



# From the President

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## TO-DO IN 2019

- RENEW APAI MEMBERSHIP
- SERVE ON APAI COMMITTEE
- URGE FELLOWS TO JOIN APAI
- MAKE PLANS TO ATTEND THE 2019 ANNUAL TRAINING CONFERENCE IN BALTIMORE MARCH 31 - APRIL 3, 2019

## MEMBERSHIP FEES\*

INDIVIDUAL	\$65
ORGANIZATIONAL (UP TO 8 MEMBERS)	\$375
(9 TO 13 MEMBERS)	\$475
(14 TO 20 MEMBERS)	\$575
ALUMNI	\$40
ASSOCIATE	\$40
STUDENT	\$15

\*Fees are on a per year basis.

### Greetings APAI Members,

A debate is raging now both nationally and worldwide that has a very direct effect on our profession and employment. After many years of little or no prior interest or interference in the field of corrections or criminal justice, legislators are starting to push for specific skill and background qualifications for parole board members and chairs. The so-called "professionalization" in our field is a long time coming for our vocal critics but to others it can seem to disqualify prior and current participants who have done exemplary work in the field of parole.

What has brought on this international discussion? A first review of this issue was done over 30 years ago in 1988. Chairs at that time as well as today are generally highly qualified to make parole release and revocation decisions. This can be shown by their level of education, background in law enforcement and criminal justice and years of experience in the field. However, according to the excellent Robina Institute study of 2015 on the subject of statutory requirements for parole board members, there was little or no correlation between highest level of education and attainment and whether an individual was appointed to a parole board with or without a statutory requirement. The appointment process, typically done by a governor's appointment office (in 37 of the 50 U.S. states when the governor is the appointment authority) is seen as a rigorous exercise for any potential appointee to undertake. There are those in our field who feel that this alone can suffice as a competitive solicitation process when the cream will rise to the top. Quite frankly

often it has. However I believe, as Robina proposed, that all jurisdictions should seek to implement statutory language to ensure a uniform and constant set of guidelines as parameters to create a potential pool of well qualified applicants. This can go a long way in professionalizing our field and help lessen the perception that to get on a parole board it's not what you know, but who you know. I would like to quote from the 2017 work of Ed Rhine, Joan Peterrilia and Kevin Reitz in "The Future of Parole Release" when they state:

*The eligibility standards for becoming a parole board member should by statute require: (a) the possession of a college degree in criminology, corrections, or a related social science, or (b) a law degree; and, (c) at least five years of work experience in corrections, the criminal justice/community corrections field, or criminal law. Consideration should be given to balancing the relevant competencies of board members, and the importance of including members with an expertise in victim awareness and the prison experience.*

The sooner the reputation of partisanship and the spoils system leaves our line of work, the better it will be for the vast majority of our fellow practitioners who do an exemplary job in one of world's toughest professions.

**David Blumberg**  
APAI President

# APAI Officer Nominations are Open

## Vice President and Secretary Nominations Sought

by: Ashley Koonce, Executive Director, APAI

**As the annual conference approaches**, it is time to think about this year's officer nominations and elections. The official election will take place during the Annual Training Conference. Elected officers are announced at the Annual Business Meeting, which will be held on Tuesday, April 2, 2019. The business meeting will be held in conjunction with the Annual Awards Luncheon.

The APAI Constitution states that elected officers shall serve two-year terms and may not serve for more than two elected consecutive terms in the same office. The office of Vice President and Secretary shall become vacant on odd numbered years (2019). Newly elected officers will assume their duties of office on July 1, 2019.

The APAI bylaws state,

"The Vice President shall, as directed by the President, be responsible for coordinating the activities of the Regional Vice Presidents and shall perform such other tasks as the President may assign."

The bylaws also states,

"The Secretary shall be responsible for taking and distributing all minutes from meetings of the Executive Committee and the Annual Business meeting. The Secretary shall report all vote tabulations to the Executive Committee and Membership, unless otherwise noted

in official Association documents. The Secretary shall serve as Executive Committee liaison to the Membership Committee and shall perform such other tasks as the President may assign."

The Executive Committee currently meets on the fourth Friday of each month.

If you know of a co-worker or a professional colleague you have gotten to know over the years who would be a perfect fit, please contact APAI staff or anyone on the Executive Committee. We look forward to your involvement.

**If you would like to nominate someone for either position or have an interest of your own, please reach out to:**

NOMINATING COMMITTEE CHAIR

**Cynthia Mausser** [cynthia.mausser@odrc.state.oh.us](mailto:cynthia.mausser@odrc.state.oh.us)

EXECUTIVE DIRECTOR

**Ashley Koonce** [koonce@apaintl.org](mailto:koonce@apaintl.org)

**Nominations will close on January 31, 2019.**



JANUARY 2019

# Member Spotlight:

## Executive Director Ashley Koonce

by: Danielle LaCost, Vice President, APAI

**It's with great pleasure that we welcome Ashley Koonce** to the Executive Director position of the Association of Paroling Authorities International (APAI). Ashley is new to the role; however, she has proudly served APAI over the past four years. You may remember her by her Texas charm, her smile, and her quick "Yes Ma'am or Yes Sir" when she greeted you at the Annual Training Conference or when she addressed your questions via phone and email. Ashley began her journey with APAI in March 2015 when she joined the Correctional Management Institute of Texas (CMIT) and was named the Secretariat of APAI. She has provided direct support to the Executive Director and Executive Committee, as well as, conference planning support, membership management, assistance with financial matters, and other duties as needed.



Ashley's employment history is rooted in criminal justice. She worked for the Rehabilitation Programs Division of the Texas Department of Criminal Justice for six years, where she coordinated volunteer efforts to assist with the rehabilitation of offenders. Ashley worked with facilities, agencies, and government officials to review and implement evidence based incoming offender rehabilitation programs and to ensure that legal and ethical standards were met. She also worked with the Capital Improvements Review Committee to partner with volunteer and non-profit agencies to provide unit chapels and facility improvements across the state.

Ashley received her Bachelor of Science in Business Administration in 2009, and Master of Business Administration with an emphasis in Management in 2018, from Sam Houston State University. Ashley has continued working as Project Coordinator at CMIT and in this role she facilitates the Wardens Peer Interaction Program in coordination with the North American Association of Wardens and Superintendents (NAAWS) and the CMIT Annual Gangs Conference. She also serves as the Executive Director of the Texas Corrections Association (TCA).

Not only does Ashley wear many hats in the criminal justice field, she's also married and a mother of three children. Ashley enjoys traveling, watching her children partake in sports and extra-curricular activities, and spending time with her family.

Ashley was thrilled and honored when she was asked to be the APAI Executive Director. She's excited to learn more about our association's membership, continue building new friendships, and help the organization meet and exceed its goals. I've personally worked with Ashley over the past four years and it's been a pleasure watching her grow with the organization. She works diligently with hotels to secure us top notch conference accommodations and she strives to build relationships with all of our members.

Ashley's organization skills and pleasant demeanor have been an asset to our organization.

Please join us in welcoming Ashley Koonce to her new role as the APAI Executive Director.



# 2019 ANNUAL TRAINING CONFERENCE

March 31 – April 3, 2019 | Baltimore, Maryland

[www.apaintl.org](http://www.apaintl.org) / **registration is open!**

# PAROLE: A FORCE FOR PUBLIC SAFETY AND POSITIVE CHANGE



# The Dangers of Stalking:

## How Helpers Remain Safe in their Work in the Criminal Justice System

by: Dr. Najah A. Barton

**Stalking is a pattern of behavior directed at a specific person that causes fear.** Many stalking victims experience being followed, approached and/or threatened – including through technology. Stalking is a terrifying and psychologically harmful crime in its own right as well as a predictor of lethality: in 85% of cases where an intimate partner attempted to murder his partner, stalking preceded the attack. The events and nature of stalking more likely than not occur in intimate partner relationships. However, intimate partner relationships are not the sole means by which stalking may take place. In fact, it is estimated that 25 million people have been stalked at some time in their lifetime within the United States (Smith et al., 2018). This fact can include criminal justice professionals. The nature of working within the criminal justice setting places great emphasis on pre-conviction or associated actions that occur before sentencing. However, after a sentence is imposed to be served, the prisoner is incarcerated, subsequently, the releasee returns to the community, there are risks associated with the propensity for stalking to occur. Not only for victims. But, also for ‘helpers’.

Helpers, categorized herein are criminal justice professionals including but not limited to victim advocates, parole or probation officers, correctional officers, parole board members, attorneys, medical personnel, and others that interact with persons in the criminal justice system. As a helper, often times the nature of our thoughts in the course of our work falls under ‘get the job done’, ‘I will do what I need to do, and go home’, ‘helping someone means they have to want to help themselves’, or ‘I will do my best, within the parameters of how I can’. Less often, we are not highly likely to consider our personal safety as a top need outside of the direct workplace. Or, it is not a consideration that there may be the potential for someone to have a set fixation in or, on us, which may lead to a behavioral pattern being exhibited that causes a reasonable person fear.

In 2013, while serving as a victim advocate (as a helper), a colleague reiterates her journey through stalking, for purposes of amplifying on the truth that can plague our job role:

*I was a victim of stalking—unbeknownst to me. It was not apparent, at first. A male military member was identified to be allegedly committing acts of domestic violence against his spouse. This included physical and emotional abuse, and spousal neglect. Upon the case being triaged and determined to be an appropriate case referral to our office, I was assigned as the victim’s advocate to provide victim advocacy services to the victim. Upon meeting the spouse [victim], I did my due diligence and worked with her to complete the normal protocol. This included safety planning, information and referral services, and court advocacy associated with her obtaining a civilian protective order. In the course of my work with the victim, there were times when the military member would see me with the victim—but, he was not aware of who I was role I played—or, so I thought.*

*One afternoon, as I was departing work, in turning onto the main road to leave the installation, traffic was heavy. As I observed my surroundings, I noticed that the military member was behind me. It was frightening, as I was quite sure he was not behind me the entire time. Yet, I was not sure. I became fearful, as it was concerning that he was behind me. I thought fast, as decided to make the next available turn off. He did not follow me. In breathing a sigh of relief, I started to question if what I saw was real.*

*About three days later, as I was at the supermarket on the installation [base], I exited, and began walking to my car, looking both ways. No one was coming. As I started to cross over, I slightly missed contact with a gray sedan. In dismay, I looked at the driver, and it was ‘him’ [the military member]. He gave me a smirk. I did not say anything, and ran to my car. I went back to my office immediately, and notified my supervisor. My supervisor was supportive and level-headed—advising me to write up a statement.*

*Reluctantly, I wrote the statement. She kept it on file. Life went on as I knew it. I continued to work with the victim—and as-*

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## The Dangers of Stalking — continued from page 5

sisted her in getting back on track. It was as norm. Except for the fact that I felt like I was being watched. Every afternoon, especially those days I met with that client, things felt 'off'. Even scarier, one afternoon, I got a notification from social media accounts that they had been hacked. That had never happened to me. However, it was happening for several friends and colleagues. I thought nothing of it, changed my passwords, and went on with my life.

One evening during my on-call rotation, I received multiple hang up calls over the course of 6 hours timespan. So much so, I did not get any sleep that evening. It was a Monday into Tuesday. Then, that Tuesday morning, as I was getting ready for work, the on-call phone rang again. This time, upon answering it, someone breathed hard into the phone, and told me "stay away from my wife". "I know all about your son, sister, and mother". Frightened and uncertain, I immediately called my supervisor and reported what happened. After arriving to work, I wrote another statement, and this time my supervisor contacted the local military law enforcement agency. While there was no certainty, it was still frightening to think that all of these events started when I started one case, specifically.

As I went on in the day, my client came in on that Tuesday afternoon, unexpectedly. She reported that she was getting back with her husband. She reported that he reached out to her, even though there was a protective order in place, and wanted to work things out. She shared that she would be terminating victim advocacy services, and thanked me for everything. I found it odd because she was doing very well, and everything possible to leave. She had even connected with some local resources that aided her in writing her resume, getting clothing for an upcoming job interview, and establishing a financial plan.

Abiding by the client's request, I closed the case for victim advocacy services. No sooner than that Thursday, I received a call from the law enforcement officer assigned to let me know that he could not trace the call received on the on-call phone. Also, the military member was interviewed, and denied any of the events that I reported. He cited that it was all false—and, I "was hell bent on breaking up their marriage".

Devastation and shock set in. The reason being was that the system that I trusted to protect the victims served, advocated on behalf of, and worked to support as fair and equitable—now, did nothing for me. There were no available resources for helping me. While I went on in my work, things have never been the same.

Five years after the incident, in hindsight, it is possible that more could have been done. Whilst not called by name, there were fragments of stalking behaviors occurring—accumulatively accounted for, a pattern was being formed. Specifically, there was surveillance, life invasion, interference, and intimidation, or S-L-I-I present. The methodology used by the offender [military member] in the above recount encompassed several elements.

Logan and Walker (2017) established the acronym, S-L-I-I after studying the typologies of behaviors associated with actions or strategies committed by stalkers to their victims. The categories may overlap or intersect. The actions may be overt or covert—with the goal of causing a reasonable person fear. Question(s) that should be asked, per category, include:

### **Surveillance:**

How is the stalker tracking or monitoring the victim?

### **Life invasion:**

How has the stalker invaded the victim's life?

### **Interference:**

What has the victim lost and/or what is s/he afraid of losing because of stalking?

### **Intimidation:**

How has the stalker intimidated or threatened the victim?

Surveillance may include following, watching, waiting, showing up, using tracking software, obtaining information about the victim, and/or proximal stalking. Surveilling the victim provides the opportunity for information gathering, which is often intended for use in developing the means by which the victim will be stalked. Life invasion events occur when there

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## The Dangers of Stalking — continued from page 6

is unwanted contacted at work, home, or in the community; phone calls, public humiliation; or, harassment of friends and/or family.

Interference includes direct or proximal contact, with the goal of causing some disruption or change in the daily operations of the victim's life or plans. This may mean use of physical or sexual attack(s), road rage incidences, sabotage through work or financial means, ruining the victim's reputation (i.e. making slanderous comments via social media, or hacking the victims social media and posting vulgar comments, derogatory pictures, or blocking access to their social media accounts), custodial interference; or, creating a destructive atmosphere where the victim is too afraid to leave and/or will not. Lastly, intimidation may include threats, property damage, forced confrontations, threatening to harm self [offender], or causing harm to others [including the victim and/or their loved ones] (Logan & Walker, 2017).

In the case scenario presented, S-L-I-I applied. There was watching, showing up and/or waiting, contact at work via the on-call helpline, and intimidation through threats (the statement made during the last call). Less obvious, the spouse's return to the abuser, while common in domestic violence situations, may have been a potential means by which the offender was attempting to control the outcome. The final events did not result in a fatality; however, there is a high likelihood for stalking to escalate into a significantly dangerous situation. In about 20% of cases, stalkers use weapons to threaten or harm victims. Seventy-eight percent of stalkers use more than one means of approaching their victim (Logan & Walker, 2017; Smith et al., 2018).

Of note, the offender in the case scenario could have posed a higher risk. The reason being was because he had advance/expert training. Being a law enforcement officer, his position, training, and knowledge lent to there being awareness of 'if the [domestic violence] case went away; then, the complaint of the professional [victim advocate] to local law enforcement about stalking or the behavioral patterns would also'. The nature of the stalking scenario presented is not the only way that a professional may be placed in danger in their professional role. In fact, stalking may occur just because; due to the need to gain or maintain power and control; obsession; plan by the stalker to commit a crime; seeking affection; or, due to

rejection (leading to stalking as retaliation) (Center for Disease Control and Prevention, 2017; Logan & Walker, 2017). Responses to stalking or the potential for stalking to occur is not one size fits all. At the core, safety is important, and the primary goal.

This does not account for only the safety of the population served; but, also for criminal justice professionals playing vital roles in the justice system. It is important that there remains a continued approach, which promotes being and keeping ourselves safe. To combat the potential for stalking, criminal justice professionals should implement basic actions. Safety protocols for professionals may include maintaining communication with their supervisor or a peer on who, what, when, where and how, especially when there are changes in their schedule or routine. Safety procedures should be set in place for responding to situations that are, or identified to be potentially dangerous (i.e. changing work duties or assignments while a complaint is being investigated). Training on stalking behaviors and agency or organization specific protocols should be a consistent and continuous process to ensure refreshed education on the subject-matter; and, response protocol for supervisors and managers established and reviewed, annually. If You See Something, Say Something—established to combat suspicious activities observed in public—can be helpful in situations where there is suspicion or a known threat to criminal justice professionals' safety.

### References

Center for Disease Control and Prevention (2017). *The National Intimate Partner and Sexual Violence Survey, 2010 – 2012 State Report*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

Logan, T.K. & Walker, R. (2017). Stalking: A Multidimensional Framework for Assessment and Safety Planning. *Trauma, Violence & Abuse* 18(2), 200-222.

Smith, S.G, et al. (2018). *The National Intimate Partner and Sexual Violence Survey (NISVS) 2015 Data Brief*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.

# Executive Committee

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