



MEMORABLE MEMO

This memo does not come from The Twilight Zone, but from the North Carolina Department of Correction, and it's a lulu. We're still not sure whether the writer is in elliptical orbit or just plain lost in space. Perhaps Mr. Spock will enlighten us on that point. And in the meantime, if you've seen any Memorable Memos of cosmic proportions—or even of more earthly origins, send it along to Insight. As always, anonymity will be guaranteed. And may the force be with you.

~~WORKSHOP~~
DOC WORKSHOP
DEPUTY SECRETARY PRESENTATION
AUGUST 1, 2, 1985

The goals presented today and tomorrow are expected to be many and varied. They will surely be the product of considerable reflection on the part of each presenter. They may even be controversial.

If we don't, however, invite your uninhibited expression, the Secretary and I may lose much in the process of developing our game plan for the next few years. You have the hands-on experience and expertise. Thus, we have set no pre-conditions other than time limitations and the exercise of self-discipline for your proposals.

In the interest of deriving all we can from this Workshop, Richard Ripley will control our collective discipline.

In a few days following this event, the Secretary and I will begin a review process. The process will involve determination of consistency with Martin Administration policy and Departmental policy. A judgment will be made regarding our ability to achieve the goals. Priorities will be assigned.

As time goes on and experience suggests revisions to these goals or to the ways we hoped to achieve them, we shall not be afraid to make appropriate adjustments. Your inputs will continue to be solicited.

In the meanwhile, adopted goals will be made a part of our package of goals for the Governor's consideration. The date will be August 21. About September 6, 1985, we shall have the final package for our mutual guidance for the forthcoming year.

Everyone has been asked to provide a forward to his presentation - a mission statement. Perhaps restating what the Secretary has already said - the basic mission is to provide for the safety of the public, our prison inmates, our parolees and probationers. We are to treat the people under our supervision in a humane manner using national guidelines as much as possible. We must be perceived as reliable in all our actions. We must offer hope to inmates, their families and the public.

But all as possible if we are to realistically

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So what are the Deputy Secretary's goals for this year and beyond. The first is to assist the goal setters - that is all the people in this group achieve their goals by securing services and support to which this office has access.

The second is to broaden the working relationships already established between the Department of Correction management team and external influences. The purpose is to enhance our ability to secure the services and support we need.

I plan at least 100 (what I will refer to as) sales calls among members of the General Assembly and elsewhere. These calls will supplement the good work of Ben Irons, Bob Mooneyham, the Secretary and Myrna Eakes.

I plan to direct and follow measures to reduce some of the unfavorable expense/budget ratio we seem to experience year after year. I'll act aggressively in expense areas over which we have some control. In total we'll shoot for cutting our shortfall in half. This effort will be made within the guidelines set by the Secretary

Finally, I expect to explore aggressively the possibility of putting in service a privately run prison unit by next spring.

Thank you.

W. Scott Harvey
8/1/85

se objectives must be pursued as effectively our resources - one of which is our budget. So satisfaction from our efforts, we should be ive.

mission of the Deputy Secretary? Because lized in depth expertise at hand, the Deputy fulfill a role that complements yours. I see ind of catalyst for our operations' cumulative inputs to be a policy development contributor; othly running organization involving a variety While I have goal ideas of my own, equally good ted from you.

l matter let me touch on our management nucleus ionships necessary for harmonious agreement on the concept can help us get the

f my point I chose to provide a schematic niverse.

f ourselves as bodies of matter in a universe heart of the Department - the Secretary. to this universe the bodies of which orbit ecretary. But, the sub-set is not universe. It is an orbit within the in orbit.

lished by the effect of the relative mass and orbiting body on the others.

al management universe is in this way subtly

organization cannot be described as a set vertically positioned boxes neatly

Taken literally - such a chart seriously nication and direct cooperation - in short, our

me for the point.

ks with whom I am most closely associated to direct communication and cooperation with all parties within this universe. I also their orbital positions so necessary for ogress in which we can share pride. That is a do. Loose management environment is a discipline.

