

# James Conway

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## PROFILE

I recently retired as Superintendent of the Attica Correctional Facility with over 38 years of experience; the last eight years as Superintendent. In the year 2000, in response to litigation, the Department was charged with developing a therapeutic program for inmates who were serving long-term disciplinary sanctions and were determined to be seriously mentally ill (SMI). This program was called the Special Treatment Program (STP). This program, the first of its kind, was initiated at Attica Correctional Facility and I, as First Deputy Superintendent, co-chaired the Joint Case Management Committee along with the Office of Mental Health's unit chief.

Attica is a maximum security prison which houses approximately 2200 men, 80% of which are violent felony offenders. Approximately 400 are on the Mental Health caseload. With approximately 185 diagnosed as Seriously Mentally Ill (SMI). Attica has the largest Special Housing Unit in the system with 116 cells. Within the SHU are two galleries designated for the Special Treatment Program inmates totaling 34 beds. These inmates are SMI and are serving substantial disciplinary sentences in SHU. The therapeutic program day for STP inmates consists of two hours out of cell programming in a therapeutic cubicle or RESTART chair. The caseload is review bi-weekly by the Joint Case Management Committee comprised of professionals from both OMH and DOCS, co-chaired by the OMH unit chief and me.

In the fall of 2002 I was appointed Acting Superintendent at Attica Correctional Facility and I continued in my role as co-chair of JCMC. We pioneered the first of its kind SHU-ICP ; a transition program where successful candidates from the Special Housing Unit's Special Treatment Program could move to the Intermediate Care Program while their disciplinary sanctions remained intact. This move was on a trial basis to test their appropriateness to the ICP. The vast majority succeeded and were assimilated into the ICP where their disciplinary sanctions were reduced and they were given such incentives as televisions, phone calls and commissary buys. This program has served as a model for similar programs throughout the Department.

## EDUCATION

- 1970 Graduate of Attica Central School
- 1970-1972 Genesee Community College for Police Science and Correction Administration
- Ongoing- NYSDOCS Management Training Program
  - Legal Issues and DOCS with Professor Fred Cohen
  - Advanced Legal Issues and DOCS with Professor Cohen
  - Communications in Corrections with Professor Dee Burlin
  - Effective Communication and Supervision-Cornell School of Labor Relations
  - National Institute of Corrections- (1)-Developing Correctional Curriculum and (2) Managing High Profile Inmates

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|----------------------------|--|
| <b>EMPLOYMENT</b>          | <p>My career began in 1972 when I started at Attica Correctional Facility as a maintenance man. I became a Correction Officer in 1973, was promoted to Sergeant, Lieutenant, Captain, Deputy Superintendent of Security, First Deputy Superintendent and finally to the position of Superintendent at Attica Correctional Facility (October 2002).</p> <p>As a Correction Sergeant, I supervised a maximum security housing unit, Protective Custody Unit, Special Housing Unit and Disciplinary Confinement. As Lieutenant, I served as Watch Commander, Disciplinary Hearing Officer and eventually I became the Facility Training Lieutenant responsible for staff in-service and specialized training. I was a member of the Correction Emergency Response Team both as an Officer and Sergeant and I also served as an instructor. As Captain, I provided oversight to the disciplinary system and was supervisor to over 600 security staff. As Deputy Superintendent of Security, the highest uniform rank in the facility, I was responsible for the safety and security of 2200 inmates and 865 staff. I was appointed First Deputy Superintendent in May of 1999; the First Deputy Superintendent is typically the Chief Operating Officer of the facility while the Superintendent is Chief Executive Officer. I was appointed Acting Superintendent October 2002 and the appointment to Superintendent became official March 2003 when I assumed both roles of CEO and COO due to the fact that the First Deputy Superintendent position was not filled.</p> |
| <b>RELATED EXPERIENCES</b> | <p>I am a certified correction manager having completed the requirements of the Department's Management Training Program. I was designated by the Deputy Commissioner for Correctional Facilities as one of five "security experts" to assist the Attorney General's office in litigation involving the DOCS.</p> <ul style="list-style-type: none"> <li>• Instructor for CPR First Aid for NYSDOCS</li> <li>• Instructor for Watch Commander Institute</li> <li>• Instructor for Legal Issues for Lieutenants</li> <li>• Instructor for Captain's School</li> <li>• Instructor for Deputy Superintendents For Security Leadership Seminar</li> </ul>  |
| <b>PRESENTATIONS</b>       | <p>Along with a team of facility and Central Office staff, I offered a panel seminar at the ACA Conference in New Orleans in August 2008 and again at the NAAWS (North American Association of Wardens and Superintendents) Conference in Niagara Fall in April 2010. The seminar dealt with NYS DOCS initiatives dealing with mentally ill inmates.</p>   |
| <b>MEMBERSHIPS</b>         | <ul style="list-style-type: none"> <li>• ACA (American Correctional Association)</li> <li>• CAYSA (Correction and Youth Services Association)</li> <li>• NAAWS (North American Association of Wardens and Superintendents)</li> <li>• Vice-president of Wyoming County Community Hospital Foundation</li> </ul>  |
| <b>AWARDS</b>              | <ul style="list-style-type: none"> <li>• Champion of Education from Genesee Community College</li> </ul>   |





October 28, 2010

Mr. James Conway  
Superintendent  
Attica Correctional Facility  
Attica, New York 14011

Dear Jim:

On behalf of the staff at Central New York Psychiatric Center and the New York State Office of Mental Health's Division of Forensic Services, we offer you best wishes and many years of rest and relaxation as you write the next chapter of your life.

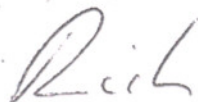
Due to your commitment to interagency collaboration and your vision for progressive change, a special relationship was developed between OMH and the staff at Attica Correctional Facility. Dating from the Eng Settlement in 1998 to the Private Settlement Agreement in 2007, Attica Correctional Facility has been in the forefront, leading the way with innovative Correctional Mental Healthcare. Under your leadership, Attica Correctional Facility developed and implemented the Special Treatment Program, the first mental health program in New York State designed to address the needs of inmates with mental illness confined to disciplinary housing. Ongoing outcome studies of the STP continue to show favorable results both in terms of improved mental health functioning and the reduction of disciplinary infractions.

Also under your leadership, Attica developed the first formal transition program for inmates with disciplinary sanctions into the Intermediate Care Program. By creating the capacity for a transition from STP to ICP, you recognized the need for a process of transition to enable inmates to move from disciplinary housing to general population. The success of this approach served as a proto-type for a number of other similar programs that have since been adopted across the DOCS system. Likewise, Attica Correctional Facility operated the first Joint Case Management Committee which you chair. Attica's JCMC served as the template which all JCMCs now follow.

These progressive changes have not been easy. We recognize that implementing these changes have been accompanied by concerns from within the workforce here at Attica Correctional Facility and DOCS leadership in Albany. Were it not for your vision, leadership and commitment to the mission of enhancing public safety by providing integrated treatment and security services, many of the innovative programs that we rely on to serve society's most disenfranchised members would not be in place today.

We at OMH, like your colleagues in DOCS and the thousands of inmates who have been served at Attica Correctional Facility, consider it a privilege to have served with you. Again, on behalf of the New York State Office of Mental Health, thank you and Godspeed.

Sincerely,

A handwritten signature in dark ink, appearing to read 'R. Miraglia', written in a cursive style.

Richard P. Miraglia, LCSW  
Associate Commissioner  
Division of Forensic Services

## SECURITY EXPERT WITNESSES

| Name                   | Title                          | Mailing Address  | Phone Number | Fax Number                |
|------------------------|--------------------------------|--|--------------|---------------------------|
| James Conway           | Superintendent                 | Attica Correctional Facility<br>Exchange Street<br>Attica, NY 14011-0149                             | 585-591-2000 | 585-591-2000<br>Ext. 2099 |
| Dale Artus             | Superintendent                 | Clinton Correctional Facility<br>Route 374, Cook Street<br>P.O. Box 2000<br>Dannemora, NY 12929-2000 | 518-492-2511 | 518-492-2511<br>Ext. 2099 |
| Robert Kirkpatrick     | Superintendent                 | Wende Correctional Facility<br>3040 Wende Road<br>Alden, NY 14004-1187                               | 716-937-4000 | 716-937-4000<br>Ext. 2099 |
| Kenneth Decker         | First Deputy<br>Superintendent | Sing Sing Correctional Facility<br>354 Hunter Street<br>Ossining, NY 10562-5498                      | 914-941-0108 | 914-941-0108<br>Ext. 2099 |
| Harold "Dan"<br>Graham | Superintendent                 | Auburn Correctional Facility<br>135 State Street<br>Auburn, NY 13021-1800                            | 315-253-8401 | 315-253-8401<br>Ext. 2099 |