

**EDWARD E. GORDON**  
**220 East Walton, #8E**  
**Chicago, Illinois 60611**  
**(312) 664-5196**

**RESUME**

**EDUCATION**

B.A. - History and Education, DePaul University, 1971  
M.A. - History, DePaul University, 1972  
Ph.D. - History/Psychology, Loyola University, 1988

**PROFESSIONAL EXPERIENCE**

1968 to  
present

**IMPERIAL CONSULTING CORPORATION - PRESIDENT**

A diversified consulting practice specializing in human capital development.

1968 to  
present

**IMPERIAL CONSULTING**

A management consulting firm specializing in performance and productivity management consulting. Clients include Fortune 500 Companies throughout the United States and Canada.

1968 to  
present

**IMPERIAL CORPORATE TRAINING & DEVELOPMENT**

A consulting firm specializing in training and development. Over 30,000 client employees have been trained by Imperial in management education, supervisory training and skills training programs both customized and off-the-shelf.

1968 to  
present

**IMPERIAL TUTORING & EDUCATIONAL SERVICES**

Imperial Tutoring was the first home tutoring service to be accredited by the North Central Association of Colleges and Schools. Over 10,000 individuals have been tutored since 1968 in skill and subject areas ranging from pre-school to graduate education. Current services are limited to providing consultation on tutor training and best practices.

1999 NORTHWESTERN UNIVERSITY, CHICAGO  
Lecturer in Strategic Planning

1992 to 1998 LOYOLA UNIVERSITY, CHICAGO  
Adjunct Professor, Workplace Studies Graduate School Program

1996 to 2000 CORPORATE UNIVERSITY REVIEW MAGAZINE  
SECURITIES DATA PUBLISHING (SDP)  
Contributing Editor

### **BOARD & COMMITTEE MEMBERSHIPS**

Better Business Bureau of Chicago and Northern Illinois,  
Board of Directors, 1998-  
Chair, Trade Practices & Ethics in Training & Development  
Committee, 1993-1994.

Business-Education Council, Illinois State Board of Education,  
1996.

Chicago Workforce Board, Youth Council, 2003-

Chicagoland Chamber of Commerce, Workforce Quality Education  
Committee, 1993-

Chicagoland Chapter/ American Society for Training &  
Development (ASTD)  
Board Officer, 1986-1990. Treasurer, Secretary, Vice President,  
President Elect

Illinois Literacy Resource Development Center, Board Member,  
1992-2007

Moraine Valley Community College, Board of Trustees &  
Secretary, 1973-1979.

Trend Letter, Advisory Board Member, 2007

## SELECTED CONSULTING CLIENTS

Aetna Insurance  
Allstate Insurance  
American Honda Motors  
American Institute for Research  
American Society for Training & Development (ASTD)  
Amtrak  
Angus Chemical Company  
Association of Legal Administrators  
Better Business Bureau of Chicago & Northern Illinois  
Bimba Manufacturing  
Blue Cross/Blue Shield  
Burlington Northern Santa Fe  
Cable Television Human Resource Association  
Carson Pirie Scott & Co.  
Chicagoland Chamber of Commerce  
Chicago Hilton and Towers  
Chicago Mercantile Exchange  
Christ Hospital  
Clorox  
Conference Board of Canada  
Continental Can Company  
Cook County Hospital  
Corboy & Demetrio  
Courtyards of Marriott  
Evangelical Health Systems  
Federal Sign  
Fireman's Fund Insurance  
GM/UAW  
Greater Seattle Chamber of Commerce  
Griffith Laboratories  
Home Box Office (HBO)  
Homequity  
IBM Corporation  
Illinois Department of Commerce & Community Affairs (DCCA)  
Illinois Department of Employment Security (IDEAS)  
Illinois Society for Clinical Social Workers  
Interstate National Insurance  
J.C. Penney Company  
Jacksonville (FL) Community Council  
Kaiser Group  
Kane-DeKalb/Kendall County Job Training Service (KDK)  
Lawrence Livermore National Laboratories  
Marriott Residence Inns  
Metra (Northeast Illinois Regional Commuter R.R.)  
Moore Business Forms  
Microsoft Corporation  
Morton International  
Motorola  
Newly Weds Foods  
NICOR  
North Carolina Community College Systems  
Northern Trust Bank  
Nurses' Quarters  
NutraSweet  
Panasonic  
Premark International  
Price Waterhouse  
Schless Construction  
Society of Consumer Affairs Professionals  
Sonnenschein, Nath & Rosenthal  
Swiss Business Hub  
Tellabs, Inc.  
Triton College  
U.S. Chamber of Commerce  
U.S. Departments of Education & Labor  
U.S. Gypsum  
University of Wisconsin  
Valve Manufacturing Association of America  
W.W. Grainger  
Walgreens  
Wolf & Company Midwest  
Workforce Institute of Lorain County, Ohio  
Worth Bank & Trust

## **BUSINESS CONFERENCES, DELIVERED ADDRESSES**

Keynote Business Presentation, “A Skilled Workforce for the Future,”  
Keynote Parent Presentation, “Today’s Students Succeeding in Tomorrow’s Workforce,”  
Keynote Education Presentation “More Students Preparing for Better Careers,” Envision Summit: Next Generation Careers, Lakeshore Technical College, Cleveland, WI, December 11 and 12, 2008.

Keynote Presentation, “The Technical Talent Revolution,” Organized by the Swiss Business Hub, and Federal Reserve Bank of Chicago, Chicago, IL, September 29, 2008.

Keynote Presentation, “More & Better: Preventing a Workforce Meltdown,” Upper Great Lakes Workforce Development Summit, Michigan Works: The Job Force Board, Marquette, MI, September 18, 2008.

Dinner Presentation, “The Future of Jobs and Work,” BRTC Business Outreach Task Force, Pocahontas, AR, September 3, 2008.

Keynote Presentation, “More & Better: Preventing a Workforce Meltdown,” Faulty & Staff Inservice Program, and Public Presentation, “The Future of Jobs and Work,” Black River Technical College, Pocahontas, AR, September 4, 2008.

Dinner Presentation, “More & Better: Preventing a Workforce Meltdown,” South Central Growth Alliance, and Kaskaskia Small Business Development Center, Kaskaskia College, Centralia, Illinois August 12, 2008.

Keynote Presentation: “Preventing a Workforce Meltdown,” “Our Community Forum, A Call to Action!” Workforce Plus, Tallahassee, FL, July 16, 2008.

Keynote Presentation: “Preventing a Workforce Meltdown,” Business – Education – Economic Development Forum, Coastal Carolina University and Waccamaw Regional Education Center, Conway, SC, June 18, 2008.

Keynote Address, “Forming Alliances of Business, Community, and Education Organizations to Solve the Workforce Crisis,” Manufacturers’ Resource Conference, Elgin, IL, May 8, 2008.

Keynote Presentation, “Winning the Skill Wars: Increasing Business-Education Collaboration,” Continuing Education Professional Development Conference, Penn State University, State College, PA, May 6, 2008.

Presentation, “The Future of Work,” Penn State Outreach Dubin Lecture, State College, PA, May 5, 2008.

Keynote Presentation, “More & Better: Preventing a Workforce Meltdown,” Thumb Education & Community Day XVI, Thumb Area—Michigan Works, Marlette, MI, April 17, 2008.

Keynote Presentation, “Help Wanted: Preventing a Workforce Meltdown,” and Workshop, “The Job Front Is Here: Your Role in Community Activism,” Fourth Annual Regionalism Conference, University of Arkansas Little Rock, Little Rock, AR February 13, 2008.

Keynote Presentation, “More & Better: Preventing a Workforce Meltdown,” Economic Forecast 2008, Sponsored by the Eugene Area Chamber of Commerce, the University of Oregon, and the Register-Guard, Eugene, Oregon, January 30, 2008.

Keynote Address, “More & Better: Preventing a Workforce Meltdown,” 2008 Valve Industry Leadership Forum, Dallas, TX, January 22, 2008.

National Audio Conference, “Tackling Nursing and Hospital Lab Tech Shortages,” Audio Educator/Eli Research,

January 17, 2008.

Keynote Address, "More & Better: Avoiding a Workforce Meltdown," New North Summit 2007, Sheboygan, WI, December 14, 2007.

Keynote Address, "More & Better: Avoiding a Workforce Meltdown," Microsoft Workforce Town Hall Forum, Executive Briefing Center, Microsoft Campus, Redmond, Washington, November 28, 2007.

Briefing, "The 2010 Meltdown: Causes & Solutions," Microsoft Program for Unlimited Potential Community Partners, Seattle, Washington, November 29, 2007.

Presentation, "More & Better: Preventing a Workforce Meltdown," Strategic Leadership Insights Speaker Series, College of Continuing Education, University of Minnesota, St. Paul, MN, Oct. 31, 2007.

Executive Briefing, Kaiser Group Management Meeting, Kansas City, KS, October 30, 2007.

Keynote Address, "Solving the Generational & Workforce Talent Gap," Cable Television Human Resource Association's Achieving HR Excellence Symposium, Atlanta, GA, October 23, 2007.

Keynote Address, "More & Better: Preventing a Workforce Meltdown," Mobilizing to Attract Skilled Workers to High Tech Manufacturing Conference, Sponsors: Swiss Business Hub, Trade Commission of Switzerland to the United States, and the Federal Reserve Bank of Chicago, Chicago, IL, October 2, 2007.

Leadership Breakfast Address, "The Job Front Is Here! Economic Development & the Workforce," and Presentation, "More & Better: Preventing a Workforce Meltdown," Missouri Governor's Conference on Economic Development, Springfield, MO, August 28, 2007.

Presentation, "Preventing a Workforce Meltdown," Professional Association of Computer Trainers (PACT), St. Louis Park, MN, July 13, 2007.

Keynote Address, "More & Better: Preventing a Workforce Meltdown," Crossroads Workforce Investment Board, Workforce Development Summit, Centralia, Olney, Effingham, and Mattoon, IL, June 18-21, 2007.

Keynote Address, "Generational Differences in Today's Workforce," Trustees and Administrators Institutes, International Foundation of Employee Benefit Plans, Las Vegas, NV, June 11, 2007.

Keynote Address, "The 2010 Meltdown: Solving the Impending Jobs Crisis," and Workshop, "Non-Governmental Organization (NGO) Solutions," Inaugural Workforce Summit, Palm Beach County Workforce Alliance, Inc., West Palm Beach, FL, May 31, 2007.

Leader/Facilitator, Strategic Planning Meeting, Board of Directors, Better Business Bureau of Chicago & Northern Illinois, Chicago, IL, May 24, 2007.

Presentation, "More & Better: Preventing a Workforce Meltdown," Robert Morris College Leadership Forum, Chicago, IL, May 24, 2007.

Keynote Address, "More & Better: Preventing a Workforce Meltdown," National Association of Workforce Development Professionals 18th Annual Conference, Reno, NV, May 20, 2007.

Keynote Address, "More & Better: Preventing a Workforce Meltdown," and Workshop, "Recruit, Engage, Retain: Solving the 2010 Workforce Meltdown," Pennsylvania Partners 23rd Annual Employment, Training & Education Conference, Hershey, PA, May 10, 2007.

"Finding the Talent: Law Firms 2010 and Beyond," Association of Legal Administrators, 36th Annual Educational

Conference and Exposition, Las Vegas, NV, May 3, 2007.

Keynote Presentation, “More & Better: Preventing a Workforce Meltdown,” First Coast Real Estate Economic Outlook Conference & Expo, Jacksonville, FL, April 4, 2007.

Keynote, Speech, “Generations X and Y: Source, Recruit, Engage, Retain!” Human Capital Institute Innovation Tour, McLean, VA, March 27, 2007, & Atlanta, GA, March 29, 2007.

Presentation, “More & Better: Preventing a Workforce Meltdown,” UARL Business Forum, University of Arkansas, Little Rock, AR, March 21, 2007.

Keynote Speech, “Generational Differences in Today’s Workforce,” Trustees and Administrators Institutes, International Foundation of Employee Benefit Plans, Orlando, FL, February 26, 2007.

Keynote Address, “Preventing a Workforce Meltdown,” Learning for the 21st Century: Every Student College Ready” Conference sponsored by a partnership of North Carolina Agencies: NC Business Committee for Education, NC Association of Educators, NC Association of School Administrators, NC New Schools Project, and NC School Boards Association, Charlotte, NC, December 14, 2006.

Keynote Address, “Preparing Youth to Avoid a 2010 Jobs Crisis,” 2006 National Youth Development Symposium, National Association of Workforce Development Professionals, Chicago, Illinois, December 6, 2006.

Keynote Address, “Careers and Preventing a Workforce Meltdown, 29th Annual Conference of Association for Computer-Based Systems for Career Information,” Atlanta, GA, December 2, 2006.

“The 2010 Meltdown: Solving the Impending Jobs Crisis,” Platinum Speakers Series, Purdue University Alumni Association, Calumet Indiana Campus, November 8, 2006.

Keynote Address, “Preventing a Workforce Meltdown: Mayberry Wakes Up!” and Workshop, “Beyond the 2010 Crossroad,” North Carolina Workforce Development Partnership Conference, Greensboro, NC, October 25, 2006.

Keynote Address, “More and Better: Avoiding a Workforce Meltdown,” Regional Leadership Conference, “Harnessing Human Capital: The Rise to Global Leadership,” Greater Seattle Chamber of Commerce & Vancouver Board of Trade, Vancouver, Canada, October 18, 2006.

Regional Briefing, “Preventing a Workforce Meltdown by Winning the Skill Wars,” Iowa Valley Community College District Economic Development Conference, Marshalltown, IA, Oct. 5, 2006.

Keynote Address, “Winning the Skill Wars by Preventing a Workforce Meltdown,” 2006 FutureForce Summit, Halton Industry Education Council, Burlington, Ontario, Canada, September 27, 2006.

“Preventing a Workforce Meltdown,” Crossroads Workforce Investment Board Retreat. Eagle Creek Resort, Findlay, IL, September 21, 2006.

Featured Presentation, “Avoiding A Global Workforce Meltdown,” World Future Society Annual Conference, Toronto, Canada, July 29, 2006

Keynote Address, “The 2010 Meltdown: Solving the Impending Jobs Crisis,” Workforce Institute of Lorain County, Elyria, OH, June 23, 2006.

Presentation, “Preventing a Workforce Meltdown,” and Workshop, “Beyond A Meltdown,” Economic Revitalization Summit, Gary Chamber of Commerce, Gary, IN, June 21, 2006.

Keynote Address, “Work in the 21st Century,” Jacksonville Community Council Conference, “Attracting &

Retaining Talent for the 21st Century,” Jacksonville, FL, June 15, 2006.

Keynote Luncheon Address, “Preventing a Meltdown,” North Carolina College Tech Prep 2006 Conference, Greensboro, NC, March 21, 2006.

Workshop, “Beyond the 2010 Meltdown,” North Carolina College Tech Prep 2006 Conference, Greensboro, NC, March 21, 2006.

Pre-Conference Workshop, “The 2010 Meltdown,” North Carolina College Tech Prep 2006 Conference, Greensboro, NC, March 20, 2006.

Keynote presentation, “The 2010 Meltdown: Solving the Impending Jobs Crisis,” Lake County (Indiana) Integrated Services Delivery Board, Hammond, IN, March 9, 2006

Presentation, “Preventing a 2010 Meltdown,” The Committee of 25 (Retired Fortune 500 CEOs), Palm Springs, CA, January 12, 2006

Executive briefing, “Community Action to Avoid a 2010 Meltdown,” The Cliff Dwellers, Chicago, IL, November 29, 2005

Panel member, National Network of Sector Partners, Annual Conference, “Bridges to Prosperity,” Chicago, IL, November 5, 2005

Keynote Address, “The 2010 Meltdown,” Pearson Prentice Hall Symposium for Student Success, Chicago, IL, November 4, 2005.

Presentation, “The 2010 Meltdown,” International Trade Networking Event, Rolling Meadows, IL, August 31, 2005.

Facilitator, Strategic Planning Conference, Board of Directors, Better Business Bureau (BBB) of Chicago and Northern Illinois, Chicago, IL, May 3, 2005.

Workshop, “Human Capital Return-on-Investment (ROI) Worksheet: The 9-Step ROI Process,” The Conference Board of Canada, Toronto, Canada, November 30, 2004.

Keynote address, “Avoiding an HR Train Wreck: Where Do We Go from Here?” Professional Association of Computer Trainers (PACT) of Metropolitan Minneapolis, Minneapolis, MN, June 11, 2004

Featured speaker, “Avoiding the Train Wreck: Where Do We Go from Here?” Training 2004 Conference and Expo, Atlanta, GA, March 3, 2004.

Facilitator, Executive Retreat, Board of Directors, BBB of Chicago and Northern Illinois, Chicago, IL, February 24, 2004.

Keynote address, “Winning the Skill Wars,” National Council for Workforce Education 2003 National Conference, Westminster, CO, October 26, 2003.

Workshop, “Avoiding the Labor Market Train Wreck,” *Employee Benefit News* Conference & Expo, San Diego, CA, September 22, 2003.

Presentation, “Workforce Crossroad: Where Do We Go from Here?” World Future Society International Conference, San Francisco, CA, July 19, 2003.

Workshop, “Winning the Skill Wars,” Northwest & Schaumburg Association of Commerce and Industry, Business and Education Conference, Rolling Meadows, IL, May 16, 2003.

Pre-Conference Workshop, "Measuring, Managing & Optimizing the Return-on-Investment of Your Corporate University," Corporate Universities Conference, Chicago, IL, April 28, 2003.

Facilitator, Board of Directors Retreat, BBB of Chicago and Northern Illinois, Chicago, IL, February 4, 2003.

Workshop, "Bridging the Skills Gap: Improving Collaboration between Business and Education," 2002 Connecting Conference, Beaver Creek, CO, July 2, 2002.

"Winning the Skill Wars," Nova Scotia Labour Market Programs, Steelworkers Job Transition Centre, Sydney, Nova Scotia, Canada, May 21, 2002.

Executive Briefing, "America's Meltdown," Kentuckiana Works, Greater Louisville Workforce Board, Louisville, KY, May 16, 2002.

Keynote address, "Winning the Skill Wars," Delaware Connections Conference sponsored by the Delaware Council on Career and Vocational Education, the Delaware Departments of Labor & Education, and the Delaware State Chamber of Commerce, Dover, Delaware, May 9, 2002.

Keynote address, "Bridging the Skills Gap: Improving Collaboration between Business and Education," 4th Annual Workforce Development Summit, sponsored by SYSTEM Job Ready/Tech Prep Partnership and the Greater Mount Airy Chamber of Commerce, Dobson, NC, May 7, 2002.

"America's Meltdown: Why We Are Losing the Skill Wars and What We Can Do about It," Meeting of the Calumet Area Industrial Commission, Chicago, IL, April 9, 2002.

Keynote Speech, "Skill Wars: Bridging the Skills Gap between Business and Education," Connecting Education and Employment Conference, Kansas Board of Regents, Topeka, KS, February 26, 2002.

Workshop, "Winning the Skill Wars," Back on Track America, Jane Applegate and SBTV Corporation, Chicago, IL, December 10, 2001.

Concurrent session, "Bridging the Skills Gap: Improving Collaboration between Business and Education," Workplace Learning Conference, Chicago, IL, December 2, 2001.

White Paper Briefing, "America's Meltdown: Why We Are Losing the Skill Wars and What We Can Do about It," U.S. Chamber of Commerce, Washington, D.C., November 15, 2001.

"Literacy Issues in the Workplace," Delaware Coalition for Literacy and Delaware Department of Labor, University of Delaware, Newark, DE, October 25, 2001.

Keynote Speech, "Developing a Global Workforce," Program sponsored by the North Carolina Community College System and W.K. Kellogg Foundation, Rocky Mount, NC, October 24, 2001.

"Winning the Skill Wars" and "Bridging the Skills Gap between Business and Education," National Tech Prep Network Annual Conference, Dallas, TX, October 10-11, 2001.

Keynote Speech, "Workplace Skills and Strategies for the Twenty-First Century: Can We Measure Up?" Futurescope 2001, World Future Society Annual Conference, Minneapolis, MN, July 31, 2001.

"Winning the Skill Wars," Ohio Department of Human Services, Mansfield, OH, June 6, 2001.

Executive Briefing, "Investing in Human Capital," CPA Roundtable, Chicago, IL, February 21, 2001.

"Where's the Beef?' Return-on-Investment for Employee Development," The Conference Board, Basic Skills

Development in the Workplace Conference, Chicago, IL, September 20, 2000.

"Winning the Skill Wars," Adult Education Annual Conference, State of North Carolina, Department of Education, Charlotte, NC, August 2, 2000

Keynote Address, "Skill Wars: Winning the Battle for Productivity and Profit," Business & Industry Strand, 2000 South Carolina Business & Education Summit, Columbia, SC, July 18, 2000.

Keynote Address, "Necessary Alliance: Bridging the Skills Divide Between Business & Education," CASAS National Summer Institute, San Diego, California, June 21, 2000.

"Winning the Skill Wars," Lake County School-to-Work Partnership, Hammond, Indiana, April 20, 2000.

"Developing Human Capital: Performance, Productivity, and Profit Strategies," The Conference Board, West Coast Performance Excellence Conference, San Diego, CA, November 18, 1999.

Keynote Address, "Investing In Human Capital," Annual Meeting, Association of Legal Administrators, Chicago, IL, April 22, 1999.

Pre-Conference Session, "Investing in Human Capital: Measuring Return-on-Investment," Workplace Learning Strategies for Success, Third Annual Conference, Milwaukee, WI, April 19, 1998.

Pre-Conference Workshop, "Return on Investment," 1997 NETWORK Work-Based Learning and Literacy Conference, Boston, MA, October 30, 1997.

"FutureWork: The Revolution Reshaping American Business," The 1997 Technology Performance Management Conference & Expo, Nashville, TN, September 16, 1997.

"FutureWork: The Revolution Reshaping American Business," Association of Legal Administrators, 26th Annual Conference, Seattle, WA, May 20, 1997.

FutureWork: The Revolution Reshaping American Business," League for Innovation in the Community College, Workforce 2000 Conference, Anaheim, CA, February 18, 1997.

Concurrent Session, "Developing A Framework for Workplace Literacy Standards," NETWORK Work-Based Learning and Literacy Conference, Cleveland, OH, November 11, 1996.

"FutureWork: The Revolution Reshaping American Business," California Apprenticeship Council, San Diego, CA, October 24, 1996.

Televised Speech, "FutureWork: The Revolution Reshaping American Business," Los Angeles Unified School District, Los Angeles, CA, October 18, 1996.

Concurrent Session, "FutureWork: The Revolution Reshaping American Business," 1996 ASTD International Conference, Orlando, FL, June 6, 1996.

Keynote Address, "Workforce Education on the Threshold of a New Century," Corporate University Forum, Chicago, IL, April 1, 1996.

Keynote Address, "FutureWork and the Economic Value Added by Training," International Communications for Management Conference, Palm Springs, CA, March 18, 1996.

"The FutureWork Productivity Revolution," The 1996 Business & Education Conference, The Conference Board, New York, NY, March 5, 1996.

Keynote Address, "FutureWork: The Revolution Reshaping American Business," Railroad Personnel Association, 43rd Annual Conference, Palm Beach, Florida, September 18, 1995.

Keynote Speech, "FutureWork: The Revolution Reshaping American Business," Chicagoland Chamber of Commerce & National-Louis University School of Business, Chicago, IL, Nov. 15, 1994.

"FutureWork: The Revolution Reshaping American Business," North American Die Casting Association, Executive Forum, Chicago, IL, October 14, 1994.

Keynote Address, "Increasing Productivity through Training," St. Louis Regional Commerce & Growth Association Small Business Council and ASTD, St. Louis, MO, May 1994.

Keynote Address, "FutureWork: The New Strategic Corporate Model," American Management Association CEO Briefing, Kansas City, MO, November 1993.

Keynote Address, "FutureWork: Skills and Education for Workplace 2000," National Conference of State Directors of Adult Education and GED Administrators, San Francisco, CA, July 1993.

Keynote Address, "The Broken Cog in the American Economic Machine," Chicagoland Chamber of Commerce, CEO Briefing, Chicago, IL, April 1993.

"Managing the Diverse Training Needs of America's New Workforce," Managing & Valuing Diversity in the Workplace Conference, The Institute for International Research, Chicago, IL, September 1992.

Keynote Speech - "Current Successes in Work Force Education and Future Challenges," Partnerships in Learning at Work Symposium, University of British Columbia, Vancouver, B.C., 1990.

## **PUBLICATIONS**

### **BOOKS:**

E.E. Gordon, R.R. Morgan, J.A. Ponticell, C. O'Malley, *The Tutoring Revolution: Applying Research for Best Practices, Policy Implications, and Student Achievement*, Rowman & Littlefield Education, 2006.

E.E. Gordon, *2010 Meltdown: Solving the Impending Jobs Crisis*, Praeger, 2005.

E.E. Gordon, *Peer Tutoring: A Teacher's Resource Guide*, Rowman & Littlefield Education, 2005.

E.E. Gordon, E.H. Gordon, *Literacy in America: Historic Journey and Contemporary Solutions*. Praeger, 2003.

E.E. Gordon, *Tutor Quest: Finding Effective Education for Children and Adults*. Phi Delta Kappa Educational Foundation, 2002.

E.E. Gordon, *Skill Wars: Winning the Battle for Productivity and Profit*, Butterworth/Heinemann, 2000.

R. Morgan, J. Ponticell, E.E. Gordon, *Rethinking Creativity*, Phi Delta Kappa Foundation, 2000.

R. Morgan, J. Ponticell, E.E. Gordon, *Enhancing Learning in Training and Adult Education*, Greenwood, 1998.

E.E. Gordon, C. Petrini, A. Campagna, *Opportunities in Training & Development Careers*,

NTC/Contemporary Books, 1996.

E.E. Gordon, J.E. Baumhart, *Ethics for Training and Development*, American Society for Training and Development INFO-LINE 9515, 1995.

E.E. Gordon, J. Ponticell, R. Morgan, *FutureWork: The Revolution Reshaping American Business*, Praeger, 1994.

E.E. Gordon, E.N. Askov, *Workforce Education: Improving Educational Skills*, American Society for Training and Development INFO-LINE 9310, 1993.

E.E. Gordon, J. Ponticell, R. Morgan, *Closing the Literacy Gap in American Business: A Guide for Trainers and Human Resource Specialists*, Quorum Books, 1991.

E.E. Gordon, E.H. Gordon, *Centuries of Tutoring: A History of Alternative Education in America and Western Europe*, University Press of America, 1990.

#### FORTHCOMING BOOKS:

E.E. Gordon, *Winning the Global Talent Showdown: How Businesses and Communities Can Partner to Rebuild the Jobs Pipeline*, Berrett-Koehler (April 2009).

#### CHAPTERS OF BOOKS:

E.E. Gordon, "Human Capital," Best Practices Essay, in *Business, the Ultimate Resource*, 2nd Edition, Basic Books, 2006.

E.E. Gordon, "Are We Writing the Obituary for the Learning Organization?" in *Organizational Behavior*, McGraw-Hill, 2003.

E.E. Gordon, "Human Capital," Best Practices Essay, in *Business, the Ultimate Resource*, Perseus 2002.

E.N. Askov, E.E. Gordon, "The Brave New World of Workforce Education," in *The Welfare-to-Work Challenge for Adult Literacy*, Jossey-Bass, 1999.

E.E. Gordon, Boyd Owens, "Reskilling for World Quality Products at Otto Engineering in Measuring Return on Investment," in *Measuring Return on Investment*, Vol. 2, American Society for Training & Development, 1998.

E.E. Gordon, R.R. Morgan, J.A. Ponticell, "Riding Hi-Tech Rails to the Future: The Metra Railroad Story," in *Transferring Learning to the Workplace*, American Society for Training & Development, 1997.

#### ARTICLES:

"Retiring Retirement: Mastering the Workforce Generation Gap," *Benefits & Compensation Digest*, July 2007.

"A Grim Outlook for Global Outsourcing," *Trend Letter*, June 2007.

"The Global Search for Talent: The China-U.S. Equation," *MWorld* (American Management

Association), Spring 2007.

“How Can America Meet Needs of Business in High-Tech Age?” *Chicago Sun-Times*, Dec. 23, 2006.

“Balance Short-Term Profit with Long-Term Investment in Human Capital,” *Benefits & Compensation Digest*, July 2006.

“Solving the Impending Jobs Crisis,” *Executive Matters* (American Management Association), March 2006

“Outsourcing: Supply Will Not Meet Demand,” *The Desert Sun*, March 20, 2006.

“World Is Caught between Old Skills and High-Tech Needs,” *Chicago Tribune*, December 11, 2005.

“The 2010 Meltdown: Where Will We Find Workers?” *Employee Benefit News*, September 15, 2005.

“Smart Worker Deficit Impacts Canadian Economy,” *Employee Benefit News Canada*, Jan./Feb. 2005.

“The 2010 Crossroad,” *Training*, January 2005.

“Jobs Outsourcing: How Fargo, N.D., Restarted the American Dream Machine,” *Employee Benefit News*, March 2004.

“Jobs Outsourcing: Fire in the Hole,” *Employee Benefit News*, February 2004.

“Bridging the Gap: It’s Time to Increase Learning Not Cut Costs,” *Training*, September 2003.

“Retool and Revitalize,” *Employee Benefit News*, June 15, 2003.

“Why Tutoring Should Be an Employee Benefit,” *Employee Benefit News*, May 1, 2003.

Microsoft White Paper, “Student Crossroads: Information Technology Raises the Education Bar,” Microsoft Then/Now/Future Project, Spring 2003.

“Accelerated Learning: Can It Benefit Your Employees,” *Employee Benefit News*, February 2003.

White Paper, “America’s Meltdown: Why We Are Losing the Skill Wars and What We Can Do about It,” *Futures Research Quarterly*, Winter 2002.

“Outsourced Workforces Challenge Employers’ Education Programs,” *Employee Benefit News*, June 15, 2002.

“Worker Training Portends Another ‘Shawshank Redemption’ in Ohio,” *Employee Benefit News*, September 15, 2001.

“Are We Writing the Obituary for the Learning Organization?” *Employee Benefit News*, April 2001.

“Calculating the Return on Your Human Capital Investment,” *Human Capital Strategies & News*, March 2001.

"The Revenge of the Techno-Peasants," *Human Capital Strategies & News*, February 2001.

"Click for Brains II: New Look for ROI," *Human Capital Strategies & News*, Nov./Dec. 2000.

"America: Land of the Techno-Peasants?" *Employee Benefit News*, November 2000.

"Internet Training: Click for Brains," *Human Capital Strategies & News*, October 2000.

"Investing in Human Capital: A Revolution Whose Time Has Come," *Managing Diversity*, Oct. 2000.

"Can America Keep Pace? Losing Ground in the Skill Wars," *Employee Benefit News*, June 2000.

"Help Wanted: Creating Tomorrow's Work Force," *The Futurist*, July/August 2000.

"Investing in Human Capital: A Blueprint for the 21st Century," *Employee Benefit News*, Oct. 1, 1999.

"Investing in Human Capital: A Blueprint for the 21st Century," *Corporate University Review*, July/August 1999.

"How to Capitalize Training Costs," *Human Resource Management News*, June 1, 1999.

"How to Succeed in Welfare to Work," *Managing Diversity*, May 1999.

"Managing Human Capital," *Workplace Learning*, Special Interest Group Newsletter, American Education Research Association, Spring 1999.

"Beware of the 'Total Tech Solution'," *Corporate University Review*, January/February 1999.

"Technology and Training," *American Management Association (AMA) International*, October 1998.

"Welfare-to-Work Success: What the Experts Know," *Corporate University Review*, Sept./October 1998.

"The Leadership Communication Gap," *AMA International*, June 1998.

"Mapping Employees' Learning Needs," *Corporate University Review*, May/June 1998.

"Managing Human Capital: How to Identify and Clone Top Performers," *Corporate University Review*, March/April 1998.

"Enhancing Management's Thinking Power," *AMA Training & Development Forum*, January 1998.

"Work-Based Learning in America: Solutions for a New Century," *Corporate University Review*, November/December 1997.

"Profit, Culture and Thinking: An American Tale," *Corporate University Review*, Sept./Oct. 1997.

"Human Capital Investment," *AMA Training and Development Forum*, September 1997.

"Investing in Human Capital: Lip Service or Reality?" *Corporate University Review*, July/August 1997.

"Rote Learning: Is It for the Dogs?" *Technical and Skills Training*, July 1997.

"Ethics and Trade Practices Standards Adopted for T&D," *AMA Training & Development Forum*, June 1997.

"Investing in Human Capital: Tax and Accounting Issues," *Corporate University Review*, May/June 1997.

"Investing in Human Capital: Solving the ROI Dilemma," *Corporate University Review*, March/April 1997.

"The New Knowledge Worker," *Adult Learning*, March/April 1997.

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### **JOURNAL & NEWSPAPER INTERVIEWS**

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"Undereducated Employees Teach Firms a Lesson," by Carol Kleiman, *Chicago Tribune*, July 14, 1993.

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WBUR-FM, Boston, "On Point," with Tom Ashbrook, Nationally syndicated NPR show, 12/7/05.

WHAD-FM, Wisconsin Public Radio, "Conversations with Ben Merens," 12/7/05

WXXI-FM, NPR Rochester, NY, "1370 Connection," 12/6/05

WRLN-FM, NPR Miami, "Topical Currents," 10/31/05.

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*CNN*, "For Entrepreneurs Only," 1/28/00 and 10/13/99.

*Bloomberg*, "Small Business," 1/27/00.

*CNN*, "Taking It Personally," 10/14/99.

*Radio America*, "Doug Stephan Show," 10/20/99.

*WBNW-AM* (Boston), "Business for Breakfast," Also *WBAA*, NPR Indianapolis, *KXL-AM*, Portland, Oregon, *KWCO-AM*, *KIEV-AM*, Los Angeles, 10/20/99.

*Associated Press Radio*, "One Minute Business Report," 10/19/99.

*Internet Audio Radio*, Yahoo Broadcast.com, 10/19/99.

*USA Radio*, Al Lerner & Richard Stevens, 10/18/99.

*Didley Broadcasting*, "The Tom Pope Show," 10/18/99.

*Metro Source Radio*, "Eye on Books," Bill Thompson Show, 10/18/99.

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*News Interview*, WBBM-AM and WMAQ-AM, "Work Force Education," 2/92.

*Voice of American Radio*, "International Literacy in the Workplace," 4/91.

### **PROFESSIONAL MEMBERSHIPS**

American Educational Research Association

American Historical Association

American Management Association

American Society of Journalists & Authors

Organization of American Historians

Society of Midland Authors

Society for Human Resource Management

### **RECOGNITION**

Better Business Bureau of Chicago & Northern Illinois Torch Award for Marketplace Ethics - Honorable Mention (1998)

Distinguished Service Award, American Society for Training & Development, ASTD (1988)

Outstanding Leadership Award, Phi Delta Kappa, University of Chicago Chapter, (1986)

Research Assistantship, Loyola University, 1985-1986

Arthur J. Schmidt Scholar, DePaul University, 1970