

Curriculum Vitae

John B. Murphy
Correctional Consultant
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Correctional Experience

**2002 – 2012 Vermont Department of Corrections
Office of the Commissioner of Corrections, Waterbury, VT
Director of Policy Development & Offender Due Process/Hearings
Administrator**

I developed and proposed policies and operating procedures and revisions. I produced, and analyzed a variety of periodic reports in order to identify, understand and explain offender grievance activity to the Commissioner of Corrections, Correctional Managers and members of the state legislature and general public. I provided oversight of the administration of justice within all Vermont correctional facilities. I maintained and trained a cadre of Department Hearing Officers whose job it was to adjudicate inmate disciplinary infractions. I was a permanent member of the Department's Facility Audit Team. I was responsible for receiving, deciphering, and coordinating responses to requests for Departmental records in compliance with State and Federal law. I developed and produced legal motions in response to certain claims brought against the Department in small claims courts. I represented and defended the Department, as appropriate, in small claims trials and hearings. I acted in a quasi-judicial role as a Hearing Officer presiding over Preliminary Probable Cause Hearings concerning alleged violations of probation & parole by offenders being supervised in Vermont under the Interstate Compact. I assisted in a variety of special studies, audits, and projects ranging from the revision of legislature or program regulations to analysis of correctional service delivery systems. On behalf of the Commissioner of Corrections, I resolved, or attempted to ensure satisfactory resolution of, constituent/offender concerns.

1994–2002 Vermont Department of Corrections
Chittenden Regional Correctional Facility, South Burlington, VT
Superintendent Adult Correctional Facility

In this role I was directly responsible for the safe, fair and equitable treatment of inmates in the care and custody of the Commissioner of Corrections during a very dynamic period in the Vermont Department of Corrections history. In my more than eight-year tenure at the helm of the states only co-ed facility the female population more than quadrupled. The male population skyrocketed as well. The press of population intensified the working/living atmosphere in the cellblocks. Inmate and staff grievances were made more urgent by the lack of space. Personal involvement by myself and my executive staff, on a daily basis, in the cell blocks, helped bring this institution through this volatile time.

1989–1994 Agency of Human Services, State of Vermont
Personnel Unit, Waterbury, VT
Personnel Administrator

I provided oversight and advice to managers & supervisors on options and strategies in handling employee performance and misconduct issues. I was a resource for all employees on contract interpretations, personnel rules and regulations and Agency policies. I conducted investigations of employee misconduct, produced reports and conducted grievance hearings on behalf of department commissioners relevant to employee labor complaints.

1983–1989 Vermont Department of Corrections
Chittenden Regional Correctional Facility, S. Burlington, VT
Correctional Officer
Correctional Facility Shift Supervisor
Correctional Facility Casework Supervisor

1974–1979 Vermont Department of Corrections
Northwest State Correctional Facility, Swanton, VT
Correctional Counselor
Division of Probation & Parole, Waterbury, VT
Probation & Parole Officer
Acting Assistant Director
Acting District Manager

1970–71 Vermont Department of Corrections
Northwest State Correctional Facility, Swanton, VT
Student Intern

Accomplishments

- As the Director of Policy Development, I was the principal architect of Vermont's Offender Discipline & Grievance Systems
- As Hearings Administrator, I helped develop training to create and maintain a cadre of Administrative Due Process Hearing Officers.
- As Hearings Administrator, I successfully defended, on a pro se basis, the Vermont Department of Corrections in scores of small claim lawsuits.
- As Hearings Administrator I sat in quasi-judicial judgement in hundreds of Probation and Parole Violation Hearings. In ten years, none of my decisions were overturned upon appeal.
- As a Superintendent, I managed a severely overcrowded co-ed correctional institution for over eight years without the loss of any inmate's life.
- As a Personnel Administrator, I was instrumental in the collaborative development of a set of department wide work rules for the Vermont Department of Corrections. This set of work rules has been cited by the Vermont Labor Relations Board as an example for other departments to follow.
- As a Personnel Administrator, I helped develop & deliver trainings for all Supervisors & Line Staff within the Agency of Human Services on Recognizing and Preventing Sexual Harassment in the Workplace. This effort was acknowledged as having reduced sexual harassment complaints and incidents within the Agency of Human Services.
- Throughout my career I have successfully conducted a number of highly sensitive workplace investigations.

SPECIALIZED SKILLS/EXPERTISE

- Conducting Personnel Investigations
- Developing Effective Responses to Employee Performance Issues
- Evaluating the Imposition of Inmate Discipline & the use of Administrative Segregation
- Auditing Inmate "Conditions of Confinement"
- Project Planning
- Hearing Officer Trainer
- Correctional Management
- Public & Media Relations
- Correctional Policy Development

EDUCATION

- National Institute of Corrections (NIC) Trained in the Housing & Supervision of Female Offenders
- NIC Trained in Public & Media Relations
- Certified Instructor in Police Control & Restraint Techniques, retired
- Graduate of the Vermont Certified Public Manager Program
- Graduate of St. Michael's College, BA in Sociology, 1971

PUBLICATIONS

- Co-Author of NIC Seminar Pamphlet "Creating & Maintaining a Positive Prison Culture"

CIVIC INVOLVEMENT

At times, during my 41 plus year as a resident of Duxbury, VT, I have served in different elected positions, most recently retiring in 2017 as Chair of the Duxbury Selectboard.