

# 2026 Current Fiscal Year Report: National Institute of Corrections Advisory Board

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<b>1. Department or Agency</b>	<b>2. Fiscal Year</b>
Department of Justice	2026
<b>3. Committee or Subcommittee</b>	<b>3b. GSA Committee No.</b>
National Institute of Corrections Advisory Board	83354

<b>4. Is this New During Fiscal Year?</b>	<b>5. Current Charter</b>	<b>6. Expected Renewal Date</b>	<b>7. Expected Term Date</b>
No	09/12/2025	09/12/2027	

<b>8a. Was Terminated During FiscalYear?</b>	<b>8b. Specific Termination Authority</b>	<b>8c. Actual Term Date</b>
No		

<b>9. Agency Recommendation for Next FiscalYear</b>	<b>10a. Legislation Req to Terminate?</b>	<b>10b. Legislation Pending?</b>
Continue	Not Applicable	Not Applicable

**11. Establishment Authority** Statutory (Congress Created)

<b>12. Specific Establishment Authority</b>	<b>13. Effective Date</b>	<b>14. Committee Type</b>	<b>14c. Presidential?</b>
18 USC - 4351(b)	09/07/1974	Continuing	No

**15. Description of Committee** Other Committee

**16a. Total  
Number of  
Reports** No Reports for  
this FiscalYear

**17a.** 0 **17b. Closed** 0 **17c. Partially Closed** 0 **Other Activities** 0 **17d. Total** 0  
**Open**

## Meetings and Dates

No Meetings

<b>Current</b>	<b>Next</b>
<b>FY</b>	<b>FY</b>

<b>18a(1). Personnel Pmts to Non-Federal Members</b>	\$0.00	\$0.00
<b>18a(2). Personnel Pmts to Federal Members</b>	\$0.00	\$0.00
<b>18a(3). Personnel Pmts to Federal Staff</b>	\$0.00	\$0.00
<b>18a(4). Personnel Pmts to Non-Member Consultants</b>	\$0.00	\$0.00
<b>18b(1). Travel and Per Diem to Non-Federal Members</b>	\$0.00	\$0.00
<b>18b(2). Travel and Per Diem to Federal Members</b>	\$0.00	\$0.00
<b>18b(3). Travel and Per Diem to Federal Staff</b>	\$0.00	\$0.00
<b>18b(4). Travel and Per Diem to Non-member Consultants</b>	\$0.00	\$0.00
<b>18c. Administrative Costs (FRNs, contractor support, In-person/hybrid/virtual meetings)</b>	\$0.00	\$0.00
<b>18d. Other (all other funds not captured by any other cost category)</b>	\$0.00	\$0.00
<b>18e. Total Costs</b>	\$0.00	\$0.00
<b>19. Federal Staff Support Years (FTE)</b>	0.00	0.00

**20a. How does the Committee accomplish its purpose?**

The Advisory Board may analyze, review and examine work products, legislation, research, fiscal and technical support, policies, regulations, practices or operations of correctional agencies in order to execute the above cited objectives. See generally 18 U.S.C. § 4351.

**20b. How does the Committee balance its membership?**

Under 18 U.S.C. §§ 4351(b) and (c), the Advisory Board shall consist of sixteen members. The following six individuals shall serve as members of the Board ex officio: the Director of the Federal Bureau of Prisons or his designee, the Assistant Attorney General for the Office of Justice Programs or his designee, Chairman of the United States Sentencing Commission or his designee, the Director of the Federal Judicial Center or his designee, the Associate Administrator for the Office of Juvenile Justice and Delinquency Prevention or his designee, and the Assistant Secretary for Human Development of the Department of Health and Human Services or his designee. The remaining ten members of the Board shall be selected by the Attorney General of the United States, after consultation with the Federal Bureau of Prisons and the NIC. Five of these shall be qualified as a practitioner (Federal, State, or local) in the field of corrections, probation, or parole, and shall serve for staggered three-year terms. Five of these members shall be from the private sector, such as business, labor, and education, having demonstrated an active interest in corrections, probation, or parole, and shall serve for staggered three-year terms.

**20c. How frequent and relevant are the Committee Meetings?**

The Advisory Board is authorized to meet up to a quarterly basis, but typically meets approximately 2-3 times per year.

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

Chapter 319 of title 18, United States Code, establishes the duties of the NIC. See 18 U.S.C. §§ 4351-4352. The NIC is headed by a Director, who is appointed by the Attorney General after

consultation with the Advisory Board. See 18 U.S.C. § 4351(b). Section 4331(b) of title 18 directs that the overall policy and operations of the NIC shall be under the supervision of an Advisory Board.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

Three virtual board meetings (January 7 - 8, 2025, March 25, 2025, and July 16, 2026) were partially closed to permit discussion of information that (1) relates solely to the internal personnel rules and practices of an agency (5 U.S.C. 552b(c) (2)), and (2) is of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy (5 U.S.C. 552b(c) (6)). Each meeting also afforded public sessions and public comment periods.

**21. Remarks**

The overall policy and operations of the NIC are under the supervision of the Advisory Board. In general, the NIC provides training, technical assistance, information services, and policy/program development assistance to Federal, state, and local corrections agencies; through cooperative agreements, awards funds to support program initiatives; and provides leadership to influence correctional policies, practices, and operations nationwide in areas of emerging interest and concern to correctional executives and practitioners as well as public policymakers. The Advisory Board will help develop long-range plans, advise on program development, and recommend guidance to assist the NIC's efforts in these areas.

**Designated Federal Officer**

Leslie Susan LeMaster DFO

<b>Committee Members</b>	<b>Start</b>	<b>End</b>	<b>Occupation</b>	<b>Member Designation</b>
Baldwin, John	09/06/2024	09/06/2027	Iowa and Illinois Departments of Correction (Retired Director)	Representative Member
Broderick, Barbara	09/06/2024	09/06/2027	Maricopa County Adult Probation (retired)	Representative Member
Cooke, John	10/01/2021	01/19/2027	Director, Federal Judicial Center	Ex Officio Member
Hawk-Sawyer, Kathleen	09/06/2024	09/06/2027	Director, Federal Bureau of Prisons (Retired)	Representative Member
May, Teresa	09/06/2023	09/05/2026	Director, Harris County Community Supervision and Corrections Department (TX)	Representative Member
Moore, Kahrilton	01/20/2021	01/19/2027	Director, Bureau of Justice Assistance Sheriff,	Ex Officio Member
Morgan, Gabriel	09/06/2024	09/06/2027	Newport News Sheriff's Office (VA)	Representative Member
Reeves, Carlton	09/01/2022	01/19/2027	Chair, United States Sentencing Commission	Ex Officio Member
Tuthill, Patricia	09/07/2023	09/06/2026	Founder, Peyton Tuthill Foundation	Representative Member

**Number of Committee Members Listed: 9**

**Narrative Description**

The overall policy and operations of the NIC are under the supervision of the Advisory Board. In general, the NIC provides training, technical assistance, information services, and policy/program development assistance to Federal, state, and local corrections agencies; through cooperative agreements, awards funds to support program initiatives; and provides leadership to influence correctional policies, practices, and operations nationwide

in areas of emerging interest and concern to correctional executives and practitioners as well as public policymakers. The Advisory Board helps to develop long-range plans, advise on program development, and recommends guidance to assist the NIC's efforts in these areas.

**What are the most significant program outcomes associated with this committee?**

Checked if Applies

- Improvements to health or safety
- Trust in government
- Major policy changes
- Advance in scientific research
- Effective grant making
- Improved service delivery
- Increased customer satisfaction
- Implementation of laws or regulatory requirements
- Other

**Outcome Comments**

Not Applicable

**What are the cost savings associated with this committee?**

Checked if Applies

- None
- Unable to Determine
- Under \$100,000
- \$100,000 - \$500,000
- \$500,001 - \$1,000,000
- \$1,000,001 - \$5,000,000
- \$5,000,001 - \$10,000,000
- Over \$10,000,000
- Cost Savings Other

**Cost Savings Comments**

Not Applicable

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

35

**Number of Recommendations Comments**

Specific recommendations/guidance to NIC have included: (1) develop and implement strategies for increasing NIC staffing (as of Q4 of FY23, NIC was at a 52% staffing level (2) fill vacant/expiring NIC Advisory Board positions, appointed by the AG; (3) implement internal infrastructure plans developed by NIC (e.g., securing a Technical Assistance Management and Information System (TAMIS) and contractual IT support (both contingent on budget restoration and contracting timelines supported by BOP); and (4) continue to monitor and support the appointment of a permanent Director for NIC. Same guidance applied in FY2025.

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

50%

**% of Recommendations Fully Implemented Comments**

Number correlated to the list of recommendations above: (2) fill vacant/expiring NIC Advisory Board positions, appointed by the AG; Two vacant NIC Advisory Board positions were filled in September 2024 (Ishee and Strange appointed by the AG) replacing 2 retirements from the field (Carney and Clarke). Four re-appointments were made by the Attorney General in September 2024 (Baldwin, Broderick, Hawk Sawyer, and Morgan). Ishee and Strange resigned in January 2025, as they were no longer eligible for Active Practitioner seats, as both retired in December 2024. 75% implemented for FY2025. (4) potential NIC director names were submitted to the AG by the Advisory Board twice in calendar year 2024. The Board met in closed session on April 22, 2024, to deliberate, decide and nominate a new NIC Director recommendation to the Attorney General. May 1, 2024, the nomination was submitted to the Attorney. The Attorney General appointed Stefan LoBuglio, Ed.D. as NIC Director on October 4, 2024 (FY2025). (100% implemented). 100% implemented for FY2025.

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

75%

**% of Recommendations Partially Implemented Comments**

Numbers correlated to the list of recommendations above: (1) NIC has worked with BOP Human Resources to utilize other hiring strategies (e.g., temporary promotions from within BOP and continued use of Intergovernmental Personnel Act temporary hires) and has been given authority to hire up to agency authorized FTE allotment of 60. The hiring process has been underway since late FY2020 and - like many other federal and law enforcement-related agencies - hiring post-pandemic is extremely challenging. In January 2025 a federal hiring freeze was enacted, along with a Return to Office (RTO) presidential action. (1) During FY25, NIC hired 0 (zero) staff and had 6 (six) staff leave and/or retire as a result of the Fork in the Road offer, and the Deferred Early Retirement (DRP) offers in March and April 2025. As of December 31, 2025, the hiring freeze is still in effect within NIC. NIC anticipates the hiring freeze continuing throughout the first and second quarters of FY2026. (75% implemented). (2) As of September 7, 2025, the NIC Advisory Board was awaiting the appointment/re-appointment of 4 members (three active practitioner and 1 private sector). The Board does not have quorum and will be unable to meet until at least two members are appointed/re-appointed. Former Director LoBuglio (he resigned as of August 28, 2025) was working with BOP/DOJ to recommend members for reappointment/appointment to the Board. As of August 29, 2025, Rachel Thompson was appointed NIC's Official of Authority, and she continues the pursuit of the appointments of four members to reestablish quorum. (3) In the absence of adequate agency funding going into FY22, NIC identified and explored obtaining other federal funding to develop and implement a TA MIS system. Since 2013, NIC has been without a TA MIS and has been required to manage a key database by antiquated means (spreadsheets and emails). An application was submitted to the federal Technology Management Fund in early FY22 but was denied in February 2022. Once NIC's programmatic budget was restored in May 2022, it began the contracting/solicitation process to fund this work internally, and a contract was awarded in September 2022. NIC's STAR (System for Technical Assistance Requests) launched in December 2024 (FY2025) (100% implemented).

**Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?**

Yes  No  Not Applicable

### **Agency Feedback Comments**

The NIC Advisory Board has a positive working relationship with the agency and provides useful assistance to the NIC Executive Staff, aiding them in making decisions that impact the field of corrections. There was an open line of communication between former Director Stefan LoBuglio, Ed. D., and now NIC's Official of Authority, Rachel Thompson, and the Advisory Board leadership. Both formal (during meetings) and informal (during periodic

telephone calls/in-person meetings at other events) communications occur. Formal feedback is provided at scheduled board meetings.

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

	Checked if Applies
Reorganized Priorities	<input checked="" type="checkbox"/>
Reallocated resources	<input checked="" type="checkbox"/>
Issued new regulation	<input type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input type="checkbox"/>
Other	<input type="checkbox"/>

**Action Comments**

Due to significant reductions in NIC's programmatic budget resources from the agency standard \$14.6M budget in fiscal years 2017 (30%), both 2018 and 2019 (48%), 2020 (38%), and 2021 (44%), as well as reduced staffing due to hiring restrictions (2017-2020) / regular retirements and promotions (71% with 34 of 48 positions filled), the NIC Advisory Board provided guidance on NIC programmatic priorities (e.g., the greatest areas of need in the field of corrections). These recommendations aligned with the direction the Acting Director had taken with her executive team, with direction to identify priority areas to address once funding became available. The programmatic budget was restored in May 2022, back to \$14.6M. This will continue to be an area of work for NIC leadership and its new Director (as of October 4, 2024) as well as oversight by NIC's Advisory Board in FY2024 and forward. NIC's programmatic budget was reduced to \$5.5. million in May 2025 resulting in service delivery reductions to the field. NIC's Advisory Board continues to advocate with the Attorney General and Congress for an increase to NIC's budget, in order to carry out NIC's unique congressional mandate.

**Is the Committee engaged in the review of applications for grants?**

No

**Grant Review Comments**

NA

**How is access provided to the information for the Committee's documentation?**

	Checked if Applies
Contact DFO	<input checked="" type="checkbox"/>
Online Agency Web Site	<input checked="" type="checkbox"/>

Online Committee Web Site



Online GSA FACA Web Site



Publications



Other



**Access Comments**

NA