

Glynn Maddox

Attitude and Accountability Are Keys to Success

By Susan L. Clayton

Glynn Maddox's career in criminal justice began immediately following his high school graduation. His first job was as a jailer/dispatcher for the local sheriff's department while attending junior college. Now, after 30 years of correctional service in Georgia, Maddox is a compliance reviewer for The Nakamoto Group Inc., which provides management and support services to the public and private sectors. The company contracted with U.S. Immigration and Customs Enforcement to conduct compliance reviews in correctional facilities nationwide. "We not only help to determine where a facility is not meeting ACA's national detention standards but [help] the staff and management of the facilities develop and implement strategies to move toward total compliance," Maddox said.

After graduating with an associate degree in criminal justice, Maddox was a police officer for the University of Georgia Police Department. He served in various positions there for six and a half years, including as an adjunct instructor at the Northeast Georgia Police Academy. During this time, Maddox was pursuing a bachelor's degree in criminal justice, and it became clear to him when he "saw the same offenders being caught time after time, that the real challenge in criminal justice was in the area of corrections."

So, Maddox went to work for the Georgia Board of Pardons and Paroles as a parole officer. Then, he worked as a probation officer for the Georgia Department of Corrections. Maddox also worked as a counselor at Dodge State Prison and as a senior counselor at Telfair State Prison. When Eastman Youth Development Facility opened in 1993, Maddox transferred there. "I requested to transfer to this unique facility because after years of working with adult

offenders, I knew how important it was to try to intervene in their track of criminality." Maddox said that more than 90 percent of the adults he had worked with began their criminal careers as juveniles. Six months after transferring to Eastman, Maddox was promoted to deputy warden.

Maddox was named director of the Sumter Youth Development Campus in 2006. Shortly after assuming this position, he was faced with a natural disaster that directly impacted many staff and the nearby community. On March 1, 2007, several tornadoes swept through Americus, Ga., causing widespread damage. Although the Sumter campus was spared, several employees' homes sustained significant damage. Within days, Maddox spearheaded a project to provide relief to the victims. Operation Americus Recovery was established, and a team of youths and staff helped by cleaning up small roadside debris and unloading trucks at a food distribution center. This, according to Maddox, was a great example of restorative justice. "It gave the youths a wonderful opportunity to give back to the community in a time of need." He added, "Restorative justice, in my opinion, is paramount in any successful juvenile rehabilitation program."

Maddox takes pride in a partnership that was formed during this time with Sumter County's local affiliate of Habitat for Humanity, New Horizons. "Through this partnership, we were able to take a team of youths trained in construction to New Horizons each day where they could put their training and skills to work," Maddox said. They began by building storage units on the home sites and progressed to prefabricating entire homes. In addition the campus created a Disaster Relief Fund to provide financial and emotional support for eight staff members (and their families) who were impacted by the tornado.

Best in the Business



As director, Maddox said, he kept the lines of communication open and involved staff at all levels in developing goals for the facility. "I tried to set a good example in work ethic and to have a good time at work while holding both youths and staff accountable for their actions." He acknowledged, "It was not always easy, but it was personally rewarding." In February 2008, Maddox transferred back to Eastman as director and then retired from state service in April.

Thomas Coleman, deputy commissioner of the DJJ Division of Program Services, called Maddox a quality juvenile justice administrator. "His strengths are in his ability to win the total support of his staff as well as the support of the local community."

In corrections, Maddox said, one meets challenges each and every day. "I can honestly say that I have never had a dull day at work, especially with the juvenile population. I hope and pray that I may have had some sort of positive impact on just a few of them through the years."

Susan L. Clayton is managing editor of Corrections Today.