each of the 15 states to learn what actions have taken place in the states that might be considered to

be related to or the result of our November conference. The follow-up period had been approximately $3\frac{1}{2}$ months. Yet the following reports of activities indicate that there has been considerable related action:

In North Carolina Mr. Ben Overstreet of the Institute of Government at the University of North Carolina tells us that the machinery has been set in motion for regular strategy meetings between the four major department heads of state government and three to four key academic department heads. The plan is that these meetings will stir up action for various kinds of formal professional training programs in corrections and also for strengthened in-service and continuing education programs for the agencies. Mr. Overstreet had been requested to give leadership to developing such a committee and had previously consulted with us about ways in which such a committee might be structured.

Maryland reports that a meeting of the Vocational Rehabilitation and Corrections officials with Dr. Richard Lawrence of the University of Maryland and Mr. Corbett Reedy of Region III office of VRA has recently been held to plan two programs. One would be a ten-day training institute for 30 students from the State of Maryland. The other would be a long-range training program for persons from all of the states of Region III. The major emphasis would be on developing the skills of correctional employees in working with inmates who are part of the vocational rehabilitation programs in the institutions to improve supervision and to strengthen inmate motivation.

The Maryland Department of Corrections has also been in touch with Dr. Courtless of George Washington University Institute of Law, Psychiatry and Criminology, to try to develop an executive and middle management level training program. This program was first conceived for three states and failed in its application for funding. It has now been tailored down to just Maryland, but funding still appears difficult.

Texas reports that the Department of Corrections has added three vocational rehabilitation counselors and three secretaries, largely as a result of the Atlanta conference. In addition Sam Houston State College reports many letters of inquiry about both their graduate and undergraduate offerings in corrections as a result of our conference. Many of these have resulted in applications for enrollment.

Persons from the VRA have enrolled in the metropolitan extension programs of Sam Houston State College in both the Houston and Dallas branches following our conference.

In addition many colleges in the South have requested information about the curriculum at Sam Houston State College and are asking for advice in setting up courses leading to careers in corrections.

Also, corrections agencies have asked the Sam Houston State College for consultation with their pre-service and in-service training programs.

The South Carolina Department of Corrections has had two conferences with the University of South Carolina and has done a survey of all of the university's course offerings to see if they can put together an optimum course in corrections and law enforcement. When this survey is complete, there will be another conference to attempt to establish a definite curriculum for corrections.

The South Carolina Department of Corrections is also printing a pamphlet to recruit young people to the corrections field in that state.

South Carolina is also maintaining a relationship with North Carolina and Georgia working toward the possible establishment of a three-state training program in corrections.

Virginia has recommended and, in fact, established a 13 member committee headed by Mr. W. E. Weddington, Head of Juvenile Probation and Detention. They are working toward the establishment of an institute similar to that in Texas where department members can receive college and postgraduate level training in corrections. They are preparing a plan to submit to the Director of the Department of Welfare and Institutions. They feel optimistic about what can be done there.

In Florida an agreement between Corrections and the Division of Vocational Rehabilitation, which was under consideration at the time of the conference, has been signed and is being implemented.

Also, in Florida the participants who attended the conference have met together several times for exchanges of ideas.

In a very specific way a conference was held in Gainesville on December 12, 1966, that brought together persons from the University of Florida, Florida State University, and the state Corrections Department and Vocational Rehabilitation Division to plan a cooperative training and research facility at the new Reception and Medical Center at Lake Butler. A Coordinating Committee was named and plans are underway to develop what promises to be a very exciting collaborative relationship there.

In Tennessee there have been expansions in the youth aftercare services and there has been an increase in the vocational training as a result of the conference.

They have also developed an arrangement with the University of Tennessee to train correctional officers in a cooperative program with the Department of Corrections.

In West Virginia a study is being undertaken by the Division of Vocational Rehabilitation of the population of the main penal institution at Moundsville. This was requested by the corrections people following our conference and is planned to be the basis for starting vocational rehabilitation programs in the correctional institutions of West Virginia.

In Kentucky the Department of Corrections is working with Eastern Kentucky University to set up an in-service training program for probation, parole and institutional staff persons of the Department. The proposal is to be submitted to the Office of Law Enforcement Assistance.

The Kentucky Department of Corrections is also planning with the Department of Education for the construction of a building for both vocational education and vocational rehabilitation.

In Georgia the Department of Family and Children Services has contacted most of the colleges in the state telling of their manpower needs and asking to come speak with graduating seniors. While on those trips they plan to talk with social science departments about participating in field training and research.

These are the replies we have so far in response to our inquiry about follow-up activities since our conference. They seem to indicate two kinds of follow-up activities:

1. increases in vocational rehabilitation activities in cooperation with corrections
2. developments leading to more university and college involvement in training for correctional work

The project appears to have been well worthwhile.

The published report of the conference is ordered for 2,000 copies and will be available by mid-April 1967. We plan distribution to all participants and

to the appropriate state agencies and university departments whether or not a representative attended our conference. It will also be sent to all SREB members. This includes the governors of all 15 states, a legislator from each state and the president of each state's major university. We are unable to estimate the impact of this.

Harold L. McPheeters
Harold L. McPheeters

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MEETING MANPOWER NEEDS
FOR CORRECTIONAL REHABILITATION
IN THE SOUTH

November 14-16, 1966

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