

It was my privilege to work with John Murphy throughout most of his thirty-five years with the Vermont Department of Corrections. He is well known for his wealth of experience, working in direct service and management capacities in both probation and parole and correctional facilities, personnel administration and in central office administration. He is, however, best known for his ability to create and maintain systems that provide consistency and accountability for administrators, staff and offenders.

As the Vermont Department of Corrections' Personnel Administrator, he initiated training and technical assistance to supervisors and managers, assuring that personnel actions more closely met contract requirements. During his tenure in this position, the Department enjoyed new success in its efforts before the Vermont Labor Relations Board. As Superintendent of Vermont's most overtaxed correctional facility he worked tirelessly to assure that all inmates received fair and humane treatment, while attending to the support needs of staff. During this period, he oversaw new standards regarding sexual harassment and staff sexual misconduct, years before the passage of the Prison Rape Elimination Act. Finally, as a result of his foundational work in developing an internal inmate dispute resolution system that provided greater consistency and fairness of application, the Department enjoyed a significant reduction in formal inmate grievances and litigation.

Throughout his career, John has served in the forefront of best correctional practice. Upon his retirement from the Vermont Department of Corrections, he left a tangible legacy for both staff and offenders.

Jacqueline Kotkin, Vermont State Director of Probation and Parole, Retired