



The Executive View

AWEC Holds Fifteenth Annual Membership Training Institute in Raleigh

Cherishing Our Past: Designing Our Future

Friday-Sunday, September 16-18, 2011

AWEC's 2011 Annual Membership Training Institute began with a Keefe Group Friday night reception for AWEC members and E2 participants at the Embassy Suites Raleigh Durham Airport/Brier Creek.

Earlier on Friday, the AWEC Board of Directors held its annual meeting and joined the E2 participants for lunch followed by featured speaker, Immediate Past President, Francine Perretta (NY) who shared her thoughts with the Emerging Executive group.

On Saturday, at the Acorn City site, our conference theme was: **Cherishing Our Past: Designing Our Future.** AWEC President Annie Harvey, NC, recalled highlights of this past year.

Alvin W. Keller, Secretary, North Carolina Department of Corrections, welcomed our attendees to Raleigh and was joined by Jennie Lancaster, who delivered warm greetings to all of our AWEC colleagues.

In keeping with AWEC's fifteenth anniversary theme, a

panel of charter members and past presidents gave their perspectives on AWEC's growth and meaning over the years.

Francine Perretta moderated the panel of long time AWEC members that included Lurline Baker-Kent, Sharon Johnson Rion, Melanie Pereira, and Dr. Mary Livers, who was AWEC's first president..

Wilma L. Vaught, Brigadier General, USAF (retired) was the keynote speaker. She focused on the progress of women's leadership over the past years.

During the wonderful Susan Hunter Award Luncheon sponsored by Union Supply Group, several of our own members spoke, honoring this year's recipient, Sharon Johnson Rion. Following, Viki C. Sharp, Director of Victim Services, New York City Department of Corrections, led a session entitled "Giving Yourself Permission to Design Your Life."

The final session of the day explored all the implications of losing a position and planning for the future after years of being Director of a large agency. President Elect Patricia L. Caruso, Former Director of the Michigan Department of Corrections and Vice-President of ACA, shared her experiences during this past transitional year in a session entitled Designing Our Future with the humorous subtitle: "Oh Crap! I Lost My Job. Now, What Do I Do?" Following, all the participants enjoyed a reception sponsored by "The Change Companies".

On Sunday, the conference began with the Legacy Brunch sponsored by CenturyLink. Dr. Mary Livers, Louisiana, was honored as recipient of the 2011 Legacy Award. After several testimonials to Dr. Livers by AWEC members, Gwendolyn Chunn, ACA Past President was the guest speaker.

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Sheila Clark, Dina Tyler, and Wendy Kelley, new AWEC members from Arkansas, talk about the WWIC&JJ Conference, September 16-19, 2012 in Little Rock, AR.

2011-2013 Board of Directors

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Past Presidents

Francine Perretta, New York
Andie Moss, Washington DC
Marilyn Chandler Ford, Florida
Jannitta Antoine, Louisiana (retired)
Sharon Johnson Rion, Tennessee (retired)
Bona Miller, Idaho (retired)
Mary Livers, Louisiana

Executive Director

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Affiliate of:

American Correctional Association
American Probation & Parole Association

"EACH ONE... TEACH ONE"

Standing Committees 2011-2013

AWARDS: Develop, screen nominees and select winners of AWEC Awards.

Kim White, Chair: knwhite@bop.gov

CAPITAL DEVELOPMENT: Increase funding to ensure the sustainability of the Association.

Marilyn Chandler Ford, Chair : MCFord37@cfl.rr.com

2012 CONFERENCE PROGRAM: Develop the program and logistics for the annual membership training conference.

Sandra Osteen, Program: sosteen@criticalconnectionsconsulting.com
Dina Tyler, Logistics: Dina.Tyler@arkansas.gov

MEMBERSHIP: Focus on membership development, recruitment, and retention.

Dawn Pearson, Co-chair: dpearson@dpsc.state.md.us

Susan Jones, Co-chair: susan.jones@doc.state.co.us

CONSTITUTION & BY-LAWS: Ensure the agency's actions are consistent with by-laws and governing documents are accurate and appropriate.

Melanie Pereira, Chair: mpdirector@aol.com

NATIONAL VOICE: Have the Association become a credible and effective national voice.

Mary Livers, Chair: mary.livers@la.gov

RESEARCH AD HOC: Review and evaluate research related to women's leadership and issues.

Joyce Conley, Chair: jconley@changecompanies.net

MARKETING AND TECHNOLOGY AD HOC: To evaluate/implement strategies to increase and enhance present and potential stakeholders' awareness of AWEC's mission/activities and promote administrative efficiency and effectiveness through use of technology

Connie Clem, Chair: connie@cleminfostrategies.com

The AWEC Executive Committee and Board of Directors extends sincere thanks to all of our Committee chairpersons and members for their continuing efforts on behalf of the membership. AWEC members are invited to support and become actively involved in committee activities. If you're interested in serving on one of AWEC's committees, please contact the committee's chair.

Save the Dates for Little Rock, Arkansas:

September 14-16, 2012 AWEC Annual Training Institute

September 16-19, 2012 WWICJJ

Letter from the President



Greetings to the AWEC Membership:

To my distinguished AWEC members, this is my first President's message and it is with great respect and honor that I write to you and begin to serve as your AWEC President. We recently completed our 15th anniversary training institute in Raleigh, North Carolina. For those not attending, you missed a great event! It was very nice to see many of the charter members and to hear once again the history of the organization. The panels and speakers were excellent and I cannot forget the wisdom of General Wilma Vaught as she relayed to us the story of her journey through such a prestigious career.

I also want to thank all of those who support this organization through their hard work and contributions, whether as members or sponsors. We are very fortunate to have these wonderful people contributing to AWEC's success.

As I begin to plan goals and objectives for the next two years, I am reminded of the continuing need to fulfill the intention of AWEC's motto, *EACH ONE... TEACH ONE*. This goal can be accomplished in different ways. In the many venues in which I have been involved in women's leadership presentations, I am always reminded of the strong need to reach out to not only the executive level women, but to professional women of all ranks. They have the need to be heard and mentored so they can be prepared to reach whatever level they should aspire to be in their organizations.

The Membership Committee will be working with the Executive Committee and Board of Directors to continue to build our membership. At the same time, they will target future executives who are in need of AWEC's message and support. We will insure that memberships are determined equitably and fairly through a process that is less ambiguous than in the past. We will also focus on the expansion of E2 to groups beyond the annual conference.

Plans are being made for a review and update of the strategic plan. While we recognize the accomplishments we have made in goals set forth by our strategic plan and its subsequent updates, we must continue to build new goals and objectives for the organization. A review of the constitution and by-laws will certainly be in order to ensure we are still operating in a relevant and timely fashion within the rules that govern 501c3 organizations.

Technology will certainly play a part in our future. As we move towards new goals, including the use of Facebook and LinkedIn, we will continue to explore ways to connect to our members and others who are interested in the important work of AWEC.

Finally, I encourage each and every member to stay involved in the committee work you are already committed to. If you are not on a committee and want to be, please contact Kit Spring or me. We will make sure your name gets to the appropriate committee chair. Thank you for your vote of confidence. I look forward to the next two years.

Sincerely,

Kathy Waters
AWEC President



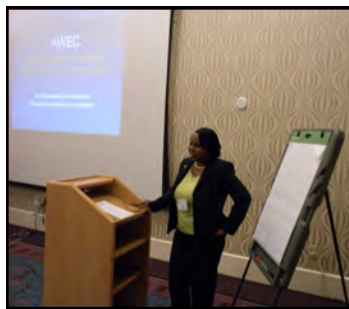
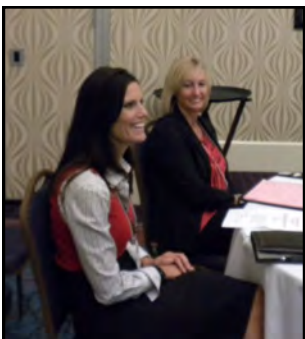
AWEC Holds Fifth Annual Emerging Executives Training Institute

AWEC was proud to sponsor the fifth annual Emerging Executives Training Institute in Raleigh, NC. We are so thankful to the National Institute of Corrections for providing Technical Assistance to support this activity. This day-long executive leadership training was attended by women at mid-management level in the corrections field. Committed to a philosophy of "Each One Teach One," AWEC utilized the rich experience of its senior members, all of them with experience in high level executive positions.

E2 participants were welcomed by AWEC President, Annie Harvey, who presented a history of AWEC. President Elect Kathy Waters introduced AWEC's executive committee. Dr. Diane Schlachter, President/CEO of OAR Inc. facilitated the session. Viki C. Sharp, Director of Victim Services, New York City Department of Corrections, shared a very interesting presentation entitled, *Remember the Sun Room*. AWEC Past President, Francine Perretta, Deputy Commissioner, Westchester County (NY) Probation was the featured luncheon speaker. Panel members Helen Marberry (Assistant Director of FBOP Program Review Division), Brenda Murrell, Chief of Prisons, retired, Georgia DOC, Patricia L. Caruso retired Director of Michigan DOC, and Darla Elliott, Sr. Director of Programs, MTC, discussed how they managed leadership challenges throughout their careers within the conference theme of *Cherishing Our Past, Designing Our Future*.

Dr. Diane Schlachter kicked off the Training Institute by explaining to participants that the training approach was to provide them not with prescriptions for leadership, but rather food for thought which they were invited to reflect upon throughout the day and the weeks to come. Dr. Schlachter emphasized that a critical aspect of learning for adults is the process of reflection. Participants were encouraged to think about what touched them, from the presentation by Viki Sharp, to the sessions with the panel members and the luncheon speaker, Francine Perretta. A special thank you goes to Correct Rx Pharmacy for sponsoring the E2 luncheon.

In the closing session, the participants were introduced to the work of John Maxwell, a writer and researcher who works in the area of human and leadership development. They were provided with a packet entitled "Bringing It Home and Goal Setting: Considering Your Road Map for Success." The Emerging Executives Training Institute is one of the important ways that AWEC supports women's leadership in criminal justice and maintains a commitment to the philosophy "EACH ONE...TEACH ONE...."





**2011 Emerging Executives Graduates & AWEC Presenters
Raleigh, North Carolina**



**AWEC Friends
Meet at ACA
in
Kissimmee**

**January 20-25, 2012
ACA Winter Conference
Phoenix Convention Center**

**AWEC Update: Sunday, January 22, 4:00—5:00 p.m.
WIC Meeting—Monday, January 23, 5:00—6:00 p.m.
WIC Reception—Monday, January 23, 6:00—8:00 p.m.**

Reflections from AWEC's Past Presidents

Mary Livers 1995-1996

Wow...my first thought is that it's hard to believe AWEC is 15 years old. I'm sure that Susan Hunter, Alethea Camp and Laurel Rans must be proud. Their vision, hard work, and recognition of the need for training for executive level women in corrections provided the catalyst for creation of AWEC. They knew there was a need to address executive level training for women in corrections. They acted on that need, and provided the NIC executive women's training.

Fifteen years ago executive women in corrections were few in number, and very isolated. It was the early 1990s, and there were not that many of us. And, those of us who had the NIC experience could not let go. It was time for us to act to provide the supportive leadership for executive women in corrections.

I think it's fair to say that we didn't know what we were doing in starting a new organization. But, we knew where we wanted to go. And so it was, in 1996, that a small group of very determined women leaders got the ball rolling. We've come a long way since then. AWEC has grown as an organization, and is very different today than it was 15 years ago. Organizations are dynamic, and they evolve. I think I can speak for all the past presidents, when I say that we are very pleased with the way this organization has grown. With every year that goes by, AWEC gets better at furthering its mission and demonstrating our guiding principles.

I look forward to the next 15 years of development of the organization, as some of us ride off into the sunset and fade into the landscape. I know that our evolving membership and leadership will take AWEC to new heights.

On a very personal note, AWEC has provided me with great joy, entertainment, intellectual stimulation, fellowship and leadership support. And lastly, something that you cannot put a price on – friendship.

Bona Miller 1996-1998

- We believe that developing women as executive leaders will enhance the effectiveness of the correctional field.
- We believe that the power of relationships is the foundation for success. By encouraging, mentoring and modeling, we support women in their efforts to achieve their full potential
- We believe that trust, respect and integrity are inherent qualities for executive leadership
- We believe that diversity in membership, ideas and perspective enriches the Association.

As I look back on my experience with the Association of Women Executives in Corrections, the above belief statements are still as strong and inspirational today as they were when they were adopted in 1997. I am not sure why I was so privileged to be elected the first president of this great association, but it happened. I was in awe of the strong, smart, dedicated women who first came to gether in that training room in New Hampshire and I am still in awe of those women.

This association provides a warm and trusting environment for women leaders in the

correctional field. It makes me proud to see the growth in the association from the first 29 charter members to today, and to know that I played a small part. The women leaders who followed me as presidents have done an outstanding job of developing the organization into a strong, professional force in the correctional field.

I am only sorry that my retirement from the field did not allow me to continue to be as involved as I would have liked. I truly believe things happen for a reason. Some days I am still trying to find that reason. Circumstances don't allow me to be with you as you celebrate this great milestone. What I will always treasure are the wonderful women I met and who supported and mentored me. To them I say thank you. I will never forget you. I leave you with my favorite Irish Blessing:

May the road rise to meet you

May the wind be always at your back

May the sun shine warm upon your face

And the rains fall soft upon your fields

And until we meet again

May God hold you in the hollow of His Hand

Jannitta Antoine 1998-2000

I have come to appreciate that every moment in life is a gift and we should learn to joyfully embrace the present. The times that I have spent with the Women of AWEC have been moments I will cherish forever. I used to think that AWEC came into my life during an important career development stage, but I now know that the lessons learned were not so much about my career, but lessons about life. I will always be grateful to the sisterhood and will continue to embrace AWEC's philosophy. The tradition has been cast in stone and each member will continue to support and reach out and teach new members.

Sharon Johnson Rion 2000-2002

Fifteen years is a substantial number when you consider AWEC's beginning: a small group of women who wanted to maintain a connection begun at the NIC "castle program" and grow a network that would support both careers and relationships. They sustained the will power and determination to grow a loose alliance into an unparalleled professional development organization for women correctional leaders. While I was not one of AWEC's founding mothers, I have enjoyed and benefitted from my membership in this organization for many years, and I gratefully acknowledge my appreciation and admiration for the vision and fortitude required to make AWEC a reality.

It is appropriate to acknowledge the vision of both Susan Hunter and Laurel Rans. Their leadership in establishing and implementing NIC's initial women's leadership development program and its subsequent adjunct programs is, in my opinion, also unparalleled in the history of corrections. AWEC is most certainly a result of their efforts.

Considering that I was already in the later years of my career when I joined AWEC, and had long been actively involved in both ACA and NAAWS - two organizations that had positive impact on my professional development, it may come as a surprise to some that I am certain AWEC has equal importance to me on some levels and even greater value on others. Why? First, because the mission

and focus of AWEC is specific to the unique challenges, interests and opportunities for executive women correctional leaders. Second, because AWEC is committed to the development of women who aspire to executive leadership positions and provides our membership with opportunities to support that commitment in very practical ways. Third, the diverse careers of our membership reflect local, state, federal and international experience which provides all of us access to other women executives with whom we might not otherwise come into contact; such growth opportunities based on sharing our stories are rare. Fourth, the relationships we establish with one another create a network that supports us through our down times and celebrates with us through our successes in a way that those who have not walked a mile in our moccasins simply cannot.

Marilyn Chandler Ford 2002-2004

I still recall the organizing meeting in Chicago – the energy, the trust, the hope for a new organization. Here we are celebrating 15 years of leadership development for women executives in corrections. AWEC has met the challenges of growth, and continued to define and defend the arena of leadership development for women. The organization remains grounded in its original mission and vision, while becoming ever more inclusive and diverse. AWEC – you're all that organizing meeting promised. I await what you will become in the next 15 years!

Andie Moss 2004-2007

Time does fly. What a remarkable journey we have had together over the last 15 years. Many memories — joyful, joyful moments, heart wrenching losses, and always the magic of sharing our lives in a community of women in leadership roles. If you are a new member and are just starting to contribute to what will be tomorrow's history, you are no less a part of this year's celebration. In fact, it is your new membership that gives cause for truly celebrating the vision our organization promotes – both yesterday and into our future.

AWEC has meant so much to me personally and professionally that I struggle with ways to tell each of you what an important decision I think we made in starting this organization. We heard so many arguments about the pros and cons of establishing a new organization... "women's organizations are irrelevant", "our agencies won't support it", "it's too exclusive and elite", "we are enthusiastic now, but will members really do the work it takes?" The cons were daunting. However, in true AWEC fashion we honored a vision of what AWEC could be and moved forward. So many people from the founding year to the present have made AWEC the unique organization we now cherish. Thank you to everyone for being a part of our success story, for the unique gifts you bring to the table, and the enduring impact you have had on my journey.

Francine Perretta 2007-2009

What has AWEC meant to me throughout the years?

I am a charter member of AWEC, having attended all but one conference over the past 15 years, and have had the honor to serve for the past decade on the executive committee. When I think of what AWEC means to me, the first thing that comes to mind and touches my heart is the willingness of so many women to share their personal stories. Over the years, I have heard dozen of stories. Each one has taught me about courage, integrity, compassion and love for the work that each one of us do every day. Having a safe place for executive women to come together to tell their stories was one of the founding purposes of creating our organization 15 years ago and on that alone we have been successful.

But it does not stop with our personal growth. I am so proud of the Emerging Executives training, or what we fondly refer to as E2. What better way to honor the women who have gone before us than to pass that gift onto those women coming up through the ranks. To me, this helps fulfill another founding purpose of our organization, EACH ONE TEACH ONE.

There were times throughout the early years when we were not sure we could 'survive' as an organization. Can you imagine that? A group of executive women leaders thinking we could not make a go of AWEC. I am so thankful we persevered through the tough years to get to where we are today.

The logo for AWEC HISTORY features a stylized graphic on the left consisting of a large, thin, curved line that loops around a central point, with three smaller dots below it. To the right of this graphic, the words "AWEC HISTORY" are written in a large, bold, black, sans-serif font.

AWEC Charter Members

Sally Anderson	Oregon
Jannitta Antoine	Louisiana
Lurline Baker-Kent	Minnesota
Marjorie Brown	Illinois
Jeanette Bucklew	Iowa
Edda Cantor	Alaska
Marilyn Chandler Ford	Florida
Joyce Conley	Indiana
Kathleen Dennehy	Massachusetts
Linda Dodson	Tennessee
Betty Gaines-Jones	Utah
JoAnn Gordon	California
Jane Higgins	Illinois
Jacqueline Kotkin	Idaho
Mary Livers	Oklahoma
Sharon Mayes	Arizona
Bona Miller	Idaho
Andie Moss	Washington DC
Melanie Pereira	Maryland
Francine Perretta	New York
Noreen Renard	Delaware
Roberta Richman	Rhode Island
Carla Smalls	South Carolina
Alethea Taylor Camp	Virginia
Ann Vendrell	Florida
Kathy Waters	Oklahoma
Linda Zaugg	Alaska

Rose Williams, Georgia
2010-2011 Membership Contest
Winner
7 New AWEC members

Presidents

1995-1996	Mary Livers
1996-1998	Bona Miller
1998-2000	Jannitta Antoine
2000-2002	Sharon Johnson Rion
2002-2004	Marilyn Chandler Ford
2004-2007	Andie Moss
2007-2009	Francetta Perretta
2009-2011	Annie Harvey

NOTE: Mary Livers was appointed president of the organizing body for AWEC. The group was chartered in 1996 at which time Bona Miller became the first elected President of AWEC.

Past Officers

Pat Allen (2004); Mary Bogan de Belmonte (2007-2011); Marjorie Brown (1997-1998; 2000-2004); Andrea Bynum (1996-1998); Sherese Brewington-Carr (1998-2000); Lynn Dingle (2000-2002); Tomi Hiers (2009-2011) Judy Lambert (2004-2011), Priscella Miles (2005-2006); Melanie Pereira (1997-1998); Francine Perretta (2002-2011); Noreen Renard (1998-2000); Kathy Waters (2007-2011); Pam Withrow (2004-2006)

Executive Directors

1998-2002	Alethea Taylor-Camp
2003-2004	Sharon Johnson Rion & Luella Burke
2004-2006	Luella Burke
2006-2008	Nancy Sullivan
2008-2011	Kit Spring

Members

1996	28
1997	39
1998	51
1999	78
2000	75
2001	136
2002	160
2003	123
2004	120
2005	137
2006	179
2007	184
2008	174

2009	200
2010	201
2011	216

Annual Conference	Number Attending
1996 Chicago, IL	22
1997 Daytona Beach, FL	26
1998 Omaha, NE	30
1999 Baton Rouge, LA	45
2000 Houston, TX	46
2001 Oklahoma City, OK	40
2002 Nashville, TN	14
2003 Washington, D.C.	35
2004 Baltimore, MD	41
2005 Ann Arbor, MI	53
2006 Phoenix, AZ	72
2007 Newport, RI	86 (AWEC & E2)
2008 Des Moines, IA	60 (AWEC & E2)
2009 New Orleans, LA	97 (52 AWEC & 45 E2)
2010 Denver, CO	97 (66 AWEC & 29 E2)
2011 Raleigh, NC	68 (51 AWEC and 17 E2)

Milestones

- 1994 Livers & Lancaster make organization proposal to NIC 1994 Executive Women class
- 1995 Committee of Livers, Lancaster, B. Miller and Pereira draft organization documents
- 1995 Steering committee appoints first AWEC officers: Livers-President; B. Miller-Secretary/Treasurer
- 1996 1st conference, hosted by Illinois Department of Corrections
 - Constitution and Mission statement adopted
 - Federal Employee ID number registered
 - First full slate of officers elected: Bona Miller, President; Jannitta Antoine, Vice President; Andrea Bynum, Secretary; Noreen Renard, Treasurer
 - First newsletter
- 1997 Values and Beliefs statements adopted
 - First strategic plan adopted
 - First agency membership (Minnesota Department of Corrections)
- 1998 Hired 1st part-time Executive Director

Affiliate membership with American Correctional Association (ACA) and American Probation and Parole Association (APPA)

- 2002 Decision to co-sponsor WICJJ 2004 and future conferences
- 2003 Development of Sponsor Program
 - 1st grant submittal, in partnership with George Washington University;(did not receive funding)
 - Establishment of Laurel Rans Fund
- 2005 Established Susan M. Hunter Award
- 2007 Website launched
 - Established Legacy Award
 - Created Associate Membership Category
 - First Emerging Executives Training Institute
- 2008 Adopted AWEC logo
- 2009 Awarded 501 3c status
 - 1st submittal for private foundation funding (status pending)

Susan Hunter Award Recipients

- 2005 Linda Dodson
- 2006 Susan Cranford
- 2007 Kathleen Dennehy
- 2008 Luella Burke
- 2009 Jacqueline Thomas
- 2010 Darlene Drew
- 2011 **Sharon Johnson Rion**

Legacy Award Recipients

- 2007 Harold Clarke
- 2008 The Keefe Group
- 2009 Morris Thigpen
- 2010 Ari Zavaras
- 2011 **Dr. Mary Livers**

Laurel Rans Scholarship

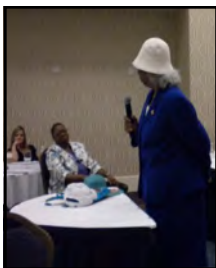
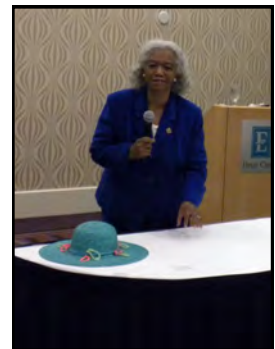
- 2007 Julie Wright
- 2008 E2 Participants
- 2009 E2 Participants
- 2010 E2 Participants
- 2011 **E2 Participants**

Women
working in
**Corrections &
Juvenile Justice**
2012 Conference



Developing Leaders, *Naturally*
September 16-19, 2012 Little Rock, Arkansas
www.womenincorrections.info

Women As Born Leaders: Developing Our Natural Talents
**AWEC's Sixteenth Annual
Membership Training Institute**
Little Rock, Arkansas
September 14-16, 2012



Gwendolyn Chunn Shares Her Wisdom of the Many Hats



**Happy Faces
in
Raleigh**

2011 Susan Hunter Endowment Award

Sharon Johnson Rion



EACH ONE...TEACH ONE” It is the guiding philosophy of the Association of Women Executives in Corrections. Susan M. Hunter selected AWEC to receive her endowment because of our joint endeavor to bring national recognition to women correctional leaders who have empowered and developed other women in the correctional field.

This year’s recipient, Sharon Johnson Rion, (nominated by Wendy Gardner , Senior Director of Staffing and Recruiting at CCA), has demonstrated over 39 years of working tirelessly to improve the role of women in corrections, by setting a standard of excellence and leading with insight and integrity. Sharon has mentored women, urging many to maintain consistently high standards and assume positions of increased responsibility. Her extensive background in corrections, her commitment, and the positive influence she has made on others throughout her career, truly personifies the leadership characteristics which AWEC represents.

She has worked with: the Commission on Accreditation as an Assistant Director; the Maryland Department of Public Safety, Division of Corrections as Director of Program Services, Warden; Corrections Corporation of America as Warden, Project Director, and Director of International Operations. Her career culminated with her position as President and CEO of TransCor America, a position from which she retired, twice!

Additionally, Sharon has served as:

- ✓ President of the North American Association of Wardens and Superintendents;
- ✓ Commissioner, for the Commission on Accreditation for Corrections
- ✓ (past) President, Association of Women Executives in Corrections

But, it is not only her impressive career which distinguishes Sharon. This year’s solicitation returned over 23 letters of support and accolades from Sharon’s peers, co-workers, and associates throughout the corrections field.

Jon P. Galley, Assistant Commissioner, Maryland Division of Corrections, wrote, *“I have always found her to exemplify the best in the various leadership positions that she has held, irrespective of gender, while empowering women in corrections to compete for and attain upper level management positions by example.”*

Robert Brown, Jr., retired Director, Michigan Department of Corrections, states, *“Like Susan Hunter, Sharon has been and continues to be outspoken on women’s issues, especially as they pertain to corrections. Whether the discussion is about inmates, line staff, supervisory, volunteers or administrator, she always makes certain the participants are including women in their thoughts. Further, her efforts are successful in sensitizing other to include women in their thoughts even when Sharon is not present or involved.”*

Betty Adams Green, Juvenile Court Judge, Davidson County Tennessee, said, *“I can think of no other woman who has given support and encouragement so freely to those women in all the many jobs, that together, define the field of corrections. Whether you are working as an intern, teacher, warden, social worker, or clerical, Sharon Johnson Rion will be there to encourage and support you as you strive to be the best.”*

Rick Seiter, Executive Vice President, CCA, wrote a glowing recommendation for Sharon. His letter states, in part, *"Having worked with Susan, I know how she lived the collective focus on collaboration, diversity and giving voice to all stakeholders in corrections policy, and her goal to establish a vehicle for recognition and the development of women correctional leaders...She is known to our veteran employees as someone who held the company together during difficult times. She was one of a handful of leaders known to have kept operational excellence even with a seemingly impossible financial challenge. And she has mentored and guided so many women we now have in our leadership team."*

Damon Hininger, President & CEO, Corrections Corporation of America recalls, *"Sharon led by example as she walked the halls of our prisons...I have witnessed Sharon mentor countless numbers of male and female corrections professionals... From being a warden, a mentor, an author, a president of a company, a cancer survivor, and an incredible friend....I can think of few others in this field who have made such a positive impact on the field of corrections."*

Elceria Skipper, Managing Director Operational Support, TransCor America, referred to Sharon as having *"done much to bring about equality in the correctional field...She was a visionary with her executive staff and was our personal mentor...If AWEC's motto is 'EACH ONE, TEACH ONE,' Sharon's personal motto is, 'EACH ONE...TEACH MANY.'"*

Long time friend, Pamela Withrow, presented the award at the luncheon in Raleigh. Several AWEC members spoke at the luncheon, giving testimony to Sharon's many contributions to the field and to them, personally. A special thank goes to Union Supply Group, who sponsored the luncheon. The Association of Women Executives in Corrections is proud to recognize Sharon Johnson Rion, as the 2011 Susan M. Hunter Award recipient.

Congratulations, Sharon!

With Love and Gratitude from Your Many AWEC Friends!



Pam Withrow, a member of the AWEC Awards Committee presented the Susan Hunter Award to Sharon Johnson Rion. Following are Sharon's acceptance remarks:

"Thank you so much, Pam. While I miss Kim's being with us, it is exceedingly meaningful to me that you are presenting Susan's award.

Most of you know that I am not normally at a loss for words; however, this is truly one of those life moments when words do not seem sufficient to convey my gratitude or sense of humility. I am honored beyond measure, and I thank you from the bottom of my heart.

I would like to recognize the other women present today who have previously received the Susan M. Hunter Award and acknowledge their exceptional work on behalf of women celebrating and honoring other women. So, if you would, please stand. Thank you for being wonderful role models for us all.

The cell phone rang as I was driving through Kentucky on my way home from Mary Bogan's retirement gala. It was Annie calling with the news. No words came, only tears, and an overwhelming sense that nothing in my career would measure up to that moment or this one.

If you would allow me I would like to ask you to stand if your answer to any of the following questions is in the affirmative:

1. You were a participant or faculty at a Colorado-based NIC program that I participated in during the 1980's & 90's.
2. You worked with me in the same organization during the past 40 years.
3. You participated in or were faculty for the NIC-sponsored state programs for women's leadership development held in Oklahoma and Tennessee.
4. You participated in the first AWEC strategic planning session in 2001 or subsequent strategic planning sessions.
5. You served on AWEC's Executive Committee or Awards Committee during my tenure.

I wanted the opportunity to publicly thank you, because each and all of you contributed to my standing here today. You made a difference for me, and I became a better person and a better leader due to your influence -- I am indebted to you and I thank you. There are other women, not present today, who would answer in the affirmative and are also allies, mentors and role models to whom I am grateful.

There are a number of women who are not here today in the flesh but in spirit who also made a difference for me, and, not surprisingly, they include Susan Hunter, Laurel Rans, Susan Cranford, Jackie Thomas and Mary Bogan. I do believe that they continue to be with us, and I thank them for their ongoing inspiration as well as the life lessons they shared so generously. I know unequivocally that my life is better because they have been in it.

When you spend 40-plus years in your career, the moments that ultimately mean the most are the ones in which your efforts make a difference. Standing here today I am grateful for and humbled by the affirmation.

Recognition for challenges met, obstacles overcome, achievements accomplished is positive and rewarding, but none so great as recognition by one's peers. And, quite frankly, when you begin your career and have less than four dozen peers throughout the United States and stay the course until your peer group numbers in the hundreds, growing into the thousands, the recognition is all the more

meaningful. Your peers understand viscerally the peaks and the valleys, the successes, the disappointments -- while others comprehend intellectually. Recognition is, after all, a gift -- and one given from the heart is of the greatest value.

I firmly believe that the courage to lead is based on a willingness to learn. Expanding our focus prevents brain-lock, which in turn puts our fears in perspective -- allowing us to overcome them in order to move forward. After all, courage is not the lack of fear but the willingness to push through it, to not be stymied by it.

Eleanor Roosevelt said "Do one thing every day that scares you." I adopted it as a motto several decades ago, and it continues to work for me. The scariness is nothing compared to the sense of victory when we face those fears, regardless of the outcome.

It is our courage that allows us to be creative leaders, and, as we know so well, creativity is essential to accomplish change. And, I believe as I think you do also, that we are prodigious change agents.

Courage and creativity are essential to taking risks, and taking risks is required to make a difference. I know that I am reminding you of what you already know, because this room is filled with women who make a difference.

Equally important, the field of corrections is filled with women at all levels of our organizations who make a difference. Our challenge is to reach out to them, to encourage them, to value them, and to do all we can to support their becoming the best possible future leaders, not just in corrections but also in their communities.

AWEC as an organization has a 15 year history of initiatives to support women's leadership development; however, I am talking about us as individuals, not just as members of AWEC relying on our association with the organization to fulfill this role. Never think that you do not have the time or talent to mentor, inspire or influence. You do it regularly.

Psychologists tell us that each human being influences no less than 10,000 people during her lifetime. I would take issue that for some of the women in this room, that estimate is far too low!

In closing let me share a story:

A wise woman who was travelling in the mountains found a precious stone in a stream. The next day she met another traveler who was hungry, and the wise woman opened her bag to share her food. The hungry traveler saw the precious stone and asked the woman for it. She gave it without hesitation.

The traveler left rejoicing - what good fortune - knowing that the stone was worth enough to provide a lifetime of security.

A few days later, the traveler returned the stone to the wise woman, saying "I've been thinking, and I know how valuable the stone is, but I give it back in the hope that you can give me something even more precious. Give me what you have within you that enabled you to give me this stone.

This room is full of wise women who willingly share the precious stones they possess. I know, because some have shared them with me. Let us continue to share without hesitation the precious stones of experience, compassion, patience, understanding, coalition, courage, creativity, determination, honor, truth and values.

There are literally thousands of women travelers who are hungry not just for the precious stones but also the heartfelt wisdom and selflessness that allows for the sharing. Our celebrations will always be about the sharing, and Susan Hunter will always be present to savor the moments with us.

Thank you."



Jennie Lancaster, Chief Deputy Secretary and Alvin Keller, Secretary of the North Carolina Department of Corrections, welcome conference attendees to Raleigh.



A panel of Past Presidents and AWEC charter members share their perspectives.
L to R: Lurline Baker-Kent, Sharon Johnson Rion, Melanie Pereira, Dr. Mary Livers

KEYNOTE SPEAKER

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WILMA L. VAUGHT, President

Brigadier General, USAF (Ret.)

Brigadier General Wilma L. Vaught, USAF, Retired, is President of the Board of Directors of the Women In Military Service For America Memorial Foundation, Inc.

Her last military assignment was as Commander of the US Military Entrance Processing Command, North Chicago, IL, where she served from June 1982, until her retirement in August 1985.

She is a member of the Board of Directors of the National Women's History Museum and serves on the Virginia War Memorial Foundation Board of Trustees. Following retirement, she worked as a consultant with the Strategic Defense Initiative Organization as well as with industry. She speaks around the United States on leadership and management. She is a frequent guest on radio and television programs.

A native of Illinois, General Vaught earned a Bachelor of Science degree from the University of Illinois, Champaign-Urbana from which she received the Distinguished Alumni Achievement Award in 1983; she also holds a Master of Business Administration degree from the University of Alabama, Tuscaloosa, and an Honorary Doctorate of Public Affairs from Columbia College, SC. She is the first Air Force woman graduate of the Industrial College of the Armed Forces.

During her military career, she held various positions in the comptroller field at Barksdale AFB, LA; Zaragoza AFB, Spain; McCoy AFB, Orlando, FL; Headquarters, Military Assistance Command, Saigon, Vietnam; Air Force Logistics Command, Wright Patterson AFB, Dayton, OH; the Air Staff, The Pentagon, Washington, DC; and she was the Deputy Chief of Staff, Comptroller, Air Force Systems Command, Andrews AFB, MD.

General Vaught served as Chairperson of the NATO Women in the Allied Forces Committee from 1983 to 1985 and was the senior woman military representative to the Defense Advisory Committee on Women in the Services from 1982 to 1985.

Distinctive Achievements:

- One of the most-decorated military women in US history
- Recipient of the Woman Who Made A Difference Award -- International Women's Forum, Oct. 1985
- First and, for some 22 years, the only woman promoted to brigadier general from the Comptroller career field
- First woman to head a board of directors of a major credit union
- First woman to command a unit receiving the Joint Meritorious Unit Award, the nation's highest peacetime unit award, July 1985
- First woman to deploy with a Strategic Air Command bombardment wing on an operational deployment, 1966-67
- Listed in Who's Who in America
- 1998 Living Legacy Patriot Award, Women's International Center
- 1998 Medal of Honor, National Society, Daughters of the American Revolution
- 1998 Veteran Advocate of the Year, National Association of State Directors of Veterans Affairs
- 1998 Women of Distinction Award, National Association of Women in Education
- 1998 VFW James E. Van Zandt Citizenship Award
- 2000 Air Force Women Officer Associated, Pioneer Award
- 2000 Margaret Cochran Corbin Award, National Society, Daughters of the American Revolution
- 2000 National Women's Hall of Fame Inductee
- 2003 National Women's History Project National Women's History Month Honoree
- 2003 Legion of Honor Bronze Medallion Award, The Chapel of Four Chaplains
- 2006 National Organization for Women (NOW) Intrepid Award
- 2007 US Air Force Woman of Distinction Merit Award
- 2008 General Federation of Women's Clubs Women's History Month Honoree
- 2010 US Army Women's Foundation Hall of Fame Inductee

Her numerous military decorations and awards include both the Defense and Air Force Distinguished Service Medals, Air Force Legion of Merit, Bronze Star Medal, Meritorious Service Medal, Joint Service Commendation Medal, Air Force Commendation Medal with Oak Leaf Cluster, Joint Meritorious Unit Award, Vietnam Service Medal with four service stars, Republic of Vietnam Gallantry Cross with palm and Republic of Vietnam Campaign Medal.

For additional information or to arrange speaking engagements, please call 800-222-2294.

Key Note Speaker
Brigadier General, Wilma L. Vaught, USAF (ret.)
President, Board of Directors

Women in Military Service for America Memorial Foundation



Brigadier General Wilma L. Vaught and Lt. Col. Barbara Bavera joined AWEC members and E2 graduates at the Keefe Reception Friday night in Raleigh. The reception was a great time for old friends to reconnect and members to relax and network with other colleagues. It was also a good opportunity for General Vaught to visit with other women and find that ground we all have in common.

On Saturday, General Vaught shared a bit of her background and gave conference attendees her insight into those qualities that make good leader. Here are some of them:

- ◆ Work—there is no substitute
- ◆ Vision—look beyond today. See the dream of tomorrow. Strategize to achieve it. Convince your people.
- ◆ Have passion for your work and don't be overcome by discrimination or harassment. Rebound from disappointment. Use common sense.
- ◆ Find out what motivates different people. Package your idea so it appeals. Learn the pressure points, power triggers. Use them.
- ◆ Learn when to make your point and learn when to withdraw.
- ◆ Challenge the issue, not the person. Wait for a winning issue. Lose today to win tomorrow.
- ◆ Take advantage of opportunity. Prepare for your next job. Encourage those who work for us. Learn to speak in front of people. Don't be afraid of the mike.
- ◆ When writing, be succinct. Make sure your sentences/paragraphs transition to the next one. Write only as much as you need to say.
- ◆ Take care of people and they will take care of you. If you don't, THEY WILL TAKE CARE OF YOU!!!
- ◆ People come before papers, computers, etc.
- ◆ Be fair! Be consistent.
- ◆ Don't be afraid to change your decision or admit you are wrong. Support your people.
- ◆ Have a good sense of humor. Help those behind you. Mentor those you know about and those you don't know about.
- ◆ Every one is a role model. Live a life you can be proud of.
- ◆ People need encouragement when things are tough.

“Choices you’ve made; Choices you will make. Choices about who you are, where you are, what you are doing, and perhaps, what you’ve paid for doing it. The choices we make between one direction and another in the path of life tell whether we will achieve success, or something less; have peace of mind, or not; can be optimistic about the future, or not; can look back with pride or regret. And, in the final analysis, tell those around us how we are giving our lives, for something or nothing. Choose wisely. Help to make this a world where each individual can find a place and live in peace. Success is whatever you define it to be. Be able to say, “I’m proud of who I am.”

—Wilma L. Vaught, September 17, 2011

AWEC
Fifteenth Anniversary Conference
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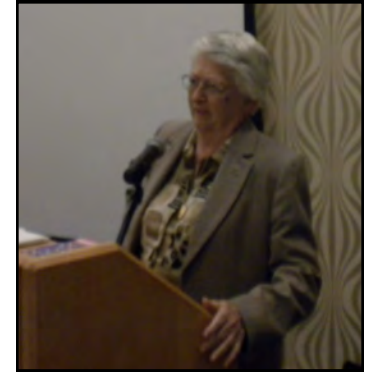


Inez Moss, WWII Marine

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President, Women in Military Service for America Memorial Foundation



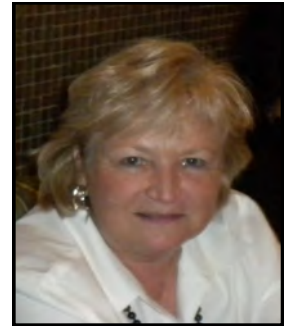
WILMA L. VAUGHT, Brigadier General, USAF (retired)



“Women want life, liberty, pursuit of happiness, recognition for dedication and sacrifice— the same things that men have always wanted and always received.”

— Response by Secretary of Defense, William Cohen, to the question, “What do women want?”

Dr. Mary Livers, Deputy Secretary, Louisiana Department of Juvenile Justice Receives 2011 Legacy Award



The Executive Committee of the Association of Women Executives in Corrections annually presents a Legacy Award to an outstanding professional who has encouraged the development and contributions of senior and executive women in corrections. The Association represents over 200 women in leadership throughout the United States. The award was established to recognize an individual who best supports the mission of the Association. This year's recipient is Dr. Mary Livers, Deputy Secretary, Louisiana Department of Juvenile Justice. Dr. Livers received her award at the Legacy Brunch, sponsored by CenturyLink, in Raleigh, North Carolina at the Fifteenth Anniversary Membership Training Institute.

Shreveport, Louisiana native Dr. Mary L. Livers was named to the position of Deputy Secretary of the Office of Juvenile Justice in October 2008. The Office of Juvenile Justice is a cabinet-level agency whose head, the Deputy Secretary, reports directly to the Governor.

Progressive-minded and vitally interested in corrections reform, Dr. Livers was attracted to OJJ's reform efforts begun in 2003, and she is a driving force in the transformation of juvenile justice in Louisiana. Having spent her entire career as a change agent, working to improve the quality of life for adults and juveniles who are involved with the criminal justice system, Dr. Livers has tirelessly embraced and promoted just and humane treatment and is a strong proponent of evidence-based programming.

Louisiana juvenile justice is undergoing a radical, systemic change, from community-based interventions to the deep end of secure care. Dr. Livers has taken the lead in working with stakeholders including the judiciary, district attorneys, community providers and advocacy groups to provide for the treatment needs of at-risk and adjudicated youth in the least restrictive environment and to provide needed services for families. Today, Louisiana's secure facilities house 80 percent fewer youth than a decade ago.

Dr. Livers believes that motivated and educated staff provide better and more humane care for inmates and juveniles. She has dedicated her career to actively promoting excellence and professionalism in the field of corrections, and she strongly supports leadership development for her staff. She believes in the hands-on approach and often visits OJJ's secure facilities and field offices.

Dr. Livers served in three states' corrections agencies for over 30 years before returning to Louisiana. After earning both a Bachelor's degree and Masters in Social Work, specialized in corrections and community intervention, from Louisiana State University, she began her career with the Arkansas Department of Corrections, becoming assistant warden of a women's prison at the age of 24. Moving to Oklahoma, Dr. Livers served as a deputy warden of a male prison/diagnostic center, was the first woman on its CERT (Correctional Emergency Response Team), and was the first female warden of an Oklahoma women's prison since the 1930s. During the next 19 years, she held progressively responsible positions before being appointed Associate Director of the Oklahoma Department of Corrections. As second-in-command of Oklahoma's correctional system, Dr. Livers oversaw 17 correctional institutions, as well as programs including inmate classification, industry and agricultural services, accreditation, environmental health, safety and sanitation. During this time she earned a Ph.D. in adult and higher education, with staff development and training specialties, from University of Oklahoma. Dr. Livers then served as assistant secretary for operations of the Maryland Department of Public Safety and Corrections, with oversight of corrections, probation and parole and the Baltimore City Jail.

Dr. Livers is the Treasurer of the American Correctional Association (ACA), has served a term on its Board of Governors and has served on numerous committees. She is a charter member and past president of the Association of Women Executives in Corrections (AWEC). A significant accomplishment was her collaboration with other professionals on creation of a pilot training model for women in corrections, that was adopted and used by the National Institute for Corrections.



Congratulations!
Thank you, Dr. Livers !
We Love You!

**Welcome to
This Year's
New AWEC
Members!**

Charlotte Burns, TN
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Susan Miller, LA
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2011-2013 Executive Committee

Francine Perretta, Past-President, administers the oath of office to AWEC's new Executive Committee for 2011-2013. L to R are: Annie Harvey, Immediate Past President, NC; (front) Judith Lambert, Secretary, TN; (back) Elceria Skipper, Treasurer, TN; Thomasina Hiers, Vice President, MD; Patricia L. Caruso, President Elect, MI; Kathy Waters, President, AZ

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