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PROFILE

- More than 28 years of corrections experience in a variety of challenging locations and positions with the Federal Bureau of Prisons.
- Over 17 years as CEO/President of SIMCO Correctional Consulting, LLC, where I personally provide correctional consulting and expert witness expertise to a variety of client.
- Six months as Assistant Director of the West Central Community Action Agency, a contract agency for the US Department of Health and Human Resources.
- Over one year as Warden at the Correction Corporation of America's Northeast Ohio Correctional Center in Youngstown, Ohio.
- Nearly one year as Warden at the Cornell Companies' and GEO Group Great Plains Correctional Facility in Hinton, Oklahoma.
- Twenty-one (21) years of experience in correctional supervisory and management.
- Thirteen (13) years of experience in correctional executive level management as an Associate Warden, Warden, and Regional Director.
- Over two years of experience as Regional Director for the Federal Bureau of Prisons' Western Region, where I was responsible for complete oversight of 19 institutions and supervising all wardens at these facilities and over 100 regional office administrators and support staff.
- Three years of experience at the Federal Bureau of Prisons Headquarters, with emphasis in training, policy development, crisis evaluation, crisis intervention, and auditing.
- Regarded as an expert in all areas of correctional management, oversight, inmate care and custody, suicide and incident prevention, policy, ethics, and training.

PROFESSIONAL EXPERIENCE

July 2007 – Present

President and CEO of SIMCO Correctional Consulting, LLC

Duties: Operate and manage my own correctional consultation and expert witness service. I have been retained in numerous cases for both plaintiff's and defendant's, with private law firms and government attorney offices, as well as local, state and federal law enforcement, and corrections agencies. I have been regarded as a leading expert in the field of jail and prison management for over 17 years. My expertise in the corrections field includes all areas of inmate management and oversight, suicide prevention, segregation/special housing unit operations, operational and physical security, incident prevention and response, staff conduct and ethics, policy compliance, and health care and mental health administration and oversight pertaining to local, state and federal detention facilities, jails, prisons, and corrections agencies. I also have been involved with other companies and agencies in inmate and family advocacy initiatives.

November 2010 to April 2011

Assistant CEO and Program Director

West Central Community Action Agency, Appleton City, Missouri

Duties: I was responsible for conducting the daily operations of the agency to provide the most effective and efficient services in the communities we served. WCMCAA employed nearly 400 staff within the seven-unit organizational structure. These seven units operated over two dozen individual programs in a nine county service area.

February 2010 to November 2010

Chief Executive Officer (Warden)

Cornell Companies' and GEO Group's Great Plains Correctional Center in Hinton, Oklahoma.

Duties: I was responsible for a manpower complement of 335 employees and 1,760 inmates. I oversaw all operations at this facility, to include, but not limited to, all physical and operational security, staff training, segregation management, inmate programs, and constant on-site supervision of all areas of the facility. After my arrival, we improved the institution's image in the community, sponsoring several community service projects and developing a GPCF Community Involvement Committee. Also, since my arrival, we have successfully passed at high levels of all external and local audits.

July 2007 to February 2009

Chief Executive Officer (Warden)

Correctional Corporation of America's (CCA) Northeast Ohio Correctional Center in Youngstown, Ohio.

Duties: I was responsible for a manpower complement of 405 employees and 2,000 inmates. Oversaw and managed 1,400 Bureau of Prisons low security deportable aliens and 600 U.S. Marshall's pre-trial holdover prisoners and sentenced inmates. I was responsible for a budget of over \$18,000,000, and successfully passed at high levels all BOP, CCA, American Correctional Association (ACA), and Joint Commission of Adult Health Organizations' (JCAHO) audits.

2006 to 2007

Chief Executive Officer (Warden)

U. S. Medical Center for Federal Prisoners, Springfield, Missouri

Duties: I was responsible for a manpower complement of 600 employees and 1,300 inmates. Oversaw and managed the largest medical center in the Federal Bureau of Prisons, with emphasis in all levels of medical care and treatment. This included, but was not limited to: severe and end stage disease treatment, dialysis treatment, ambulatory care, psychiatric and severe mental health treatment, and behavioral disorder management. I oversaw a budget of over \$40,000,000. I continued to be a nation-wide speaker and technical expert relating to issues of crisis management, security procedures, special housing unit operations, and leadership. I retired from the Federal Bureau of Prisons in 2007.

2004 to 2006

Chief Executive Officer (Regional Director)

Western Regional Office, Dublin, California

Duties: I was responsible for all 18 institutions in the Western Region, which included California, Arizona, Oregon, Washington, Hawaii, and Nevada. This was comprised of over 4,000 employees and 19,000 inmates. Additionally, I was responsible for fiscal management and budget control of over \$500,000,000, during some extremely difficult and trying budget times within the Department of Justice and Bureau of Prisons. Implemented a variety of cost and staffing reductions due to national budgetary limitations, which included management layer decreases, special program modifications, and two facility deactivations. I personally developed and managed several innovative staff and inmate safety programs, crisis prevention, emergency preparedness and response initiatives, and leadership development training. Due to enhanced employee communication systems and superior labor/management relations, my region lauded the lowest number of labor grievances and EEO complaints than any other region in the nation.

2001 to 2004

Chief Executive Officer (Warden)

United States Penitentiary, Florence, Colorado

Duties: I was responsible for a manpower complement of over 300 employees and 1,100 extremely volatile and violent inmates. I oversaw and managed a very difficult inmate population, which included the highest number of gang members in the nation. Likewise, it was necessary to implement and operate many unique programs to maintain tight control, and security to enhance the safety for both inmates and staff. I also developed an innovative intelligence-gathering and counter-intelligence program, which was later used on a nation-wide basis. This program reduced violence at USP Florence by over 60%. Additionally, I was responsible for fiscal control of a \$18,000,000 budget. I also developed and managed a highly efficient emergency preparedness and response system.

1999 to 2001

Chief Executive Officer (Warden)

Federal Correctional Institution, Cumberland, Maryland

Duties: I was responsible for a manpower complement of over 250 employees and 1,500 inmates, and oversaw all operations within a large medium-security correctional institution and a satellite camp, which housed offenders predominantly from the Eastern U. S. Also developed an improved system to better equip staff with the tools to properly prevent and respond to critical incidents by creating a Command Center Management Team and conducting in-depth mock drills 8-10 times a year. I implemented a variety of staff-oriented programs to allow all staff to achieve their career development aspirations, i.e., leadership development, staff assistance groups, speaker's bureau seminars, and bi-annual department retreats. In order to improve the institution's image in the community, I sponsored several community services projects involving minimum security inmates and my employees.

1997 to 1999

Associate Warden of Custody

United States Penitentiary, Leavenworth, Kansas

Duties: As the Associate Warden of Custody, I was responsible for overseeing all programs and operations applicable to security, custody, and inmate management. Based on several critical incidents involving inmate groups and gangs, I was the lead manager for the initial response, lock-down management, and eventual resolution phase. I enhanced and improved emergency preparedness and response programs. Due to the unfortunate off-duty deaths of two employees, I coordinated consolation efforts with the family, memorial services, and lending assistance to families and staff who were grieving.

1995 to 1997

Associate Warden

Federal Correctional Institution, Three Rivers, Texas

Duties: As the Associate Warden of Operations and Programs, which I served in equal 18-month increments, I was responsible for overseeing all programs and operations applicable to the specific division. This assignment allowed me to acquire "a bird's eye view" of all operations throughout the entire facility, which later prepared me for more responsible assignments. During approximately eight months, due to the absence of the Warden, I was temporarily promoted to Acting Warden. I received a Special Act Award from the Regional Director for my performance during this time. Based on several critical incidents involving inmate groups and gangs, I was the lead manager for the initial response, lock-down management, and eventual resolution phase.

1992 to 1995

Assistant Correctional Services Administrator
Central Office (Headquarters), Washington, D.C.

Duties: I was responsible for the training, policy development, and assistance to lieutenants and captains in the field. I was also responsible for providing in-person training 10-12 weeks per year at the Management and Specialty Training Center in Aurora, Colorado. During two critical incidents in the field, I was responsible for managing the National Command Center, and directing the operations and flow of communication to the Assistant Director and Director. These two incidents were a hostage situation at the United States Penitentiary in Allenwood, Pennsylvania, and Hurricane Andrew which affected our institution in Miami, Florida. In addition, I was either the team leader or a team member in conducting After-Action Reviews and Board of Inquiries following significant incidents in the field, such as inmate homicides, disturbances, escapes and escape attempts, inmate suicides or other questionable deaths, and serious staff assaults.

1991 to 1992

Chief Correctional Supervisor (Captain)
United States Penitentiary, Lompoc, California

Duties: I was responsible for the security, safety, custody and inmate management of the institution and satellite camp. While this inmate population had the potential to become very volatile and violent, I was able to prevent, detect, and deter most serious incidents by maintaining and fostering great communication skills with staff and inmates. During my tenure there were no serious inmate or staff injuries. I was also able to improve staff's performance by developing and providing training on a variety of topics relating to management of inmates and other security practices and procedures. During my tenure, I identified a significant security breach in which inmates could have escaped through the interior drainage system. Once identified, the security breach was sealed off. I received a Special Act Award from the Warden and a Letter of Commendation from the Regional Director for my performance during this situation.

1990-1991

Chief Correctional Supervisor (Captain)
Federal Correctional Institution, Seagoville, Texas

Duties: As the Chief of Security, I was responsible for the security, safety, custody and inmate management of the institution. I developed a training program to prepare senior correctional officers for the position of lieutenant (first line correctional supervisor), and over 30 employees successfully complete this program. Most of these employees became mid-level or upper-level managers. I received the Bureau of Prisons' National Award for "Correctional Services Award for Career Development" for establishing this training program, and it was later used as a training tool for other programs at the Management and Specialty Training Center in Aurora, Colorado. During a program review of correctional services in 1990, I received the highest rating ever achieved since the inception of the new Program Review Division, wherein only minimal deficiencies were identified, and several areas of strength were noted. To encourage teamwork, I developed staff committees in numerous areas and disciplines, so all staff could play an integral role in the way the correctional services department was managed.

1989 to 1990

Correctional Supervisor (Lieutenant)

Federal Correctional Institution, La Tuna, Texas

Duties: As a first-line shift supervisor, I was responsible for the security, safety, custody and inmate management. I responded to critical incidents and controlled the situation to prevent serious escalation and further disruption. During my tenure as the chief facility investigator, I conducted inmate and staff investigations, all of which were closed in a timely manner. I also provided training to staff pertaining to inmate/gang management, and identifying security concerns. I was also the leader of a newly created Special Operations Response Team, and I held this position for over a year. This SORT was brought from novices to specialty experts who could respond and react to any critical incident. My SORT responded to a disturbance at a contract facility in Eden, Texas. I received the local Supervisor of the Year Award for my outstanding supervisory and leadership skills.

1987 to 1989

Correctional Supervisor (Lieutenant)

Federal Correctional Institution, Oxford, Wisconsin

Duties: As a shift supervisor, I was responsible for the security, safety, custody, and inmate management, and responded to critical incidents and controlled the situation to prevent serious escalation and further disruption. I also conducted inmate and staff investigations, all of which were closed in a timely manner. I also provided training to staff pertaining to inmate/gang management, and identifying security concerns. Due to my computer programming skills, I developed a user-friendly inmate visitation management program for all staff to utilize. I also developed several other computer applications for the Armory and Special Investigative Office. Some of these were later adopted for implementation on a nation-wide basis.

1980 to 1987

Correctional Officer

United States penitentiary, Leavenworth, Kansas

Duties: As a correctional officer, I was responsible for the security, safety, custody, and inmate management in my assigned area. When required, I also responded to critical incidents, and, along with other staff, de-escalated further significant concerns and disruption by controlling the incident in an expeditious manner. In two separate incidents, I saved an inmate's life during a major assault by other inmates. My tenure as a correctional officer for nearly seven years allowed me to become aware of all facets of corrections by being placed in virtually all areas of the institution. This prepared me for later promotions and transfers to positions with more responsibility.

1978 to 1979

Police Officer

Independence (Missouri) Police Department

Duties: Upon graduation from the Harry S. Truman Police Academy, I was assigned as a Patrol Officer. My duties consisted of enforcing laws, investigating traffic accidents, and responding to emergency situations. I was also involved in several drug investigations with the DEA.

1975 to 1978

Military Policeman (U.S. Army)

Fort Hood, Texas

Duties: Upon graduation from U.S. Army Military Police School I was transferred to Fort Hood, Texas, and remained there my entire service time. I spent one year as Patrol MP, then was selected to the AWOL and Deserter Apprehension Unit. Our unit was responsible for tracking and arresting AWOL and Deserter soldiers in Texas and Southern Oklahoma. We lauded the highest apprehension rate in the entire U.S. Army in 1977.

EDUCATION AND TRAINING

1977 to 1978

Nine Months College – U.S. Army Police Program

Central Texas College

Killeen, Texas

1978 to 1979

Nine Month Police Training

Harry S. Truman Police Academy

Independence Police Department

Independence, Missouri

1982 to 1984

Two Years College

Maple Woods Community College, Kansas City, Missouri

Park College, Parkville, Missouri

1990

Dale Carnegie Public Speaking Course

Dallas, Texas

1992

Federal Bureau of Prisons' "Director's Public Administration and Policy Management Seminar"

Washington, D.C.

February to March 1999

Office of Personnel Management (OPM) "Executive Leadership Seminar"

Denver, Colorado

May to October 2002

National Institute of Justice (NIC) "Executive Excellence in Corrections"

Longmont, Colorado

HONORS AND AWARDS

July 1989

Supervisor of Year Award

Federal Correctional Institution, La Tuna, Texas

Position Held: Correctional Supervisor (Lieutenant)

May 1990

National Award – Correctional Services Award for Career Development

Federal Correctional Institution, Seagoville, Texas

Position Held: Chief Correctional Supervisor (Captain)

May 1999

National Award – North Central Region Associate Warden of the Year

United States Penitentiary, Leavenworth, Kansas

Position Held: Associate Warden

June 2000

National Award – Wardens Staff Development Award

Federal Correctional Institution, Cumberland, Maryland

Position Held: Warden

April 2002

Appointment to the U.S. Government Senior Executive Service (SES)

United States Penitentiary, Florence, Colorado

Position Held: Warden

2003 to 2005

Three (3) Senior Executive Service Performance Awards

2008

Performance Award Bonus

Correctional Corporation of America, Northeast Ohio Correctional Center

Youngstown, Ohio

ASSOCIATIONS AND MEMBERSHIPS

Professional Member II, American Correctional Association

Member, Missouri Correctional Association

Professional Member, Expert Pages.com

Professional Member, ALM Experts.com

Professional Member, Laswonline.com

Professional Member, Experts.com

Professional Member, Seak Experts

Member, National Jail Association

PUBLISHED PAPERS, ARTICLES, AND MANUALS

1992-1995

Authored, revised, and integrated all policies applicable to operations and physical security, inmate management, management of special housing units and segregation, staff training, and investigations. I also authored training manuals and standards for all correctional supervisors, captains and regional administrators.

1993

Correctional Volunteer Magazine, "Understanding Security in Jails and Prisons"
Correctional Volunteer Magazine, "Safety and Security"

2000 to 2001

Leadership Development Training Manual
(Developed training manual for a leadership program I created for low and mid-level managers)
Federal Correctional Institution, Cumberland, Maryland

2003-2004

The Intelligence and Information System Training (IIMS) Manual
(Developed a training manual for a program I developed to increase and improve intelligence gathering and counterintelligence to decrease violence and significant incidents. This program was later used on a nation-wide basis following a one-year pilot)

2003-2005

Developed an improved program for the management of inmates in special housing units (SHU), and well as the training of staff in managing SHU units throughout the entire Bureau of Prisons. This program was instituted initially at the United States Penitentiary in Florence, Colorado, and upon being promoted to Western Regional Director, this program was implemented in all 19 facilities in that region. In 2005, the Bureau of Prisons Director approved the implementation of this program to all facilities in the nation.

CONFERENCE PRESENTATIONS

1999

"A Historical Perspective of the Federal Bureau of Prisons"
Presented at the Monthly Cumberland (Md) Chamber of Commerce Meeting

2000

"What it Takes to be a Leader in Corrections"
Presented at the 2000 Federal Bureau of Prisons' Associate Wardens Conference in Philadelphia, Pennsylvania

2002-2006

"Lessons Learned from BOP Staff Homicides"
Presented at various venues throughout the U.S. for Federal Judges, Local Law Enforcement, and Bureau of Prisons staff at several facilities and complexes

2006

“Establishing Excellence in Corrections”

Presented at the Victorville (Ca) Federal Correctional Complex dedication ceremony

2007

“Incident Prevention and Response”

Presented at the 2007 Federal Bureau of Prisons’ Captain’s Conference in Jacksonville, Florida

TEACHING EXPERIENCE

1992-1995

Assistant Correctional Services Administrator

Central Office (Headquarters), Washington, D.C.

I was responsible for providing in-person training 10-12 weeks per year at the Management and Specialty Training Center in Aurora, Colorado on courses relating to security, investigations, emergency preparedness and response, and inmate care and management,

1999

Chief Executive Officer (Warden)

Federal Correctional Institution, Cumberland, Maryland

On a voluntary basis for the good of the community, and to improve students’ awareness of corrections, I taught a course at the Garrett County Community College in Keyser, West Virginia on the book “The Hothouse.” This book was written by an author who spent years inside the United States Penitentiary in Leavenworth, Kansas, and this course was very informative to my students, some of which opted later to enter the corrections occupancy field.

2001 to 2004

Chief Executive Officer (Warden)

United States Penitentiary, Florence, Colorado

I was sought-out by many colleagues in the Bureau of Prisons as a keynote speaker and instructor for topics such as: Use of Force, Special Housing Unit Management, Inmate Management, Incident Prevention and Response, Suicide Prevention and Escape Prevention. I presented these training programs at over fifteen (15) facilities and the Management and Specialty Training Center in Aurora, Colorado, which totaled over 1,000 students in this era.

2004 to 2006

Chief Executive Officer (Regional Director)

Western Regional, Dublin, California

I was the keynote speaker at two Warden’s Conferences while I was the Regional Director for courses on Use of Force, Management of Special Housing Units, Suicide Prevention, and intelligence gathering and sharing. I also presented these courses at various National Warden’s Conferences.

In addition, I taught various courses to staff at all facilities while I was a Captain, Associate Warden, or Warden during pre-service and in-service training, as well as specialty training.

COMMITTEE MEMBERSHIPS

2004-2006

Chief Executive Officer (Regional Director)

I was a member of the Bureau of Prisons' Executive Staff, which was comprised of the Director, six Regional Directors, and eight Assistant Directors. This group made all management, personnel, and policy decisions for the entire agency during our bi-monthly meetings and video conferences. I was instrumental in bringing a great deal of positive change to the BOP, much of which encompassed my region.

2012-2015

President/CEO

Correctional Security Network – a national training and resource organization for all correctional agencies, jails, and facilities pertaining to operational and physical security procedures.