

**From:** [Anna Kosloski](#)  
**To:** "[Vyncke - DOC, Rick](#)"; [doc\\_normgroup@state.co.us](mailto:doc_normgroup@state.co.us); [David \(DJ\) Johnson - DRDC](#); [Michelle Nelson](#); [Deb Goheen](#); [Rick Thompkins - DOC](#); [Richard Stewart](#); [Matthew Hansen](#)  
**Cc:** [morgan.jackson](mailto:morgan.jackson); [Chris Pappas - DOC](#)  
**Subject:** RE: DOC Prison Normalization Staff Survey participation... to date  
**Date:** Friday, November 15, 2019 2:20:58 PM  
**Attachments:** [image001.png](#)  
[image004.jpg](#)

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Thanks, Rick.

I will be sending reminder emails as well.

Kindest Regards,

Anna

***Anna E. Kosloski, PhD.***

Associate Professor and Director, BA Criminal Justice  
School of Public Affairs  
Co-director, Center for Student Research  
University of Colorado Colorado Springs  
Email: [akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)  
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**From:** Vyncke - DOC, Rick <[rick.vyncke@state.co.us](mailto:rick.vyncke@state.co.us)>  
**Sent:** Friday, November 15, 2019 1:33 PM  
**To:** [doc\\_normgroup@state.co.us](mailto:doc_normgroup@state.co.us); David (DJ) Johnson - DRDC <[DavidM.Johnson@state.co.us](mailto:DavidM.Johnson@state.co.us)>; Michelle Nelson <[michelle.brodeur@state.co.us](mailto:michelle.brodeur@state.co.us)>; Deb Goheen <[deb.goheen@state.co.us](mailto:deb.goheen@state.co.us)>; Rick Thompkins - DOC <[rick.thompkins@state.co.us](mailto:rick.thompkins@state.co.us)>; Richard Stewart <[richard.stewart@state.co.us](mailto:richard.stewart@state.co.us)>; Matthew Hansen <[matthew.hansen@state.co.us](mailto:matthew.hansen@state.co.us)>  
**Cc:** Anna Kosloski <[akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)>; [morgan.jackson@state.co.us](mailto:morgan.jackson@state.co.us); Chris Pappas - DOC <[chris.pappas@state.co.us](mailto:chris.pappas@state.co.us)>  
**Subject:** DOC Prison Normalization Staff Survey participation... to date

All,

The Prison Normalization Staff Perception Survey has been out for one week and following is the current participation level by Division:

- Adult Parole: 97 \*\*

- Clinical & Correctional Services: 547
- Finance & Administration: 89
- Human Resources: 22
- Information Technology: 20
- Prison Operations: 850

\*\* There was an issue in the email routing to Parole and they received the survey later than the rest of the department.

Following is the Subject Line of the survey invitation email that was sent on Nov 8:

*Invitation to Participate in Staff Survey on Normalizing Initiative from UCCS Research*

Would appreciate you asking staff to participate if they haven't already. One week until the survey closes and we'd love our staff voices to be heard on this important initiative.

Thank you!

**Richard Vyncke**

Associate Director, Office of Planning & Analysis



P 719.226.4365  
1250 Academy Park Loop, Colorado Springs, CO 80910  
[rick.vyncke@state.co.us](mailto:rick.vyncke@state.co.us) | [www.colorado.gov](http://www.colorado.gov)

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To unsubscribe from this group and stop receiving emails from it, send an email to [doc\\_normgroup+unsubscribe@state.co.us](mailto:doc_normgroup+unsubscribe@state.co.us).

**From:** [Hansen - DOC, Matthew](#)  
**To:** [Angel Medina - DOC](#); [Amber Neff - DOC](#); [Shannon Sliva](#); [Ashley Hamilton](#); [Sean Pruitt](#); [Jeff Long](#); [Anna Kosloski](#); [morgan.jackson](#); [Alison Morgan - DOC](#); [Mark Licano - DOC](#); [Howie Close](#); [Rhonda BogerLinder - DOC](#); [Merideth McGrath - DOC](#); [Jill Lampela - DOC](#); [Andre Stancil](#); [Rick Vyncke](#)  
**Subject:** Fwd: FW: Please Comment: Starting Point Outline for Presentation/FAQ  
**Date:** Friday, August 9, 2019 2:12:06 PM  
**Attachments:** [image001.png](#)

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It appears that the group email address isn't working. I tried to send and it won't let me either. We'll troubleshoot next week. In the meantime, please see below. If I left someone out, it's because their email address wasn't readily accessible. Have a great weekend!

----- Forwarded message -----

**From:** **Shannon Sliva** <[Shannon.Sliva@du.edu](mailto:Shannon.Sliva@du.edu)>  
**Date:** Fri, Aug 9, 2019 at 1:47 PM  
**Subject:** FW: Please Comment: Starting Point Outline for Presentation/FAQ  
**To:** Matthew Hansen - DOC <[matthew.hansen@state.co.us](mailto:matthew.hansen@state.co.us)>, [diane.cekovsky@state.co.us](mailto:diane.cekovsky@state.co.us) <[diane.cekovsky@state.co.us](mailto:diane.cekovsky@state.co.us)>

Hi Matt and Diane – I tried to send the below to the [doc\\_normgroup@state.co.us](mailto:doc_normgroup@state.co.us) email, but it said I didn't have permission to send to the group. Can you send to the group (and check settings for me?)

Shannon

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**From:** Shannon Sliva  
**Sent:** Friday, August 9, 2019 1:34 PM  
**To:** DOC\_NormGroup <[doc\\_normgroup@state.co.us](mailto:doc_normgroup@state.co.us)>  
**Subject:** Please Comment: Starting Point Outline for Presentation/FAQ

Hi All, who were at the meeting today. I am excited about our ideas and really enjoying this collaboration.

Below is the tentative outline for staff presentations that I drafted while in the meeting – I think we could create a FAQ handout that mirrors the outline for the presentation (see below). Please add any additional main headings, or points underneath the main headings that should be areas of focus. This is just my offering to get us started.

Shannon

### Potential Presentation

- Provide definition of normalization. Offer Jeff's three principles as starting point (Don't inundate staff, don't increase inherent risk, don't support us versus them), providing example of IDs. Acknowledge that it will also look differently in each facility based on your needs.
- [Head] Present basic, approachable information about why we are implementing normalization. There are great things happening in the department like... (examples of things considered aligned with normalization). But frankly, on the whole, our outcomes just aren't great. Recidivism is not budging, which means we aren't helping return people safely to the community. Working here is stressful and sometimes dangerous. Data on average life / health of inmate versus correctional staff (can we find?). Research shows that more positive environments and interactions in prison improve health, lower assault rates, and improve public safety through reduced recidivism.
- [Heart/Gut] Discuss: What's your first reaction? Be honest. What are you excited about? What are your fears? Emphasize that normalization is designed to improve staff quality of life and reduce staff burden.
- [Heart/Gut] Discuss: Why do you do this work? What are your goals? Emphasize that the purpose and role of correctional staff is to keep people safe and improve the community. You are needed to do this. We believe normalization will improve your job and your life.
- [Hands] Discuss: What do you need in order to support and implement normalization? What trainings or resources do you need? What role(s) should staff have in making these shifts? Trainings and support will be provided all along the way. Community Councils will help guide the work. Feedback lines are open.

During discussion, document folks responses on large sheets of paper, and take these with us.

### Potential FAQ – Would anyone be willing to start this document and take a stab at answering the questions?

- What is normalization?
- Why are we implementing normalization?

- How will this affect facility safety/security?
- How will normalization affect me?
- How will I be involved?
- What support will I receive?

Shannon Sliva, Ph.D., MSW

Assistant Professor | Victim Offender Dialogue Project PI

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Office: Craig Hall 235

Watch my [TEDx Talk](#).

Visit my [portfolio page](#).

Follow me on [Twitter](#).



--

Matthew Hansen  
Deputy Director of Prison Operations



P [719-226-4725](tel:719-226-4725) | F [719-226-4710](tel:719-226-4710)  
1250 Academy Park Loop, Colorado Springs, CO. 80910



**From:** [Hansen - DOC, Matthew](#)  
**To:** [Anna Kosloski](#); [Ashley Hamilton](#); [shannon.sliva@du.edu](mailto:shannon.sliva@du.edu); [morgan.jackson](mailto:morgan.jackson)  
**Subject:** Good Morning!  
**Date:** Friday, July 12, 2019 8:26:20 AM

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I just wanted to send a quick email to introduce all the academic types on our normalization group, thank you for your participation and reiterate how grateful I am to you all for your willingness to take part in this momentous endeavor! We correctional professionals "know what we know" and your input, expertise and participation is critical to the success of this initiative. I look forward to continued work with you all and have a great weekend!

--

Matthew Hansen  
Deputy Director of Prison Operations



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1250 Academy Park Loop, Colorado Springs, CO. 80910  
[matthew.hansen@state.co.us](mailto:matthew.hansen@state.co.us) | [www.colorado.gov/cdoc](http://www.colorado.gov/cdoc)

**Lisa Ruth**

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**From:** Hansen - DOC, Matthew <matthew.hansen@state.co.us>  
**Sent:** Tuesday, November 19, 2019 5:07 PM  
**To:** Rick Vyncke; Anna Kosloski  
**Subject:** Fwd: Reminder Invitation to Participate in Staff Survey on Normalizing Initiative from UCCS Research Team

See below. Perhaps more than one confused about the affiliation with CDOC?

----- Forwarded message -----

**From:** Skinner - DOC, Annie <[annie.skinner@state.co.us](mailto:annie.skinner@state.co.us)>  
**Date:** Tue, Nov 19, 2019 at 5:05 PM  
**Subject:** Re: Reminder Invitation to Participate in Staff Survey on Normalizing Initiative from UCCS Research Team  
**To:** Matthew Hansen - DOC <[matthew.hansen@state.co.us](mailto:matthew.hansen@state.co.us)>

Thanks! I will let this staff member know.

On Tue, Nov 19, 2019 at 5:00 PM Matthew Hansen - DOC <[matthew.hansen@state.co.us](mailto:matthew.hansen@state.co.us)> wrote:  
They are

On Nov 19, 2019, at 4:51 PM, Skinner - DOC, Annie <[annie.skinner@state.co.us](mailto:annie.skinner@state.co.us)> wrote:

Hi!  
I got this email, and am just checking if UCCS is doing  
this normalization survey for us?  
thanks,  
Annie

----- Forwarded message -----

**From:** Aronson - DOC, Michael <[michael.aronson@state.co.us](mailto:michael.aronson@state.co.us)>  
**Date:** Mon, Nov 18, 2019 at 10:40 PM  
**Subject:** Fwd: Reminder Invitation to Participate in Staff Survey on Normalizing Initiative from UCCS Research Team  
**To:** Annie Skinner - DOC <[annie.skinner@state.co.us](mailto:annie.skinner@state.co.us)>

Hello,

I have received repeated emails from this person at UCCS, and have not responded to them. I have not had any prior interaction with this organization, so I'm not sure why I'm on their email list. I figured that I should probably forward this to you, as I have not received any form of permission to participate in these surveys.

Thanks,

Sgt. Aronson

DWCF Graves

----- Forwarded message -----

From: **Anna Kosloski** <[akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)>

Date: Mon, Nov 18, 2019 at 1:21 PM

Subject: Reminder Invitation to Participate in Staff Survey on Normalizing Initiative from UCCS Research Team

To: Anna Kosloski <[akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)>

Good afternoon,

This is a friendly reminder that you are invited to participate in the survey from the UCCS Research Team on the CDOC's Normalizing Initiative. Our research team wants to hear your input. Here is a link to the survey:

<https://www.surveymonkey.com/r/NORMPI>

The survey will take between 15-20 minutes to complete. The survey will **NOT** ask for your name or collect an IP address. We will provide an aggregate or report of average responses to the Department of Corrections so that you can participate anonymously in the survey. The survey asks about your knowledge of the Normalizing Initiative, thoughts about possible physical changes to facilities, thoughts about program changes in facilities. The survey also asks about your thoughts on how Normalizing impacts staff safety, job duties, and job satisfaction.

We value your time and your feedback and hope that you will participate in the survey. Please click on the link above to access the survey. To participate, **please complete the survey by close of business on Friday, November 22nd, 2019.**

Thank you for considering participation in the survey on Staff Perceptions for the Normalizing Initiative. If you have any questions, please feel free to reach out to me at [akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)

Kindest Regards,

Anna

*Anna E. Kosloski*, PhD.  
Associate Professor and Director, BA Criminal Justice  
School of Public Affairs  
Co-director, Center for Student Research  
University of Colorado Colorado Springs  
Email: [akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)  
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<image001.png>

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**From:** Anna Kosloski  
**Sent:** Friday, November 8, 2019 2:26 PM  
**To:** Anna Kosloski <[akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)>  
**Subject:** Invitation to Participate in Staff Survey on Normalizing Initiative from UCCS Research Team

Good afternoon,

You are receiving this email because you are an employee of the Colorado Department of Corrections. The Colorado Department of Corrections is beginning a new initiative on Prison Normalizing. They have contracted with our research team at the University of Colorado, Colorado Springs (UCCS), to provide information on this initiative.

Our research team is interested in your input. We would like to know your thoughts on the Normalizing Initiative and what suggestions you may have for the Normalizing Initiative. We have included a link to a survey below. The survey will take between 15-20 minutes to complete. The survey will **NOT** ask for your name or collect an IP address. We will provide an aggregate or report of average responses to the Department of Corrections so that you can participate anonymously in the survey. The survey asks about your knowledge of the Normalizing Initiative, thoughts about possible physical changes to facilities, thoughts about program changes in facilities. The survey also asks about your thoughts on how Normalizing impacts staff safety, job duties, and job satisfaction. We value your time and your feedback and hope that you will participate in the survey. Please click on the link below to access the survey. The survey will be available for two weeks. To participate, please complete the survey by close of business on **Friday, November 22<sup>nd</sup>, 2019**.

Survey Link: <https://www.surveymonkey.com/r/NORMPI>

Thank you for considering participation in the survey on Staff Perceptions for the Normalizing Initiative. If you have any questions, please feel free to reach out to me at [akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)

Kindest Regards,

Anna

**Anna E. Kosloski, PhD.**  
Associate Professor and Director, BA Criminal Justice  
School of Public Affairs  
Co-director, Center for Student Research  
University of Colorado Colorado Springs

Email: [akoslosk@uccs.edu](mailto:akoslosk@uccs.edu)

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<image001.png>

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Public Information Officer  
Colorado Department of Corrections  
Office: 719-226-4773  
Cell: 719-322-8228  
[www.colorado.gov/cdoc](http://www.colorado.gov/cdoc)

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Matthew Hansen  
Director of Prisons



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