

BUSINESS:

Office: North Carolina Department of Adult Correction
Secretary's Office
214 West Jones Street
Phone: (919) 733-2126
Email: Todd.ishee@dac.nc.gov

EDUCATION:

Bachelor of Arts – Organizational Management

Malone University
Canton, Ohio

Associate of Arts – Individualized Studies

Lorain County Community College
Elyria, Ohio

Kent State University – Undergraduate Studies

Kent, Ohio

LEADERSHIP TRAINING:

Ohio State University

OSU Leadership Center
Leadership Institute, May 2017

Cleveland State University

Center for Leadership Development
Labor Management Leadership and Team Building, March 2017

Cleveland State University

Center for Leadership Development
Leadership Academy, January 2017

Ohio Department of Administrative Services

National Certified Public Manager Consortium
Certified Public Manager, April 2007

US Department of Justice

National Institute of Corrections
Executive Excellence, January 2013
Correctional Leadership Development, May 2002
Executive Training for New Wardens, March 2001

Ohio Department of Rehabilitation and Correction

Executive Leadership, July 2000

Correctional Leadership, August 1998

North Carolina Department of Public Safety

John Maxwell 5 Levels of Leadership, January-March 2021

EMPLOYMENT AND EXPERIENCE:

North Carolina Department of Adult Correction

October 2022-Present

Secretary

Appointed by Governor Roy Cooper to lead the newly created Department of Adult Correction. Currently overseeing the launch and ongoing transition for the standalone adult correction system, which includes persons serving sentences inside a state prison and those being supervised in the community on probation or parole. Responsible for the strategic leadership, management, and development of innovative approaches to a wide variety of challenges involving the custody and supervision of all adjudicated adult offenders. Directs executive-level operational decisions for managing the 30,000 people incarcerated in state adult correction facilities, and over 85,000 offenders under community supervision in all of the state's 100 counties. Leads a department of approximately 20,000 employees and an annual operating budget of over \$1.9 billion, along with a Correction Enterprises program that produces an annual income of over \$95 million from its 28 plants spread across the state prison system. Provides organizational oversight in the delivery of rehabilitation and reentry program services designed to help reduce recidivism and help offenders reintegrate back into their communities.

Highlights During Secretary's Tenure

Special Committees and/or Appointments:

- Correctional Leaders Association (formerly ASCA): Appointed member 2019-Present.
- American Correctional Association (ACA): Elected to serve a four-year term as Commissioner on ACA's Commission on Accreditation, 2021-2024.
- Correctional Leaders Association (formerly ASCA): Member of the Association's Recruitment and Retention Committee 2019-Present.
- Correction Leaders Association (CLA): Member of the Association's Staff Wellness Committee 2022-Present.

North Carolina Department of Public Safety

2019-August 2022

Commissioner of Prisons

Responsible for the strategic leadership, management, reform, and overall direction of North Carolina's state prison system which consists of 58 adult correctional facilities housing a population of approximately 30,000 offenders as well as a cohort of juvenile offenders serving adult sentences. Additional responsibilities include oversight of a staff of 16,300, an annual budget of \$1.3 billion,

and a Correction Enterprises program that produces an annual income of over \$90 million from its 28 plants spread across the prison system.

Highlights During Commissioner of Prisons Tenure

Special Committees and/or Appointments:

- North Carolina Governor's Crime Commission: Appointed Member 2019-2022.
- Correctional Leaders Association (formerly ASCA): Appointed member 2019-Present.
- American Correctional Association (ACA): Elected to serve a four-year term as Commissioner on ACA's Commission on Accreditation, 2021-2024.
- Correctional Leaders Association (formerly ASCA): Member of the Association's Recruitment and Retention Committee 2019-Present.
- American Correctional Association (ACA): Appointed to the International Corrections Committee 2019 - 2021.
- American Correctional Association (ACA): Appointed to The Resolutions and Policies Advisory Committee 2019-2021.

Significant Initiatives:

- Development, implementation and status monitoring of Division of Prisons Strategic Plan 2020-2024 ([Prisons Strategic Plan](#))
- Reorganization of Prisons Administration Leadership Structure and Re-missioning of Prison Facilities to align with division-wide Strategic Plan
- Participation in efforts of North Carolina Task Force for Racial Equity in Criminal Justice (TREC)
- Creation of North Carolina Prisons' first Innovation Institute
- Established Office of Employee Retention
- Initiated Steps to Achieve American Correctional Association (ACA) Accreditation for all Correctional Facilities
- Expansion of the use of Technological Advances in Prisons, including video-visitation, electronic mail, and offender-use tablet programs telehealth
- Prioritization of Diversity, Equity, and Inclusion Practices, including designating facility Women's Coordinators and emphasizing direct staff involvement
- Reforming use of Restrictive Housing, including expansion of Diversion-based Programming

Authored Publications:

- Mautz, Charles & Ishee, Todd (In-press) "Continuous Innovation in Corrections" *Advancing Corrections Journal*, International Corrections and Prisons Association.

Speaking Engagements on Correctional Operations and Reform

- Duke University, 2020
- Kent State University, 2021
- Appalachian State University, 2021
- American Correctional Association (ACA) Winter Conference Plenary Session: "Correctional Leadership in a Socially Distanced World," 2021

Special Recognitions

- NCDPS Official of the Year, 2021
- NCDPS Outstanding Leadership Award, 2022
- The Old North State Award, 2022

Ohio Department of Rehabilitation and Correction

1990 to 2019

Deputy Director – The Office of Reentry and Enterprise Development

2019

Responsible for strategic leadership of agency reentry services and programs for Ohio prisons, parole regions and community service entities. Scope of this office includes collaborated reentry and enterprise development efforts with stakeholders in each of Ohio's 88 counties.

Highlights During Deputy Director Tenure

Special Committees and/or Appointments:

- American Correctional Association (ACA): Appointed to the International Corrections Committee 2019-2021.
- American Correctional Association (ACA): Appointed to The Resolutions and Policies Advisory Committee 2019-2021.

Northeast Regional Director

2012 to 2019

Serve as agency deputy director. Responsible for the oversight of seven prisons and two parole and community supervision regions covering Ohio's 23 northeast counties. Establish goals for the region's approximately 2,500 employees to equip the region with sound correctional procedures supervising both incarcerated and community released offenders in accordance with State of Ohio policies. Fiduciary responsibilities include managing the northeast region's accumulative annual budget of over \$270 million which incorporates two private prison contracts and a female facility. Oversight of interagency collaboration initiatives with U.S. Secret Service, Federal Bureau of Investigation, Bureau of Alcohol, Tobacco and Firearms, Ohio State Highway Patrol, Ohio Attorney General's Office and Northeast Ohio Criminal Justice Partners.

Highlights During Deputy Director Tenure

Criminal Justice Reform Initiatives:

- System-wide Reintegration Centers
- Targeted Community Alternatives to Prison
- Ohio's 3-tiered Prison System

Special Committees and/or Appointments:

- Greater Cleveland Reentry Leadership Coalition, Cleveland, Ohio, Board Member, 2019.
- Eastern Gateway Community College, Youngstown, Ohio, Criminal Justice Advisory Board Member, 2018-present.

- American Correctional Association (ACA): Appointed to the International Corrections Committee by President Lannette C. Linthicum, 2017.
- American Correctional Association (ACA): Appointed to The Resolutions and Policies Advisory Committee by President Lannette C. Linthicum, 2017.
- ODRC Green Initiative Committee: Empaneled by ODRC Director Mohr in 2017 and guided by external advisors, to develop a strategic plan for ODRC to push for new and innovative sustainability projects, 2017.
- Lead agency negotiator for a new 996 prison bed contract with CoreCivic.
- State of Ohio Collective Bargaining Team: Governor appointed member of the State of Ohio collective bargaining team for statewide and agency specific contract negotiations with OCSEA/AFSCME, 2015.
- Drug Interdiction Task Force: Director appointed chair of Drug Interdiction Task Force for Ohio prisons, 2015.
- Veterans Court Advisory Committee: Appointed by Cuyahoga County Common Pleas Court Judge Michael Jackson to the Cuyahoga County Veteran's Court Advisory Committee, 2015-2019.
- Restrictive Housing Steering Committee: Director appointed member of the agency-wide Steering Committee for Ohio Department of Rehabilitation and Correction Restrictive Housing Reform, 2015.
- Electronic Health Record Governance Board: Director appointed member of the Ohio Department of Rehabilitation and Correction Electronic Health Record Governance Board, 2014.
- Regional Performance Indicators: Created and began collecting monthly, quarterly and annual metrics that break down information in 49 key areas to aid in trend monitoring and data informed strategic planning, 2014.

Authored Publications (Journal Articles):

- Ishee, Todd E., Mauk, Bryan, Lindsay, Andrea, Harris, Brandeshawn, and Swiger, Michael (2018) "Innovative Approaches to Reentry in Ohio: Chopping for Change and The Workforce Training Experience" *Beyond the Wall* Issue No. 4, International Corrections and Prison Association.
- Ishee, Todd, E (2018) "The Evolution of Hope: Expanding Ohio's Reentry Initiative" *Corrections Today*, American Correctional Association.
- Ishee, Todd, E (2016) "Broadcasting without Boundaries: Ohio's Reentry Television Network Delivers Hope" *Corrections Today*, American Correctional Association.
- Ishee, Todd, E (2015) "Ohio Puts Its Faith in Faith" *Corrections Today*, American Correctional Association.

Authored Publications (ODRC Internal):

- Northeast Region Business Plan: 2013-2018
- Northeast Region Year in Review: 2013-2014
- Handbook for the Families, Friends, Supporters, and Mentors of the Northeast Ohio Offenders, 2017, 2018
- Northeast Region Back to Basics Showcase: 2013-2018
- Northeast Region Focus on Staff Showcase, 2014
- Northeast Region Veteran Reentry Initiatives, 2016, 2018

Work in Progress:

- Ishee, Todd E., Wittrup, Brian K., Favor, Jo A., Robinson, Kristenne M. "Making Communities Safer: A Framework for Implementing Change in Prisons."

Public Forums and Presentations:

- "Reentry Business Summit", a collaborative effort of Ohio businesses, judiciary and the Ohio Department of Rehabilitation and Correction, presenter and member of organizing committee, 2016 & 2017.
- "Making Ohio Communities Safer", originator and coordinator of this Northeast Regional Event, a collaborative effort of community, law enforcement, academics, the Ohio Department of Youth Services, and the Ohio Department of Rehabilitation and Correction, annually 2013-2017.
- "Talent Crunch: Training Begins in Prison and How You Can Connect Now", by Ishee, Todd E. Presented at the 2017 Reentry Business Summit, a collaborative effort of Ohio businesses, judiciary, and the Ohio Department of Rehabilitation and Correction, presenter and member of organizing committee. Cleveland, Ohio, 2017.
- "Broadcasting without Boundaries: Ohio's Reentry Television Networks" by Ishee, Todd E. and Robinson, Kristen M. presented at the American Correction Association Winter Conference. San Antonio Texas, 2017.
- "The Hope Channel: A Preliminary Analysis" by Ishee, Todd E., Wittrup, Brian, Faver, Jo, and Robinson, Kristine M. presented at The Academy of Criminal Justice Sciences. April 1, 2016. Denver CO.
- "Making Ohio Communities Safer: A Framework for Implementing Change in Prisons" by Ishee, Todd, Wittrup, Brian, Faver, Jo, and Robinson, Kristen M., presented at The Academy of Criminal Justice Sciences. Denver CO, 2016.
- "International and Interdisciplinary Perspectives and Prolonged Solitary Confinement", presenter and member of expert panel discussion at the University of Pittsburgh School of Law conference, 2016.
- "Making Ohio's Communities Safer and The HOPE Channel: A Preliminary Analysis", presenter at the 53rd annual meeting of the Academy of Criminal Justice Sciences, 2016.
- Faith Summit, originator and coordinator of this Northeast Regional event, a collaborative effort with community volunteers and faith-based organizations to partner with the Ohio Department of Rehabilitation and Correction, 2014.
- ODRC Mission & Vision: Conducted region-wide training for all Northeast Region management staff, 2014.

Special Recognitions:

- Innovative Leadership Award:
Recipient of the Innovative Leadership Award presented by True Freedom Ministries, 2018.
- State of Ohio Governors Award for Employee Excellence:
Recipient of the 2017 State of Ohio Governors Award for Employee Excellence presented by Governor John R. Kasich and Lieutenant Governor Mary Taylor.
- Khelleh Konteh Vision and Innovation Award:
Recipient of the Khelleh Konteh Vision and Innovation Award presented by The Ridge Project, 2015.

- United States Special Deputy:
Sworn Special Deputy United States Marshal assigned to the Northern Ohio Violent Fugitives Task Force, 2015– 2019.
- ODRC Director Mohr's Impact Award:
Recipient of the Gary Mohr Impact Award, 2015.

Operations Chief

One year of service

Oversight of prison security, unit management, violence reduction, and implementation of three tier system reform initiatives for the agency. Additional supervision responsibilities included oversight of the agency's inmate transportation system.

ODRC Internal Publications:

- "Ohio's 3-Tier System Manual," 2012.
- "The Ohio Plan for Unit Managed Prisons," 2012.
- "Violence in Ohio Prisons: A Back to Basics Approach," 2012.
- "Violence Reduction in Ohio: A Systems Approach," 2012.
- "A Back to Basics Approach to Reducing Prison Violence," 2011.

Special Commissions and/or Appointments:

- Director appointed chair of Ohio Department of Rehabilitation and Correction Violence Reduction Oversight Committee, 2011.
- Director appointed member of ODRC Thinking for a Change oversight committee, 2011.

Operational Assessments:

- The Judge Nancy R. McDonnell Community Based Correctional Facility, Cleveland, Ohio
- Franklin County Community Based Correctional Facility, Columbus, Ohio

Public Forums and Presentations:

- Ohio's 3-Tier Prison System Training: Conducted state-wide presentations to all staff and offenders, 2012.

North Region Security Administrator

Five years of service

Responsible for the management, development, and implementation of security operations, policies and procedures, as well as monitoring security threat groups in all fifteen adult correctional facilities within the north region of Ohio. Conducted security operations audits and inspections pursuant to applicable audit guidelines and standards at assigned institutions. Served as initial on-site responder for regional directors to critical incident situations at assigned institutions to determine and analyze possible security breakdowns. Updated and evaluated all aspects of institutional security operations and made recommendations for changes. Responsible for development and delivery of employee in-service training on agency security policies and critical incident management. Served as designee during absence of regional director.

Vulnerability Assessments:

Trained to conduct vulnerability assessments utilizing National Institute of Corrections model.
Served as vulnerability assessment team leader for reviews of Ohio Prisons that touched all security levels.

Juvenile Facility Operational Assessments:

- Cuyahoga Hills Juvenile Correctional Facility, Highland Hills, Ohio
- Indian River Juvenile Correctional Facility, Massillon, Ohio

Warden

Five years of service

Ohio State Penitentiary

Youngstown, Ohio

Prison Description: High Maximum Security/Minimum Security Camp

Served as the appointing authority and responsible for overall management and leadership of the prison.

Highlights During Warden Tenure

Public Forums and Presentations:

- "The supermax litigation experience in Austin v. Wilkinson class action" presented at the National Attorney General's Annual Conference in New York City, 2003.
- "The supermax litigation experience in Austin v. Wilkinson class action" presented at the American Correctional Association annual conference in New Orleans, Louisiana, 2002.
- "The Supermax Debate," contributed expert citation. Authored by Keith Martin, Assistant Editor of *Corrections.com*, 2002.
- "Evaluating the Effectiveness of Supermax Prisons," contributed expert citation to the Urban Institute Justice Policy Center's research document. Authored by Daniel P. Mears, 2002.
- "Return of the Madhouse," contributed expert citation. Authored by Sasha Abramsky of the American Prospect article, 2002.
- "America's Most Unwanted Turn to the Law," contributed expert for The Guardian.com article authored by Julian Borger, 2002.

Litigation Specific Experience:

- Extensive federal litigation experience/testimony in Austin v. Wilkinson class action conditions of confinement case, 2001 – 2004. This case was ultimately heard by the U.S. Supreme Court.

Educational/Experiential Training:

- Insight into capital punishment as a witness to the preparation, process and executions of Robert Andrew Lookingbill at the Huntsville Unit, Texas, 2003.
- Insight of capital punishment as a witness to the preparation, process, and execution of William D. Wickline at the Southern Ohio Correctional Facility, 2004.
- Youngstown State University Police Academy Board of Directors Member, 2002 - 2004.

Special Recognitions:

- U.S. Department of Defense Employer Support of Guard and Reserve Certificate of Appreciation, 2002
- Mahoning County Board of Commissioners Resolution in Recognition of Outstanding Service, 2001.
- United States House of Representatives Resolution in Recognition for Outstanding Service. Presented by the Ohio 17th district James A. Traficant, 2001.

Deputy Warden of Operations

One year of service

Mansfield Correctional Institution

Mansfield, Ohio

Prison Description: Close, Maximum Security, Ohio Death Row Population, Two Minimum Security Camps, and Residential Mental Health Treatment Unit

Health Services Administrator

One year of service

Trumbull Correctional Institution

Leavittsburg, Ohio

Prison Description: Close Security/Minimum Security Female Camp

Warden's Assistant

One year of service

Ohio State Penitentiary

Youngstown, Ohio

Prison Description: High Maximum Security/Minimum Security Camp

Chief of Security

Four years total service

Ohio State Penitentiary

Youngstown, Ohio

Prison Description: High Maximum Security/Minimum Security Camp

Trumbull Correctional Institution

Leavittsburg, Ohio

Prison Description: Close Security/Minimum Security Camp

Captain

Three years of service

Trumbull Correctional Institution

Leavittsburg, Ohio

Prison Description: Close Security/Minimum Security Camp

Lieutenant

One year of service

Trumbull Correctional Institution

Leavittsburg, Ohio

Prison Description: Close Security/Minimum Security Camp

Sergeant/Correctional Counselor

Two years of service

Lorain Correctional Institution

Grafton, Ohio

Prison Description: Close/Maximum Security/Reception Center

Correctional Officer

One year of service

Lorain Correctional Institution

Grafton, Ohio

Prison Description: Close/Maximum Security/Reception Center

CONSULTING EXPERIENCE:**2019 to Present**

Eastern Gateway Community College – Adjunct Professor – Criminal Justice Department.

February 2019

The Moss Group, Inc. – developed and implemented staffing plans and associated annual review meetings for ten New York City Department of Corrections Jails.

September / October 2018

The Moss Group, Inc. – completed a 10-day action planning session on implementing PREA standards for the New York City Department of Corrections.

November 2017

The Moss Group, Inc. – conducted a three day training on PREA laws and implementation for staff of the New York City Department of Corrections on Rikers Island.

September 2017

The Moss Group, Inc. – conducted a three day training on PREA laws and implementation for staff of the New York City Department of Corrections on Rikers Island.

April 2017

The Moss Group, Inc. – conducted a three day training on PREA laws and implementation for staff of the New York City Department of Corrections on Rikers Island.

February 2015 to 2021

U.S. Department of Justice, Bureau of Justice Assistance, Certified Prison Rape Elimination Act Auditor for:

- Prisons
- Jails
- Lock-ups

September 2015

The Moss Group, Inc. – completed a PREA assessment for the Alabama Department of Corrections at Loxley Work Release Camp.

November 2015

The Moss Group, Inc. – conducted a three day Leadership Symposium for 90 members of the New York City Department of Corrections on Rikers Island. The focus of the training was on PREA implementation for the system.

May 2003 to present

Certified Auditor for the American Correctional Association

- Adult Correctional Institutions
- Adult Local Detention Facilities
- Administration of Correctional Agencies
- Probation and Parole Field Services
- Adult Community Residential Facilities
- Correctional Industries
- Correctional Training Academies

Audits conducted in the following jurisdictions:

- Arkansas
- Federal Bureau of Prisons
- Florida
- Massachusetts
- Texas
- Management and Training Corporation

January/February 2003

Provided technical assistance to the National Institute of Corrections in reviewing procedures/practices at eight Texas Department of Criminal Justice prisons with administrative segregation units.

- Texas Department of Criminal Justice:
Eastham Unit Connally Unit Michael Unit Estelle Unit
Coffield Unit Darrington Unit Huntsville Unit Allred Unit

September 2002

Provided technical assistance to the National Institute of Corrections as an instructor for Management of Violent, High-Risk and Supermax Inmates.

- Colorado State Penitentiary – Cañon City, Colorado
- USP Administrative Maximum – Florence, Colorado

December 2002

Provided technical assistance to the National Institute of Corrections in reviewing procedures/practices at two high security prisons within the Connecticut Department of Corrections.

- Northern Correctional Institution – Sommers, Connecticut
- Garner Correctional Institution – Newton, Connecticut

ASSOCIATION MEMBERSHIPS:

- Correctional Leaders Association
- American Correctional Association – 33-Year-Member
- North Carolina Correctional Association
- Ohio Warden's and Superintendent's Association – Past Member

- North American Association of Wardens and Superintendents
- Fraternal Order of Police, Lodge 73, Alliance, Ohio
- Academy of Criminal Justice Sciences – Past Member
- International Corrections and Prisons Association
- Southern States Police Benevolent Association- Past Member

RELATED EXPERIENCE:

High Security prisons that I have visited/evaluated operations:

- United States Penitentiary – Administrative Maximum Security Facility – Florence, Colorado
- United States Penitentiary – Florence, Colorado
- United States Penitentiary – Marion, Illinois
- United States Penitentiary – McCreary, Pine Knot, Kentucky
- Kentucky State Penitentiary – Eddyville, Kentucky
- MCI Cedar Junction – Walpole, Massachusetts
- Souza-Baranowski Correctional Center – Shirley, Massachusetts
- State Correctional Institution – Albion, Pennsylvania
- State Correctional Institution – Pittsburgh, Pennsylvania
- Sing Sing - Ossining, New York
- Attica Correctional Facility – Attica, New York
- Louisiana State Penitentiary – Angola, Louisiana
- New York City Department of Corrections – Rikers Island, New York, New York
- Minnesota Correctional Facility – Oak Park Heights, Minnesota
- Colorado State Penitentiary – Cañon City, Colorado

NOTABLE TRAINING EXPERIENCE:

National Institute of Corrections

Correctional Leadership Development, 2002
 Executive Training for New Wardens, 2001
 Supermax Program and Planning, 2000
 Managing Prison Security Systems, 1999
 Conducting Prison Security Audits, 2007

Emergency Management Institute, U.S. Department of Homeland Security, FEMA

NIMS Multiagency Coordination System (MACS), 2011
 National Response Framework, An Introduction, 2009
 Introduction to the Incident Command System, 2009
 ICS for Single Resources and Initial Action Incidents, 2009
 National Incident Management System, 2009

Ohio Department of Rehabilitation and Correction

Conducting Organizational Cultural Assessments, 2012
 Management and Resolution of Hostage Incidents, 2002
 Back to Basics, Annual
 Security Threat Group, Annual
 Correctional Leadership, 1998

Incident Command System Training: Section Chief, 1994
Incident Command System Training: Advanced Incident Commander, 1995
Critical Incident Management/Incident Command System Training for Trainers, 1994
Instructional Skills Instructor Trainer, 1994
Quality Management Training, 1994
Correctional Supervision, 1991
Disturbance Control Training, 1991
Basic and Advanced Rifle Marksmanship, 1990

Ohio Fire Academy

Incident Command System, 1994

American Correctional Association

Correctional Mid-Management Skills, 1994
Accreditation Auditor Training, 1994

Federal Emergency Management Agency

Exercise Design Course