

Perry Phelps

CORRECTIONAL LEADER & EDUCATOR

- ◆ **Commissioner of Correction – Delaware Department of Correction (Retired)** - The Commissioner assumes full and active charge of the Department, its facilities and services, and is the chief executive and administrative officer of the Department. The Delaware Department of Correction is the second largest executive branch agency; and, the largest law enforcement agency. Delaware Department of Correction represents one-third of the Criminal Justice System in the State of Delaware.
- ◆ **Deputy Commissioner - Delaware Department of Correction** - assist the Commissioner of Correction, with overseeing Department's 2,500 employees who are responsible for the 7,000 incarcerated offenders in the Department's 11 facilities and 15,000 offenders in the community under the supervision of Probation & Parole.
- ◆ **Director - Delaware Department of Services for Children Youth and Their Families** – Division of Youth Rehabilitative Services (DYRS) Director appointed by Cabinet Secretary responsible for providing services to youth who have been adjudicated delinquent and ordered by the court system to receive services in the State of Delaware. DYRS serves approximately 5,000 youth per year. Managed a \$38 M. budget. Sought funding for new programs in the form of grants, legislative and Office of Management and Budget support, as well as, support from community partners. Responsible for Community Services and Level V incarceration.
- ◆ **Adjunct Program Coordinator and Adjunct Instructor – Wilmington University** - Adjunct Instructor for Wilmington University and Delaware Technical and Community College. In the School of Social and Behavioral Sciences Criminal Justice Programs. Provides academic instruction, conducts research and facilitates criminal justice agency site visits for students in the programs. Transfers knowledge of theory based and practical experience approaches to students in areas related to the criminal justice field. In the School of Business at Wilmington University, I teach courses in Leadership, Strategic Planning and Team Building. As a program Coordinator, I meet with local Police agencies to determine education programs which best suit their needs. I also attend college career and continuing education fairs to reach out to students and law enforcement officers who are interested in continuing their education.
- ◆ **Special Deputy Guard Hire** worked part time for the United States Marshal's Service, provided court security and transportation services for the federal government.

PROFESSIONAL EXPERIENCE

6/2019 – Present – Adjunct Program Coordinator – (part time) Wilmington University Dover, DAFB and Georgetown DE campuses

- Responsible for assisting with recruiting students and adjunct instructors into the Criminal Justice Program in Kent and Sussex counties in Delaware
- Plan, arrange and meet with local, state and federal law enforcement and correction agencies in an effort to recruit and retain students into the undergraduate and graduate criminal justice programs, for first time students, completion and graduate students
- Assist Legal Studies program chair with recruiting students into the legal studies program
- Assisting the Wilmington University Department chair of legal studies, by meeting with military liaisons of University of Delaware and Delaware State University

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- Occasionally scheduling classes for the Reserve Officer's Training Program (ROTC), in coordination with University of Delaware and Delaware State University and Wilmington University's ROTC programs
- Meet and network with other colleges, state agencies and businesses as necessary, to collaborate and best meet the needs of their organizations and Wilmington University

1/2010 to Present – Adjunct Assistant Professor Wilmington University – New Castle, Dover AFB, Dover and Georgetown Campuses

- Provides academic instruction, Criminal Justice agency site visits, balanced theory and practical experience based approaches, to the Criminal Justice System
- I practice adult teaching and learning techniques which are student centered focused and promotes a learning atmosphere such as: incorporating storytelling to keep the lessons relevant, drawing from life experiences, engaging their emotions into the subject of discussion to evoke critical thinking, encourage exploration by using videos, in class web searches, and encouraging the student to challenge my information that I am relaying. I also make assignments challenging but not overwhelming for a working or active student
- Communicate Law Enforcement, Management and Leadership course information, as it relates to issues in the Police and Corrections fields, for undergraduate and graduate level college students who are studying in the Criminal Justice and Management fields
- Provide instruction in the following subjects:
 - (Undergraduate) Multi-Cultural Issues in the Criminal Justice System, Corrections and Rehabilitation, Ethics in the Criminal Justice System, Community Corrections, Administration of Criminal Justice Organizations, and Community Policing.
 - (Graduate) Strategies in Organizations, High Performing Teams and Foundations of Leadership
- Advise students on careers in the criminal justice system
- Resolve any student academic issues at the lowest level, prior to recommending they seek advice from higher authority and in accordance with University Policy
- Keep all student related matters confidential in accordance with FERPA
- Monitor, assess and formulate reports on course outcomes measures and submit them through the university reporting system
- Trained and experienced in using the Blackboard basic system, HOTS trained,
- Canvas basic and Canvas advanced trained
- Proficient in banner attendance system
- Proficient in Microsoft office products
- Created and hosted a workshop on Law Enforcement and Community Relations for Faculty – August 2021
- Co-created and co-hosted a workshop on implicit bias – September 2021

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1/2021 to Present - Adjunct Assistant Professor Delaware State University (part-time) – Dover Campus

- Provides academic instruction, Criminal Justice agency site visits, balanced theory and practical experience based approaches, to the Criminal Justice System
- I practice adult teaching and learning techniques which are student centered focused and promotes a learning atmosphere such as: incorporating storytelling to keep the lessons relevant, drawing from life experiences, engaging their emotions into the subject of discussion to evoke critical thinking, encourage exploration by using videos, in class web searches, and encouraging the student to challenge my information that I am relaying. I also make assignments challenging but not overwhelming for students
- Provide instruction in the following subjects:
 - (Undergraduate) Introduction to Sociology, Criminal Justice and University Seminar Sociology sections I & II
- Advise students on careers in the criminal justice system
- Resolve any student academic issues at the lowest level, prior to escalating to higher authority and in accordance with University Policy
- Keep all student related matters confidential in accordance with FERPA
- Monitor, assess and formulate reports on course outcomes measures and submit them through the university reporting system
- Trained and experienced in using the Blackboard basic system, HOTS trained
- Canvas basic and Canvas advanced trained
- Proficient in banner attendance system
- Proficient in Microsoft office products
- Creating and hosting Colloquium talk on Department of Corrections role, responsibilities and challenges in the criminal justice system – November 4, 2021

1/2017 to 8/2019 – Commissioner Delaware Department of Correction (retired)

- The Commissioner is a Cabinet Secretary to the Governor of the State of Delaware; and, carries out and provides for:
- Promulgating rules and regulations to carry out the Commissioner's duties and operate the Department, Strategic Planning and implementation of short and long-term goals for the department to improve efficiencies in safety, security and service delivery for our states citizens.
- The organization, maintenance, control and operation of the Department;
- The custody, study, training, treatment, correction and rehabilitation of persons committed to the Department;
- Regulating the nature and limitations of authorized punishments for violations of the rules established for the government of any institution or facility under the jurisdiction of the Department; providing by general rule for a merit system for reduction of confinement;
- The administration, supervision, operation, management and control of state correction institutions, farms or any other institution or facility under the jurisdiction of the Department;
- The management and control of institutional labor and industry;

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- The operation of probation and parole field services;
- The recruitment, retention and employment of such officers, employees and agents as may be deemed necessary to discharge the functions of the Department, together with establishing their qualifications and the establishment of a merit system and training programs;
- Developing a suitable administrative structure providing for divisions, bureaus and services within the Department;
- Administering the medical/treatment services contract, or appointing a designee to administer the medical/treatment contract
- Oversee the Administration of a \$338 million operational budget
- Provide a communication pathway such as face to face town hall meetings, education awareness conferences and open forums and with staff and other stakeholders including the general public to disseminate and receive feedback on new or controversial Departmental initiatives
- Self-directed and independent decision maker
- Researched, developed and implemented critical changes to organizational culture to improve race relations for staff and offenders
- Organized, created, planned, developed and implemented new strategies to improve Diversity, Inclusion and Belonging in hiring and retention practices for the Delaware Department of Correction staff, which resulted in improved, hiring practices and employee retention for marginalized groups
- Researched, Developed and implemented critical changes to leadership team's management styles, behaviors and activities in order to help them become more self-aware of leadership actions, which directly affect and shape employees behaviors and attitudes toward each other, offenders and the public

8/2005 to 12/2011 – Adjunct Instructor Delaware Technical and Community College – Stanton Campus

- Provides academic instruction, Criminal Justice Agency site visits. Transfers knowledge in theory and practical based approaches to Criminal Justice, to first and second year college students in areas related to Criminal Justice. I taught Introduction to Criminal Justice, Issues in Law Enforcement and Criminology
- Used adult teaching and learning techniques such as incorporating storytelling to keep the lessons relevant, drawing from life experiences, engaging their emotions into the subject of discussion to evoke critical thinking, encourage exploration by using videos, in class web searches, and encouraging the student to challenge my information that I am relaying. I also try to make assignments challenging but not overwhelming for a working or active student
- I am a member of Criminal Justice Advisory Board for Delaware Technical and Community College at the Terry and Stanton Campuses

1989 – 1997 - Special Deputy Guard Hire (part-time) United States Marshal's Service, assisted full time deputies with court security and transportation of Federal detainees and sentenced inmates for the District of Delaware.

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Education & Certifications

2004 to 2005 – Wilmington University

- Masters of Science in Management / Concentration in Public Administration

2003 to 2004 - Wilmington University

- Bachelors of Science - Criminal Justice

1991 to 1994 - Delaware Technical & Community College

- Degree: Associate in Applied Science – Criminal Justice

1970 to 1981 - Drakesboro Consolidated High School - Drakesboro Kentucky

- High School Diploma – General Studies

SPECIALIZED TRAINING

*National Institute of Correction Academy (NIC) - Conducting Prison Security Audits
NIC – Public and Media Relations
NIC New Directors Training for Wardens
NIC Managing Prison Security Systems
NIC Managing Youthful Violent Offenders
State of Delaware – NCIC, DELJIS, CJIS, LEISS and PHRST
E-STAR Employee Time and Attendance System
Canvas Learning Management System*

*State of New York Department of Correctional Services – Shock Incarceration Training
Department of the Army United States Army Military Police School – Rehabilitation Training Instructors Course
National Sheriff's Association – Jail Evacuation and Implementation Training Program
First State Financial System
Zoom Video Conferencing
Wilmington University – Diversity, Equity and Inclusion*

*State of Delaware – Human Side of Management
State Of Delaware
Conversational Sign Language
Delaware Dept. of Correction & Delaware State Police – Basic Crime Investigator Course
State of Delaware – Basics of Facilities Management
Delaware DOC – Staffing Analysis Overview*

OF NOTE

Professional Memberships

- Association of States Correctional Administrators (ASCA)
- American Correctional Association
- American Jails Association
- National Organization of Black Law Enforcement Executives (NOBLE) – Past President 2006-07
- International Association of Chiefs of Police
- Mid-Atlantic States Correctional Association

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Board & Committee Positions

- Delaware Correction Reentry Commission Member
- Governor's Complete Count Commission
- Governor's Family Service Cabinet Council Committee (FSCC)
- Wilmington University Criminal Justice Advisory Board
- Delaware Technical and Community College Criminal Justice Advisory Board
- Polytech High School Criminal Justice Program Advisory Board
- Criminal Justice Council (CJC) – Full Member for Department of Correction
- CJC Domestic Violence Coordinating Committee Subcommittee
- CJC subcommittee Juvenile Justice Advisory Group (JJAG)
- Sex Offenders Management Board (SOMB)
- Delaware Supreme Court Racial Bias and Justice Committee
- DOC Medical/Mental Health contract selection(s) committee

Former Board & Committee Positions

- President Delaware Chapter National Organization Of Black Law Enforcement Executives
- Criminal Justice Council (CJC) Board Member as Director of DYRS
- Delaware Criminal Justice Council/ Juvenile Justice Advisory Committee (CJC/JJAG) subcommittee Disproportionate Minority Contact (DMC)
- Wilmington Hope Commission Board Member
- Delaware Girl Initiative (DGI)
- CJC Juvenile Reentry Project
- Chairperson for the DYRS Community Advisory Board
- DOC design and implementation of Boot Camp Program at SCI
- DOC Inmate Medical Co-pay committee
- DOC design and implementation Committee for the Young Criminal Offenders Program (YCOP)
- Co-Chair for DYRS Juvenile Detention Alternatives Initiatives (JDAI)
- Delaware Department Medical Review Committee
- Delaware Department of Correction Morbidity and Mortality Review Committee (MRCC)

Non-Profit Associations

- Special Olympics – volunteer
- Dover/Caesar Rodney Athletic Commission – Pop Warner Football Coach
- Holy Cross Christian Youth Organization (CYO) Basketball Coach