



# The Insider

North Dakota Department Of Corrections And Rehabilitation



## Rough Rider Industries... Transforming one of North Dakota's Forgotten Commodities

By: Rick Gardner, RRI Director

Prison.... Does this word invoke any positive thoughts? Most of us have little sympathy for people who don't play by the rules. Today, over 1,500 men and women are incarcerated in the North Dakota correctional system. Prison is not a pretty place and should be a place no one wants to go; yet it has to be a place with hope in order to rehabilitate. For many of these offenders behind bars, there is an opportunity to be productive with their time of incarceration. Male offenders who are compliant with their treatment, education, and demonstrate good behavior may earn a chance to work at Rough Rider Industries.

As a division of the North Dakota Department of Corrections and Rehabilitation, Rough Rider Industries mission is... "to employ inmates to produce quality goods and services in a self-sustaining manner that

makes the time of incarceration productive, while preparing the inmate to reintegrate into society". With over 97% of inmates returning to the streets, equipping them with the tools and job skills necessary to be productive and successful upon their release reduces the cost to society. Those who are accepted into our program learn skills that improve habits, attitudes, and values. A regular work schedule, pride and accountability for what they produce and teamwork are just a few of the job skills learned while employed at Rough Rider Industries.

Managing money is a foreign concept to many inmates. Rough Rider Industry inmates must use their earnings to pay child support, fines and court fees, and any other restitution that they may have. A portion of these earnings are also set aside in a release-aid savings account for when they are released.

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This set aside money helps make their transition from prison to the community more successful.

Rough Rider Industries was established in 1975 and is a self-funded state agency which uses no tax dollars to support correctional programs. All salaries, equipment, capital improvements, and operating expenses are paid from revenues generated from the sale of our products and services. In addition, this revenue helps defray costs to the state of North Dakota for programs that provide inmates opportunities for change within the prison system.

Rough Rider Industries currently employs 34 staff members and 170 inmates amongst 3 separate correctional facilities. Current industries operated by Rough Rider Industries include a furniture and metal fabrication shop, office seating manufacturer, sign shop, North Dakota license plate factory, a cut-n-sew operation, upholstery shop, and a sandbagging operation. We purchase many of our raw materials, supplies and services from North Dakota businesses. We also partner with North Dakota private businesses that would otherwise look for out-of-state companies to fulfill their needs, and we provide a hard to find labor force to other private sector businesses.

Rough Rider Industries may sell directly to nonprofit organizations, political subdivisions and governmental agencies, which include federal, state, and tribal agencies. Rough Rider Industries is unable to sell directly to the general public; however, our products may

be purchased through an authorized retailer. We believe the quality of our products and our service speaks for itself as evidenced by the years of repeat business from many of our customers.

Tomorrow morning, like every other morning, inmates will be released from a correctional setting to join us on the streets of North Dakota. Their successful rehabilitation and re-integration can be traced back to our customers who help support our mission. If you are interested in any of Rough Rider Industries' products or services, or want to learn more about our mission, please feel free to contact us. We will be more than happy to meet your needs.

Website:

<https://www.roughriderindustries.com/>

Contact: Dionne Haynes

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### **A Message from the Editor**

The Insider Newsletter is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department. All employees are encouraged to submit articles, letters, comments, and ideas for future issues of The Insider to be considered in the next publication. The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please e-mail articles to:

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# Helping Inmates Prepare with Career Readiness

By: Jeremy Holkup, Instructor



The Department of Corrections and Rehabilitation (DOCR) has designed a course to help inmates prepare for their re-entry into society called Career Readiness.

It is a two part class that focuses on Employability Skills and Money Management.

During the Employability Skills part of the class the inmates will gather information that they will need when beginning to look for employment. They receive a workbook that has a large amount of resources for them. In their workbook they will complete an application, create a rough draft of a resume, as well as write a script of how they should talk about their felonies.

Through the course of Employability Skills the instructor helps them take an Interest Profiler to get them thinking about other types of jobs they could explore rather than going back to what they were doing before they became incarcerated. The instructor works with the inmates and helps them to create a final resume on the computer. The inmates also use a mock kiosk program on the computer to make sure they are prepared to fill out an application using a computer.

They write rough draft cover letters as

well as "thank you" letters, after they complete their mock interview with the instructor. The instructor offers them feedback to help them with the interview process. Talking about their felonies during the mock interviews can be a difficult part of the class for some, but feedback from the inmates at the end of the course has proved that it has been a positive experience.

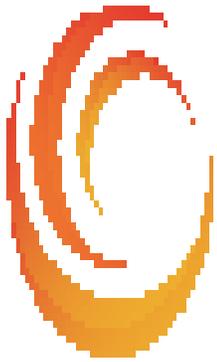
The second part of the course is the Money Management program. The DOCR uses the (FDIC) Federal Deposit Insurance Corporation's program titled, "Money Smart". It is a very detailed program that inmates complete using the computer. It takes them through the beginning steps of opening an account and writing a check, to the more advanced issues such as credit cards and owning your own home. The whole computer program is interactive and has each individual answering questions and completing activities to check for comprehension. As a final wrap up to the course, each individual completes a mock budget of their projected living expenses to calculate their monthly expenses.

Upon completion of Career Readiness, our hope is that each inmate takes something away from the course that they feel will be beneficial to helping them get back on their feet when their release date arrives.



# DOCR ADVANCE Professional Development Program

By: Tracy Stein, Human Resources Director



On March 1, 2013, a Closing Celebration was held for the ND DOCR ADVANCE 2012 Professional Development Program at the Energy Building on the Bismarck State Campus. Approximately 19

of the 26 participants were able to attend. At the Closing Celebration, the participants discussed their accomplishments and received recognition for their successes. Participants stated it was a worthwhile program and felt valuable skills and knowledge of the various areas of ND DOCR was shared throughout the year long program.

The DOCR initiated this program in March 2010. Since the inception about 72 DOCR employees have participated and completed their goals in the program. Several of the mentee participants have moved into job positions with higher levels of responsibilities within the DOCR.

On March 5, 2013, thirteen pairs, (26 employees) participated in the Launch training event for the fourth year of the ADVANCE program. The event was held at the Energy in Excellence Building on the BSC campus. It is encouraging to me that we continue to see the level of

commitment and participation by DOCR staff in this program. With this group of new members the total amount of staff participating since March 2010 will be 98 employees.

At the Launch, employees were trained on mentoring foundations, the mentoring alliance, and creating the desired mentoring relationship. Participants also heard from a panel of participants from ADVANCE 2011 and 2012. Special thanks go out to the panel – Patrick Bohn, Mark Kemmet, Michelle Linster, and Sarena Ebel for sharing their experiences!

Throughout the last year Nikki Sackman and I have had the privilege of coordinating the program/events and working with the participants. We look forward to future success stories from ADVANCE participants and continued support for the program. Opportunities like this are beneficial not only for those in the program but for the entire ND DOCR.



# Expanding Minds with New Programs at North Dakota State Penitentiary

By: Sara Durbin, Psychology Resident



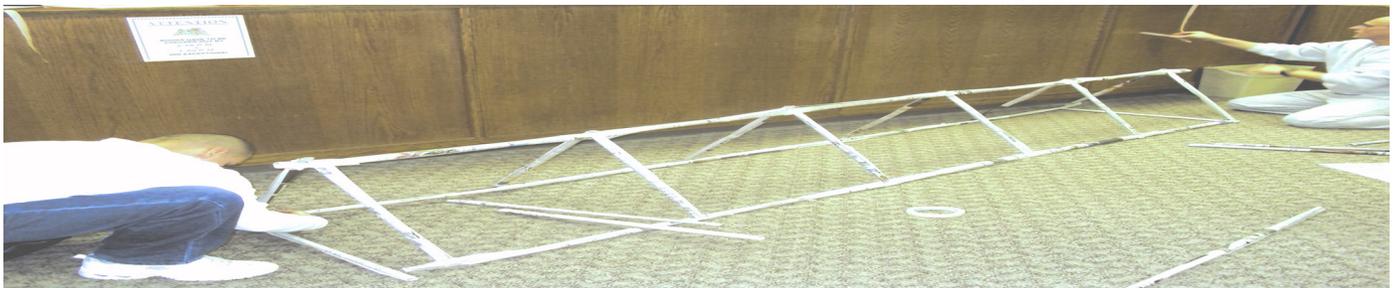
The education department at the North Dakota State Penitentiary has launched two new programs: The Monthly Educational Challenge and the Meeting of the Minds. Both programs are

designed to increase enthusiasm for educational achievement and engagement in educational programming, as well as prosocial behavior and critical thinking, as a way of reducing criminogenic risk factors amongst the inmates.

Each month the education department issues a new challenge to the inmates: tell us about a famous invention, submit a book review, talk about the impact the kindness of others has had on you. Submitted challenges are put on

display in the education department and the offenders have shown a tremendous sense of pride in their work. Each inmate that completes an educational challenge receives a ticket to the meeting of the minds event at the end of the month.

This month's meeting of the minds event, run by instructor Paul Kohler, involved a tower building contest. Using just old newspapers and a roll of masking tape the teams raced to see who could make a freestanding structure touch the ceiling first. Each team approached the problem differently, but all teams showed a tremendous amount of teamwork, sportsmanship, and creative reasoning.



**DOCR Adult Services Inmate Population Information**

**Inmate Population on December 31, 2012 (**

**TOTAL COUNT:**

NDSP **525**, JRCC **421**, MRCC **156**, DWCRC **129**, Non Traditional Beds **305**

Non-Traditional Bed Breakdown:

Correctional Centers (Jails) **106**, Interstate Compact **28**, TRCC **63** BTC **42**, GFC **1**, MTPFAR **15**, MTPMDN **5**, FTPFAR **10**, FTPMDN **9**, HACTC **25** LRRP **0**, YCC **1**

**Average Inmate Population, Arrivals, Releases and One Day Counts**

	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Average Daily Population	1408.49	1436.78	1451.19	1478.29	1477.26	1459.68
Admissions	1,043	1,076	1,019	1,063	1,005	1,062
Releases	1,006	1,046	1,028	1,003	1,036	1,049
Inmate Count on December 31	1,440	1,470	1,490	1,500	1,440	1,536

**Inmate Count on December 31 (Crime Type)**

Offense	2007	2008	2009	2010	2011	2012
Violent Offenders (Excluding Sexual)	394	450	430	457	470	507
Sex Offenders	226	243	233	258	260	252
Property, Status and Other	359	384	443	413	351	384
Drug Offenders (Includes Alcohol)	461	393	398	377	359	393
Drug - Deliver, Manufacture or Intent	238	218	235	228	234	256
Drug - Simple Possession	201	149	140	119	100	109
Drug - Alcohol	22	26	23	30	25	28

**Inmate Count on December 31 (Minimum Mandatory)**

Offense	2007	2008	2009	2010	2011	2012
DUI/APC	4	19	15	22	21	24
Driving Under Suspension	2	2	0	1	0	0
Drug Offenses (Not Alcohol)	28	22	28	31	35	37
Reckless Endangerment	1	2	0	2	2	0
Assault	8	8	9	11	15	11
Burglary With Weapon	1	0	0	0	0	0
Felonious Restraint	0	0	0	0	0	0
Kidnapping	1	1	1	1	1	1
Sex Offense	2	3	5	8	9	8
Terrorizing	1	8	7	5	8	10
Robbery	8	12	9	7	6	5
Negligent Homicide	0	0	0	2	2	1
Manslaughter	1	1	1	1	1	0
Murder *	12	12	11	11	13	14
Felon in Possession of a Firearm	0	0	1	0	1	0
Offender Registration Violation	1	2	2	3	3	3
Total	70	92	89	105	117	114

\* There are **63** males and **2** females with a life sentence (not all are minimum mandatory sentences)

**7.42% of the inmate population on December 31, 2012 had a minimum mandatory sentence.**

<b>Inmate Count on December 31 (85% Truth-In-Sentencing)</b>						
	2007	2008	2009	2010	2011	2012
Number of Inmates Having 85% TIS	187	234	233	265	274	280
Average Sentence In Months	91	91	97	96	99	111
Average Sentence Does Not Include Inmates With Life Sentences						
<b>DOCR Prisons Division Inmate Population Information (Male and Female)</b>						
<b>Fiscal Year Admissions Of 85% Truth-In-Sentencing Inmates</b>						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Number of Inmates	70	77	80	85	96	85
Average Sentence In Months	62.21	49.66	45.86	45.31	43.59	55.32
Average Sentence Does Not Include Inmates With Life Sentences						
<b>Number Of Fiscal Year Admissions by Crime Type</b>						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
All Inmates	1,043	1,076	1,019	1,063	1,005	1,062
Violent (Non-Sexual)	210	239	227	224	238	241
Sex Offenders	81	73	64	70	70	85
Drug & Alcohol Offenders	415	397	356	339	336	351
Property, Status & Other	337	367	372	430	361	385
<b>Average Sentence Imposed By Court (Fiscal Year, Crime Type, In Months, Excludes Life Sentences)</b>						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
All Inmates	31.42	28.40	29.90	31.31	33.55	31.74
Violent (Non-Sexual)	40.04	29.46	32.30	33.69	42.34	34.73
Sex Offenders	66.20	61.74	62.97	75.21	74.22	64.08
Drug & Alcohol Offenders	28.06	27.63	29.89	31.20	31.30	31.09
Property, Status and Other	22.00	21.93	22.87	23.34	22.12	23.48
<b>Number Of Fiscal Year Admissions By Length Of Court Imposed Sentence</b>						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Less Than One Year	58	53	45	56	50	57
One Year to Less Than Five Years	871	919	865	892	826	892
Five Years to Less Than Ten years	79	80	79	80	91	78
Ten Years to Less Than Twenty Years	21	15	17	22	23	23
Twenty Years or More	14	9	13	13	15	12

NOTE: The average sentence is that sentence imposed by the court. It does not take into account such things as good time, credit for time served, parole relief or any other method of shortening the sentence except Pardon Advisory Board recommendations adopted by the Governor (which can actually change the sentence). The average sentence is reported in months to two decimal points.

Data is based on the "controlling sentence" for offenders who are admitted for multiple crimes.

**NDSP** = North Dakota State Penitentiary. **JRCC** = James River Correctional Center. **MRCC** = Missouri River Correctional Center.

**DWCRC** = Dakota Women's Correctional Rehabilitation Center (New England) **TRCC** = Tompkins Rehabilitation Correctional Center (Jamestown). **BTC** = Bismarck Transition Center. **MTP** = Male Transition Program (Fargo & Mandan). **FTP** = Female Transition Program (Fargo & Mandan). **GFC** = Grand Forks Centre. **HACTC** = Heart of America Correctional and Treatment Center (Rugby). **LRRP** = Lake Region Re-entry Program (Devils Lake). **YCC** = Youth Correctional Center (Mandan).

Please note that that definitions for much of this report have been consistent for several years. However, the period for this report is now a fiscal year instead of a calendar year. ASCA PBMS information may be available in separate reports and uses definitions from the Association of State Correctional Administrators.

# DOCR Employee Presents at American Correctional Association



Deb Houdek, PA-C, gave a presentation at the ACA Winter Conference in Houston, TX, on synthetic drugs such as synthetic marijuana, 2C-I (smiles), bath salts, ecstasy, fentanyl and heroin.

The subject seemed to be on a lot of people's mind as she spoke to a packed

room. Houdek has now been asked to present a Webinar for the National Institute of Corrections this summer on synthetic drugs.

Houdek was recently published in the March issue of the North Dakota Academy of Physician Assistants for an article on, "The Role Of A Physician Assistant In The Correctional Setting" <http://ndapa.net/newsletter>

## Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Members	Location
Duane Houdek, Chairman	Bismarck
Robert Bennett	Bismarck
Norman Anderson	Fargo
Robert Udland	Fargo
Sheri Baker	Bismarck
Jennifer Thompson	Fargo

## Pardon Advisory Board Members

Pardon Advisory Board Members are appointed by the Governor for an open ended term to include the attorney general, two members of the parole board, and 2 citizens/residents of the state. The Pardon Board Members are listed as follows:

Members	Location
Duane Dekrey, Chairman	Pettibone
Wayne Stenehjerm	Bismarck
Beverley Adams	Fargo
Vacant	Vacant
Duane Houdek	Bismarck

## Parole Board Meeting Dates for 2013

January	6-7
February	4-5
March	3-4
April	7-8
May	5-6
June	2-3
July	June 30 - July 1
August	4-5
September	8-9
October	6-7
November	3-4
December	1-2

## Pardon Advisory Board Dates for 2013

April 3

November 4

*Our Vision...A safer North Dakota through effective correctional services.*

*Our Mission...To enhance public safety, to reduce the risk of future criminal behavior by holding adult and juvenile offenders accountable, and to provide opportunities for change.*