

**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**

Imperial consults in education-to-employment issues that rebuild the talent pipelines necessary for business and community growth. It also assists in career-technical education, literacy development, training ROI, and career academies. It focuses on real world solutions for creating talent by providing compelling presentations, policy analysis, systems design, consulting and coaching for business, government, education, and many other organizations.

1968 to  
Present

**IMPERIAL TUTORING & EDUCATIONAL SERVICES**

Imperial Tutoring was the first after-school home tutoring service for children and adults 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 best practices in tutor training and tutoring curriculum design.

1968 to  
Present

**IMPERIAL CORPORATE TRAINING & DEVELOPMENT**

A consulting firm that specializes in analysis, design or presentation of specialized human resource development programs in: Organizational Development, Management Development, Skill Training and Assessment. Clients include Fortune 500 Companies, Chicago-area businesses, and companies throughout the United States and Europe. Current services are limited to providing consultation on training and development best practices.

- 1999 NORTHWESTERN UNIVERSITY, CHICAGO  
Lecturer in Strategic Planning
- 1992-1998 LOYOLA UNIVERSITY, CHICAGO  
Instructor for Workplace Studies Graduate School Program
- 1989-1992 ROOSEVELT UNIVERSITY, CHICAGO -  
COLLEGE OF EDUCATION  
Director - Graduate Program in Training & Development Adjunct  
Professor
- 1979-1992 DEPAUL UNIVERSITY, CHICAGO -  
SCHOOL OF EDUCATION  
Lecturer - Early Childhood, Exceptional Child, History of Education,  
Training & Development
- 1989-1991 DEPAUL UNIVERSITY, CHICAGO -  
HISTORY DEPARTMENT  
Instructor - World Civilization

### **Selected Educational Consulting Clients**

Academy for Educational Development  
CASAS  
Florida Reading Association  
Los Angeles Unified School District  
New York University  
North Carolina Community College System  
Nova Scotia - Department of Education  
Penn State University  
Phi Delta Kappa Educational Foundation  
Southern Regional Education Board  
State of Delaware - Department of Education  
State of Illinois - Department of Education  
State of Kansas - Department of Education  
State of North Carolina - Department of Education  
State of South Carolina - Department of Education  
U.S. Department of Education  
University of Arkansas  
University of Minnesota  
University of Wisconsin

## PUBLICATIONS

### BOOKS:

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

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. (Korean language edition produced by Somdol Publishing, 2006.)

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.R. Morgan, J.A. Ponticell, E.E. Gordon, *Rethinking Creativity*, Phi Delta Kappa Educational 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 and 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, *The Need for Work Force Education*, Phi Delta Kappa Educational Foundation, 1993.

E.E. Gordon, J. Ponticell, R. Morgan, *Closing the Literacy Gap in American Business: A Handbook 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, 1989.

E.E. Gordon, *Educators' Consumer Guide to Private Tutoring Services*, Phi Delta Kappa Foundation, April, 1989.

### **CHAPTERS IN 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:**

"Job Meltdown or Talent Crunch?" *Training*, January 2010.

"Unemployment Numbers Don't Tell the Real Jobs Crisis Story," *Employee Benefit News Online*, December 2009.

Accounting Change Needed to Address Talent Shortfalls, *WebCPA*, December 2009.

"Jobs for the Future," *Western New York Family Magazine*, December 2009.

"Helping Parents Overcome the Technology Paradox," *Portland Family Online*, November 2009.

"The Sixth Discipline: Talent Formation," *Training Magazine Online*, October 2009.

"The Global Talent Crisis," *The Futurist*, September-October 2009.

"The Future of Jobs and Careers," *Techniques* (Association for Career & Technical Education), September 2009.

"The 2010 Surprise," *Employee Benefit News Online*, September 2009.

“New Trends in Talent Creation,” *Training Magazine Online*, June 2009.

“Current Recession Masks Imminent Talent Gap,” *Trend Letter*, June 2009.

“Finding Future Talent,” *The Independent*, March/April 2009.

“The Technology Paradox: A Digital Economy without a STEM Workforce?” *Today’s Engineer*, March 2009.

“Five Ways to Improve Tutoring Programs,” *Phi Delta Kappan*, February 2009.

“How to Improve Your School’s Tutoring Program,” *MASA Leader* (Michigan Association of School Administrators), August 31, 2007

“Retiring Retirement: Mastering the Workforce Generation Gap,” *Benefits & Compensation Digest*, July 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*, December 23, 2006.

“America Needs to Wise Up about the Need for Quality Tutoring,” *Chicago Sun-Times*, November 29, 2006.

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

“Solving the Impending Jobs Crisis,” *Executive Matters* (AMA), 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.

“Tutoring Solutions for No Child Left Behind: Research, Practice, and Policy Implications,” *NASSP Bulletin*, March 2004.

“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.

“Literacy: A Historical Perspective,” *Principal Leadership*, November 2003.

“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.

“Looking Beyond the Stereotypes: Ensuring the True Potential of Tutoring,” *Phi Delta Kappan*, February 2003.

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

“States Regulate Supplemental Educational Services,” *Enterprising Educators*, Winter 2003.

“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*, Apr. 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. 1999.

"The Work Force Education Solution," *Training Today*, September/October 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 1999.

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

"Managing Human Capital," *Workplace Learning*, AERA Interest Group Newsletter, Spring 1999.

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

"Corporate Universities, A Brief History," *Training Today*, January/February 1999.

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

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

"The Leadership Communication Gap," *American Management Association 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 and Development Forum*, Jan. 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/Aug. 1997.

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

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

"Investing in Human Capital: Tax & 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.

"Investing in Human Capital: The Case for Measuring Training ROI," *Corporate University Review*, January/February 1997.

"Workforce Education - An Idea Whose Time Has Come," *AMA Training & Development Forum*, February 1997.

"Building a Corporate University for Knowledge and Profit," *Foundations for a Competitive Advantage*, Illinois Resource Development Center (ILRDC), Vol. 3, January 1997.

"Training, Time, and Profit," *AMA Training and Development Forum*, December 1996.

"A Renaissance for Learning in American Business," *Youth Record*, (Youth Policy Institute), December 15, 1996.

"Recommendation: Make Training a Stand-Alone Function," *Corporate University Review*, November/December 1996.

"Consultants: The 'Interim' Facts of Life," *Corporate University Review*, September/October 1996.

"Transform Your Company through Learning," *Talking to the Boss*, August 1996.

"Cognitive Learning Makes Training More Powerful," *Corporate University Review*, July/August 1996.

"Training Investment: Why U.S. Manufacturers Should Be Watching Foreign Approaches," *Technical & Skills Training*, July 1996.

"Preparing Managers for Training Roles," *Corporate University Review*, May/June 1996.

"New Credentials for Teaching at Corporate U," *Corporate University Review*, March/April 1996.

"Wanted: A New Approach to Workforce Education," *Corporate University Review*, Jan./Feb. 1996.

"It's More than Just Basic Skills," *Foundations for a Competitive Advantage*, Illinois Literacy Resource Development Center (ILRDC), Vol. 2, January 1996.

"Making the Case for the Learning Organization," *Youth Record*, January 1996.

"Corporate Universities - A Renaissance for Learning in American Business," *Corporate University Review*, November/December 1995.

"The Individualized Training Alternative," *Training & Development* (American Society for Training and Development), September 1995.

"Will America Be Part of the World Education Revolution?" *Workforce Training News*, Sept. 1995.

"Cognitive-Based Training Program Helps Build Innovative Managers," *Workforce*, Summer 1995.

"Training's New World Order: Lessons from the Pacific Rim," *Workforce Training News*, July/August 1995.

"The British Lion Wakes Up," *Workforce Training News*, May 1995.

"The German Dual System Model: Does It Pay in America," *Workforce Training News*, April 1995.

"Meeting the International Workplace Education Challenge," *Workforce Training News*, March 1995.

"'Cognitive Elite' Versus Creativity for the Masses," *Workforce Training News*, January 1995.

"Promising It Works? Overcoming Business Roadblocks to Re-Educating the American Worker," *Foundations for a Competitive Advantage*, (ILRDC), Vol. 1, January 1995.

"Work Force Education: Training Implications for Business Basic Skill Programs," *Performance and Instruction*, (National Society for Performance and Instruction (NSPI), September 1994.

"Influences of European Tutors on Colonial Domestic Education," *Journal of the Midwest History of Education Society*, Vol. 21, 1994.

"Work Force Education: A Linkage to School Reform," *News and Views*, May 1993.

"Report From the Trenches: Research Implications of On-Site Workplace Literacy Programs," *Mosaic*, (Institute for the Study of Adult Literacy), September 1992.

"Training In Crisis RX: Work Force Education for 21st Century America," *Workforce*, Sept. 1992.

"Managing the Diverse Skills of America's New Workforce," *Managing Diversity*, Dec. 1991.

"Humanism and Women's Education during the English Renaissance," *Journal of the Midwest History of Education Society*, Vol. 18, 1990.

"Annual Chicagoland Survey of Training & Development," *Training Today*, February 1991.

"How the Needs of Gifted Children Can Be Met By Programmed Tutoring," *Journal of the Illinois Council for The Gifted*, January 1990.

"Tutoring: A Description of An Ongoing Research Program," Educational Resources Information Center (ERIC) #TM014323, December 1989, American Institutes for Research, Washington, D.C.

E.E. Gordon, J. Ponticell, R. Morgan, "Back To Basics," *Training & Development Journal*, August 1989. Reprinted in *Training Today Magazine*, February 1990.

"Charles Deneen and Illinois Education Reform During the Progressive Era (1904-1912)," *Journal of Midwest History of Education*, Vol. 17, 1989.

"The Victorian Governess as Educator," *Vitae Scholasticae*, Spring 1989.

"The Implications of Integrating Business Skills with Appropriate Content Areas," *Training Today*, October 1988.

"Revolution Needed in U.S. Education," *Chicago Tribune Perspective*, July 3, 1988.

"John Locke the Model Tutor," *Vitae Scholasticae*, October 1987.

"Assessing Training Alternatives in Today's Corporations," *Training Today*, December 1986.

"Home Tutoring Programs Gain Respectability," *Phi Delta Kappan*, February 1983.

"Tips On Special Education Services," *Consumer Information Services*, Council of Better Business Bureaus, Chicago, Illinois.

"Special Services in Education: The Need for Consumer Protection," *Educator's A.I.D.*, April 1974, Barrington, Illinois: Forest Press.

"An Introduction to the Diagnosis and Remediation of Learning Disabilities," *Educator's A.I.D.*, Part I, Sept. 1974, Part II, October 1974.

"The Underachiever: Frustration for Pupil and Teacher," *Educator's A.I.D.*, November 1973, Barrington, Illinois: Forest Press.

### **BOOK REVIEWS:**

Wilbert R. Hasbrouck. The Chicago Architectural Club: Prelude to the Modern. Spring 2006 issue of *The History of Education Quarterly*.

Pat Campbell, *Teaching Reading to Adults: A Balanced Approach*. November 2004 issue of the *Journal of Adolescent & Adult Literacy*.

Guglielmo Cavallo and Roger Chartier (eds.) *A History of Reading in the West*. Winter 2001 issue of *The History of Education Quarterly*.

*The Liberal Education of Charles Eliot Norton*. Summer 2001 issue of *The History of Education Quarterly*.

*Poor Relations: The Children of the State of Illinois*. Fall 1995 issue of *The History of Education Quarterly*.

## **PRESENTATIONS**

Keynote Presentation, “The 2010 Jobs Crossroad: Meltdown or Resurgence?” 23rd Annual Economic Outlook Symposium, Federal Reserve Bank of Chicago, December 4, 2009.

Staff Development Program, “Taming the Talent Revolution,” Safer Foundation, Chicago, IL October 22, 2009.

Luncheon Program, “Winning the Global Talent Showdown,” Cliff Dwellers, Chicago, IL, October 20, 2009.

Presentation, “Winning the Global Talent Showdown,” Independent Writers of Chicago, Chicago, IL, October 13, 2009.

Workshop Presentation, “More & Better: Preparing More Students for Better Careers,” Chicago Manufacturing Renaissance Council, Chicago, IL, September 3, 2009.

Keynote Presentation, “More & Better: Preparing More Students for Better Careers,” and Workshop, “Rebuilding the Jobs Pipeline,” Elgin Community College Convocation, Elgin, IL, August 20, 2009.

Featured Speaker, “Winning the Global Talent Showdown: Strategies for the Next Decade,” WorldFuture 2009, International Conference of the World Future Society, Chicago, IL, July 18, 2009.

Keynote Educators’ Presentation, “Preparing More Students for Better Careers,”  
Keynote Business Presentation, “Taming the Talent Revolution,” North Central Ohio Workforce & Economic Summit sponsored by the Richland County Department of Job & Family Services, Mansfield Chamber of Commerce, and Richland County BAC, Mansfield, OH, May 4 and 5, 2009.

Dinner Presentation, “Jobs: The Real Story,” Education Council of the Manufacturing Institute, National Association of Manufacturers, Washington, D.D., April 21, 2009.

General Session Presentation, “Recruit, Engage, Retain: Solving the 2010 Workforce Meltdown,” Goodwill Industries International, 2009 Conference of Executives, Santa Fe, NM, February 25, 2009.

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

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

Workshop Presentation, “More & Better: Preventing a Workforce Meltdown,” Faculty Development Day, Kaskaskia College, Centralia, Illinois, August 13, 2008.

Keynote Address, “The 2010 Crossroad: Preventing a Workforce Meltdown,” 22nd Annual High Schools that Work Conference, Southern Regional Education Board, Nashville, TN, July 10, 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.

Keynote Presentation, Adult Learning at the 2010 Crossroad,” Hendrick Best Practices for Adult Learners Conference, Penn State University, 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.

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.

Keynote Presentation, “More & Better: Preventing a Workforce Meltdown,” Concurrent Session, “The 2010 Crossroad: Mobilizing a Community for Change,” and Focus Session, “Literacy: Are We Advancing or Retreating?” Nebraska Adult Education Conference XXVI, Nebraska Department of Education, Kearney, NE, October 11 & 12, 2007.

National Audio Conference, “The Tutoring Revolution: What Works and Why,” Audio Educator/Eli Research, October 4, 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.

Workshop, “The Tutoring Revolution,” 17th Annual Conference of the Education Industry Association, Orlando Florida, July 25, 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.

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.

Workshop, “The Tutoring Revolution: The Benefits of Tutoring Research,” Third Annual Conference, Association of Tutoring Professionals, Orlando, FL, April 2, 2007.

Pre-Conference Workshop, “The Tutoring Revolution: Research and Best Practices,” Third Annual Conference, Association of Tutoring Professionals, Orlando, FL, April 1, 2007

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

Presentation, “Preventing a Workforce Meltdown,” Education Summit on the Future of the Workforce, Lake Land College, Mattoon, IL, February 22, 2007

Presentation, "So You Want to Publish a Non-Fiction Book," Palm Springs Writers Guild, Palm Desert, CA, January 7, 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 Address, "Preventing a Workforce Meltdown," Ohio Association for Adult and Continuing Education Conference (OAACE), Columbus, OH, April 21, 2006.

Keynote Luncheon Address, "Preventing a Meltdown," and 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.

In-Service Presentation, "Letting Pavlov's Dog Out of the Box," Achieve the Dream Grant, Tidewater Community College, Virginia Beach, Virginia, March 3, 2006.

Presentation, "Clash of the Titans: The Russo-German Front in World War II," Palm Springs Air Museum, Palm Springs, CA, January 21, 2006.

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

Keynote Address and Workshop, "Avoiding the Meltdown," Gadsden State Community College, Gadsden, AL, September 21, 2005.

Workshop, "Diagnostic Tutoring," Triton College, River Grove, IL, August 23, 2005.

Keynote Address, "The 2010 Meltdown," and Workshop, "Winning the Skill Wars," Educational Leadership and Workforce Development Conference, Virginia Department of Education, Roanoke, VA, August 11, 2005.

Workshop, "Peer Tutoring: A Teacher's Resource Guide," Tutor/Mentor Leadership Conference, Chicago, IL, May 13, 2005.

"Secrets of the Battle of Britain," Churchillians of the Desert, Palm Desert, CA, April 9, 2005.

Presentation, "Wings over Germany: The Allied Bombing Campaign of World War II," Palm Springs Air Museum, Palm Springs, CA, March 5, 2005.

Presentation, "Literacy Crossroads," Phi Delta Kappa Chapter, Prescott College, Prescott, AZ, January 26, 2005.

Presentation, "Changing the Culture of Literacy in America," Lewis University, Romeoville, IL, October 27, 2004.

Keynote Address, "The State of Tutoring in America, 2004," ED Ventures 2004, Education Industry Association, Northwestern University, Evanston, IL, August 6, 2004.

Workshop, "Tutoring Best Practices for Student Achievement," Learning Center Tutors & Mentors, Triton College, River Grove, IL, June 17 & 22, 2004.

Keynote address, "Literacy, Tutoring, and Careers," 22nd Annual Tutor/Mentor Conference, The Tutor/Mentor Connection, Chicago, IL, May 18, 2004

Presentation, "Literacy in America: Crossroad and Solutions," Practical Parenting Partnerships Family Festival 2004, Lake of the Ozarks, MO, April 3, 2004.

Keynote Address, "Literacy Crossroad: Where Do We Go from Here," Transforming Learning Conference, Delaware Association for Adult & Community Education, Dewey Beach, DE, March 26, 2004.

Keynote address, "Workforce Crossroad: Where Do We Go from Here?" Literacy USA (Formerly, National Alliance of Urban Literacy Coalitions), Washington, D.C., March 5, 2004.

Presentation, "The Secrets of the Battle of Britain," Palm Springs Air Museum, Palm Springs, CA, January 10, 2004.

Featured Speaker, "Tutor Quest: Helping Parents and Teachers Find Effective Education," 2003 Phi Delta Kappa International Conference, St. Louis, MO, November 21, 2003.

Keynote Address, "Winning the Skill Wars," National Council for Workforce Education, 2003 National Conference, Westminster, CO, October 26, 2003.

"After-School Learning and Beyond," Viewpoints #10 CD Program, Center for Policy and Networks, Learning Point Associates, North Central Regional Education Laboratory (NCRL), Oct. 2003.

National Teleconference (48 teleconference sites throughout the U.S.) "No Child Left Behind Supplemental Services: Present Challenges and Future Opportunities, Thompson Publishing, Washington, D.C., September 30, 2003.

Keynote address, "No Child Left Behind (NCLB) Supplemental Services: Present Challenges and Future Opportunities," NCLB Summit, The Performance Institute, Washington, D.C., Sept. 24, 2003.

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

"Letting Pavlov's Dog Out of the Box" (Increasing Creativity), Phi Delta Kappa Author's Program, University of Maine, Bangor, Maine, September 11, 2003.

"Future Careers and the U.S. Workforce," Phi Delta Kappa Author's Program, St. Michael's College, Burlington, VT, September 10, 2003

Keynote address, The Future of Tutoring in America, EDVentures 2003. Education Industry Association, Cambridge, MA, July 25, 2003.

Keynote address, "Literacy Crossroads: Where Do We Go from Here?" and Workshop, "Literacy in America" CASAS National Summer Institute, San Diego, CA, June 18, 2003.

Keynote address, "Literacy in America," IL Family Literacy Conference, Springfield, IL, May 22, 2003.

“Air Power and the Secrets of D-Day,” Palm Springs Air Museum, Palm Springs, CA, March 22, 2003

Presentation, “The Literacy Journey of America,” Phi Delta Kappa Chapter, San Diego State University Imperial Valley Campus, Calexico, CA, March 12, 2003.

Session Resource Person, “America’s New Approach to Education: Complying with NCLB,” 2002 Annual Conference, National Conference of State Legislatures, Denver, CO, July 25, 2002.

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

“Bridging the Skills Gap: Improving Collaboration between Business and Education,” Nova Scotia Department of Education, Adult Education Section, Sydney, Nova Scotia, Canada, May 21, 2002.

Keynote address, “Winning the Skill Wars,” Delaware Connections Conference sponsored by the Delaware Council on Career and Vocational Education, 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,” Fourth 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.

“Letting Pavlov’s Dog out of the Box,” and “Closing the Literacy Gap,” Clarion University of Pennsylvania, Clarion, PA, April 18, 2002.

“Closing the Literacy Gap,” University of Akron, Akron, Ohio, April 17, 2002.

Workshop, “Bridging the Skills Gap: Improving Collaboration between Business and Education,” North Central Association of Colleges and Schools (NCA) Annual Meeting, Chicago, IL, April 10, 2002.

Keynote Speech, “Bridging the Skills Gap between Business and Education,” Connecting Education and Employment Conference, Kansas Board of Regents, Topeka, KS, Feb. 26, 2002.

“Keynote Speech, “Bridging the Skills Gap: Improving Collaboration between Business and Education,” Indiana Leadership Conference, Indiana Department of Education, Nashville, IN, December 7, 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 the 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 Address, “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.

“One-Room Schools as Agents of Literacy,” One-Room Schooling Conference, Northern Illinois University, De Kalb, IL, June 22, 2001.

“Winning the Skill Wars,” State of Ohio & Richland County, Mansfield, OH, June 6-7, 2001.

Keynote Address, “Winning the Skill Wars,” and Workshop, “Bridging the Skills Gap: Improving Collaboration between Business and Education,” Summer Institute XII: Adult Education for a New Millennium,” Kansas Board of Regents, Manhattan, KS, June 27, 2001.

Keynote Address, "Winning the Skill Wars," 35th Annual Adult Education Conference, Pennsylvania Association for Adult Continuing Education (PAACE) Hershey, PA, February 8, 2000.

Keynote Address, "Career and Technical Education: A First Choice for Success," Regional Conference, Office of Workforce Preparation & Continuing Education, The University of the State of New York, New York, NY, November 7, 2000.

"How Education Research Can Be Applied to Workforce Training," Midwest Education Research Association Annual Conference, Chicago, IL, October 27, 2000.

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

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

Keynote Address, "Necessary Alliances: Bridging the Skills Divide between Business and Education," CASAS National Summer Institute, San Diego, California, June 21, 2000.

"Issues and Methods for Effective and Needed Workplace Learning Research," Workplace Learning Special Interest Group, American Educational Research Association (AERA) Annual Meeting, New Orleans, Louisiana, April 26, 2000.

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

"Skill Wars - Where is America?" U.S. Department of Education, Office of Vocational and Adult Education, Washington, DC, April 13, 2000.

"Skill Wars," University of Maine & Eastern Maine Tech College, Bangor, Maine, Oct. 6, 1999.

"The Technology Paradox," Worcester State College, Worcester, MA, October 5, 1999.

"Investing in Human Capital," Acadia University, Nova Scotia, Canada, October 4, 1999.

"The Limitations of Technology in Workforce Training," AERA Annual Meeting, Montreal, Canada, April 20, 1999.

"Total Tutoring," Center for Literacy, Dawson College, Montreal, Canada, April 19, 1999.

Concurrent Session, "Private Practitioners Contracting with Non-Education Based Groups," EDVentures '98, Northwestern University, Evanston, IL, July 31, 1998.

"Investing in Human Capital," Adult Basic Education in the Workplace Institute, Atlanta, GA, January 29, 1998.

"Letting Pavlov's Dog Out of the Box: Cognitive Teaching for the Workplace," 1997 Adult Education Service Center Fall Conference - Northern Region, Chicago, IL, November 21, 1997.

"FutureWork: Education & Work in America," Sultan School District, Everett, WA, Aug. 28, 1997.

"Moving from Education to Entrepreneur," 1997 National Conference of the Association of Educators in Private Practice, Nashville, TN, July 31, 1997.

Symposium, "School to Work: Issues, Concerns, and Models," 42nd Annual Conference, International Reading Association, Atlanta, GA, May 5, 1997.

Keynote Address, "Centuries of Tutoring: Lessons for Today's Educators," Annual Conference, National Tutoring Association, Little Rock, Arkansas, April 21, 1997.

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

Keynote Address, "Tutors & Schools: Where Do We Fit In?" Tutor/Mentor Leadership Conference, Chicago, IL, November 15, 1996.

"Work-Based Learning and Literacy: The Cornerstones of America's Workforce," 1996 NETWORK Conference, Cleveland, OH, November 11, 1996.

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

"FutureWork: The Revolution Reshaping American Business," Phi Delta Kappa Chapters, University of Nevada, Reno, NV, and University of San Francisco, San Francisco, CA, October 14 & 15, 1996.

Symposium, "School to Work: Focus on Assessment Issues," and concurrent session, "The Future of Work in the Next Millennium," Annual Convention, International Reading Association, New Orleans, LA, April 30, 1996.

Concurrent Session, "Theory Implications for and Research Methods in Workforce Training," 1996 Annual Meeting, AERA, New York, NY, April 8, 1996.

"FutureWork: The Revolution Reshaping American Business," 1995 Annual Conference, American Association for Adult and Continuing Education, Kansas City, MO, November 4, 1995.

Keynote Address, "FutureWork: The Revolution Reshaping American Business," Adult Education

Institute VI, Kansas State University, Manhattan, Kansas, July 12, 1995.

Symposia, International Reading Association, 40th Annual Convention, "School-to-Work Transitions: What Schools Need to Know About the World's Workplace," May 4, 1995.

"The Therapeutic Interventions of Tutoring," Inservice Program, The Therapeutic School of Children's Memorial Hospital, Chicago, IL, March 28, 1995.

Keynote Address, "FutureWork: School-to-Work Preparation," 100th Annual Meeting, North Central Association of Colleges and Schools (NCAA), Chicago, IL, March 27, 1995.

"The Philosophy of Training: Perspectives on Adult Education in the Workplace," Presidential Address, Annual Meeting Midwest History of Education Society, Loyola University, Chicago, IL, Oct. 28, 1994.

"Enhancing Learning in Training and Adult Education," Annual Conference of the Midwest Education Research Association (MERA), Chicago, IL, October 14, 1994.

"A Comparative Study of Four Procedures Designed to Enhance Literacy in the Workplace," AERA Annual Conference, New Orleans, LA, April 1994.

"Work Force Education Research and Implications," Symposium at the 3rd North American Conference on Adult Literacy, International Reading Association, Washington, DC, Feb. 1994.

"Results of Work Force Education Research," MERA Annual Conference, Chicago, IL, October 1993.

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

"Corporate Workplace Literacy Programs: Organization and Results," Annual Conference, Illinois Adult and Continuing Educator's Association, Oak Brook, IL, 1992.

"Closing the Literacy Gap in the U.S. Workplace: A Research Program for Trainers and HR Specialists," and "Cognition: Its Use in Adult Literacy Programs," 1991 MERA Annual Meeting.

"Work Force Education: A Description and an Evaluation," 1991 AERA Annual Meeting, Chicago, IL.

"The Mother As Moral Authority: The Domestic Education Movement," History of Education Society, 1990 Annual Meeting, Emory University, Atlanta, GA.

"Implications of Varying Individualized Instructional Programs in a Work Force Education Setting," 1990 International Reading Association Conference on Adult & Adolescent Literacy, Washington, D.C.

"Tutoring: A Description of an On-Going Research Program," AERA Annual Meeting, New Orleans, LA, 1988.

Conference Chair, "Education Vouchers and the Schools," Phi Delta Kappa Symposium, University of Chicago, 1988.

## TELEVISION & RADIO INTERVIEWS

WSAU Talk Radio, Wausau, WI, 9/17/09.

KSFR Public Radio, Santa Fe, NM, "The Journey Home" with Diego Mulligan, 5/18/09.

CH-TV, Toronto, Canada, "Straight Talk" with Connie Smith, 7/29/06.

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.

KALW-FM, NPR San Francisco, "Work with Marty Nemko," 10/2/05.

"Viewpoints," Discussion on *Tutor Quest*, a CD Interview Program, North Central Regional Education Laboratory (NCREL), 3/14/03.

*CBS Television Network*, "The Early Show," Interview on *Tutor Quest* and *Literacy in America*, 2/18/03.

*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," 10/20/99.

*KIEV-AM*, Los Angeles, 10/20/99.

*WWRC-AM*, "Expert Radio," Washington, DC, 10/19/99.

*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.

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

*WCN Radio Wall Street*, "The Big Connection," New York, 10/13/99.

*CNN*. CNN Morning News, "Tutoring," 5/99.

*CLTV*, Metro-Vision Cable Television, "Jobs Plus," 7/97.

*Craig Delamore*, CBS/WBBM Radio, "Working Toward the Future," 5/94.

*Business Newsmakers*, Channel 26-TV, "Work Force Education," Jack Taylor interview, 3/92.

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

*New Day Chicago*, CBS-TV - "Workforce Literacy," 12/89.

### **PROFESSIONAL MEMBERSHIPS**

American Historical Association  
American Society for Training & Development  
Organization of American Historians  
Phi Delta Kappa, University of Chicago/DePaul University Chapter

### **COMMUNITY SERVICE**

Better Business Bureau of Chicago and Northern Illinois, Board of Directors, 1998-

Chicago Manufacturing Renaissance Council, Executive Committee Member, 2009-

Chicago Workforce Board Youth Council, 2003-

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 to 2007.

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

North American Institute for Training & Educational Research, President, 1972-

Organization of American Historians, Distinguished Lecturer, 2004-

Phi Delta Kappa, University of Chicago/DePaul University Chapter, President, 1986-1988.

Roosevelt University, Graduate Programs in Training & Development Advisory Board, 2009-

Tutor-Mentor Connection/Cabrini Connection Advisory Board 2000-

**PERSONAL 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)

Arthur J. Schmidt Scholar, DePaul University, 1970