



JOSEPH E. GUNJA

CEO/PRESIDENT – PRIMARY EXPERT

1468 S. LEDGESTONE AVE. S., SPRINGFIELD, MO. 65807

417-224-5215

WEB: WWW.SIMCO1.COM • EMAIL: joe@simco1.com

PROFILE

- More than 45 years of corrections experience with the Federal Bureau of Prisons, private corrections companies, and CEO/President of SIMCO Correctional Consulting LLC.
- More than 28 years of corrections experience in a variety of challenging positions and locations with the Federal Bureau of Prisons and more than 2 years in private corrections companies.
- Twenty-one (21) years of experience in correctional supervision and management
- Thirteen (13) years of experience in correctional executive level management as an Associate/Deputy Warden, Warden, and Regional Director.
- Three (3) years of experience at the Federal Bureau of Prisons Headquarters as an Administrator, with emphasis on policy development, leadership training, crisis evaluation, after-action reviews, and auditing.
- Two (2) years of experience as the Regional Director for the Federal Bureau of Prisons' Western Region, where I was responsible for complete oversight of 19 federal prisons and jails, supervising all wardens at these facilities, over 4,000 employees, 19,000 inmates, 65 regional office managers and employees, and overseeing an annual budget of over \$500,000,000.

- Appointed to the U.S. Government's prestigious Senior Executive Service in 2002 and held this SES level until my retirement in 2007. The Senior Executive Services is only comprised of the most exceptional senior executives throughout the Federal Government, with less than 0.15% of government employees receiving this appointment status in their careers.
- Over 18 years as CEO/President of SIMCO Correctional Consulting LLC, where I personally provide correctional expert witness services, correctional consultation services, and correctional advocacy to a variety of private firms, federal, state and local government attorney offices, and advocacy for families of those incarcerated throughout the U.S. and Canada.
- Regarded as a leading expert in all areas of correctional management, oversight, inmate care and custody, correctional healthcare management, policy, ethics, and training.
- Have been retained as an expert in nearly every area of prison and jail management, to include:
 - Wrongful deaths
 - Assaults
 - Homicides
 - Sexual assaults
 - Drug overdose
 - Suicide attempts and suicides
 - Disturbances
 - Management of special management units and special housing units
 - Protective custody
 - Staff misconduct and criminal prosecutions
 - PREA (Prison Rape Elimination Act) claims
 - Jail and prison management
 - Failure to protect claims
 - Correctional health care management
 - Escape prevention and escape response

PROFESSIONAL EXPERIENCE

July 2007 – Present

President and CEO

SIMCO Correctional Consulting LLC.

Operated and managed my own correctional consultation and expert witness service. I have been retained in a multitude of both plaintiff and defendant cases with private firms and US, state and local government agencies. I have been regarded as one of the leading experts in the field of jail and prison management for over 18 years.

November 2010 – April 2011

Assistant CEO and Program Director

West Central Missouri Community Action Agency, Appleton City, Missouri

I was responsible for conducting the daily operations of the agency for over nine (9) counties, to provide the most efficient services in the communities we served. The WCMCAA employed nearly 400 staff within the seven-unit organizational structure. These units operated over twenty-four (24) individual programs in our areas of oversight.

February 2010 – November 2010

Warden

Great Plains Correctional Center, Hinton, Oklahoma (operated by GEO Group)

I was responsible for a manpower complement of 335 employees of 1,760 inmates from the state of Arizona in contract with GEO Group and the Arizona Department of Corrections. I oversaw all operations of the facility, to include, but not limited to, all physical and operational security, staff training, inmate management, special housing unit management, inmate programs, and constant on-site supervision of all areas of the facility. I was also responsible for managing an annual budget of over \$12,000,000. After my appointment as Warden, the facility and company improved its image in the community, sponsoring several community service projects and developing a community involvement committee. Additionally, during my tenure, the facility attained high audit levels of all internal and external audits and did not encounter any significant incidents with the inmate populations.

July 2007 – February 2009

Warden

Northeast Correctional Center, Youngstown, Ohio (operated by the Correctional Corporation of America)

I was responsible for a manpower complement of 405 employees and inmates. As Warden I oversaw and managed 1,400 Bureau of Prisons deportable alien inmates and 600 U.S. Marshall's pre-trial holdover detainees and sentenced inmates. I was also for a budget of over \$18,000,000, and successfully passed at high levels of all BOP, CCA, American Correctional Association (ACA), and Joint Commission of Adult Healthcare Organizations' (JCAHO) audits. In 2008 I also received a performance award for achieving excellence in facility management, cost savings programs, and maximizing coordinated agreements with the U.S. Marshall's Service.

2006 -2007

Warden

U.S. Medical Center for Prisoners, Springfield, Missouri (Federal Bureau of Prisons)

I was responsible for a manpower complement of over 600 employees and 1,300 inmates. Oversaw and managed the largest medical center for prisoners in the Federal Bureau of Prisons, with emphasis on all levels of medical care and treatment. This included, but was not limited to, severe and end state disease treatment, dialysis treatment, ambulatory care, psychiatric and severe mental health treatment, and behavioral disorder management. I also oversaw a budget of over \$40,000,000. I continued to be a nation-wide and sought-after speaker and 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 – 2006

Regional Director

Western Reginal Office, Dublin, California (Federal Bureau of Prisons)

I was responsible for oversight of eighteen (18) correctional facilities in the Western Region, which included California, Arizona, Oregon, Washington, Hawaii and Nevada, to include direct supervision of all wardens and fifteen (15) regional administrators, as well as 4,000 facility employees and 19,000 inmates and detainees. I oversaw a budget of over \$500,000,000, during some extremely difficult and trying budget times within the Department of Justice and the Bureau of Prisons. I 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 was able to maintain these budgetary limitations while also activating three large facilities

and restructuring inmate populations to afford the maximum safety and security for both staff and inmates. I personally developed and managed several innovative staff and inmate safety programs, crisis prevention, emergency preparedness and response, intelligence gathering and counter-intelligence initiatives, and leadership development. I lauded the lowest number of labor-management grievances and EEO complaints than any other region in the nation. As Regional Director, I was also accelerated to the Senior Executive Service level of SES-2 and SES-3 each year.

2001 – 2004

Warden

United States Penitentiary, Florence, Colorado (Federal Bureau of Prisons)

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 any federal prison in nation. Likewise, it was necessary to develop, implement and operate several unique programs to maintain tight control and security to enhance the safety of both inmates and staff. One of the programs and initiatives was an innovative intelligence-gathering and counter-intelligence program, which was subsequently implemented on a national basis at all high security facilities. 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 critical incident response system. I was also appointed to the Senior Executive Service in 2002, and in each year, I was honored with performance awards for excellence in prison management, the prevention and response to critical incidents, and the development of my staff.

1999 – 2001

Warden

Federal Correctional Institution, Cumberland, Maryland (Federal Bureau of Prisons)

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 satellite camps, which housed offenders predominantly from the Eastern U.S. I developed an improved system to better equip staff with the tools and experience 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. Additionally, I implemented a variety of staff-oriented programs to allow staff to achieve their career development aspirations, i.e., leadership development, staff assistance groups, speaker's bureau seminars, and bi-annual department retreats. I was responsible for the fiscal control of a \$15,000,000 budget. To improve the institution's image in the

community, I also sponsored several community service projects involving minimum security inmates and my employees. During my tenure at Cumberland, I received performance awards each year, and in 2001 I received the Director's National Warden's Staff Development Award, which only honored one warden in the entire Bureau of Prisons for their initiatives in staff developing efforts and achievements. In 2001, FCI Cumberland received the highest character profile review rating in the region and one of the best in the nation with a score of 97%, which encompassed the interviews of inmates and staff, the general culture of the facility, and the audits and program reviews of each department.

1997 – 1999

Associate Warden of Custody

United States Penitentiary, Leavenworth, Kansas (Federal Bureau of Prisons)

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 phases. I enhanced and improved emergency preparedness and response programs with the Special Operations Response Teams. Due to the unfortunate off duty deaths of two employees, I coordinated consolation efforts with the families, memorial services, and aiding family members and employees during the grieving process. I received performance achievement awards each year I was A/W at USP Leavenworth and was honored as the North Central Region Associate Warden of the Year, which is only awarded to one Associate Warden in each of the six (6) regions in the Federal Bureau of Prisons.

1995 – 1997

Associate Warden

Federal Correctional Institution, Three Rivers, Texas (Federal Bureau of Prisons)

As the Associate Warden of Operations and Programs, which I served in 1 to 1½ year increments, I was responsible for overseeing all programs and operations applicable to each division. This allowed me to acquire a "bird's eye" view of all operations throughout the entire facility, which prepared me for more responsible assignments. During approximately eighteen (18) months, due to the retirement 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 responsible for managing all facets of the incidents, as well as lock-down management and eventual resolution phases. In 1995, the Federal Bureau of Prisons experienced serious inmate unrest due to the U.S. Congress passing what was perceived by inmates and families as unfair sentencing guidelines for crack cocaine crimes in comparison to powder cocaine crimes. However,

based on my excellent rapport with the inmate population, FCI Three Rivers did not experience any violence or unrest, while over twenty (20) facilities in the Bureau of Prisons experienced serious inmate violence, assaults on staff, and major disturbances. As A/W at FCI Three Rivers I received performance awards each year.

1992 – 1995

**Assistant Correctional Services Administrator
Headquarters, Washington D.C. (Federal Bureau of Prisons)**

I was responsible for the training, policy development, and assistance to Lieutenants and Captains throughout the Bureau of Prisons. In providing assistance to these institution managers, I provided in-person training 10-12 weeks per year at the Management and Specialty Training Center in Aurora, Colorado, where I provided training presentations to facility Special Investigators, Lieutenants and Captains. During two major incidents at two institutions, I managed the National Command Center at Headquarters, directing the day-to-day flow of information and decision-making to and from the Assistant Directors and the Director. Additionally, following significant events at institutions, I was assigned by the Director and Assistant Director as the team leader or senior team member during after-action reviews and board of inquiries relating to inmate suicides, inmate homicides, disturbances, escape attempts and escapes, and other questionable inmate deaths. During my assignment at Headquarters, I received performance awards every year, as well as a Special Act Award for developing and overseeing agreements with the Department of Defense and U.S. Army in the acquisition of firearms and less-lethal munitions for newly activating institutions throughout the Federal Bureau of Prisons.

1991 - 1992

**Chief Correctional Supervisor (Captain)
United States Penitentiary, Lompoc, California (Federal Bureau of Prisons)**

As the Chief of Security, I was responsible for the security, safety, custody and inmate management of the penitentiary and satellite camp. While this inmate population had the propensity and potential to become very volatile and violent, due to the high percentage of gang members from the western part of the U.S., I was able to prevent, detect and deter most serious incidents by maintaining and fostering great rapport with the inmate population and enhancing communication between staff and inmates. During my tenure at USP Lompoc, there were no serious inmate or staff injuries. I was also able to improve staff's performance by developing and providing training to staff on a variety of topics relating to the management of inmates and other security practices and procedures. In 1992, I identified a significant security breach in which inmates could have escaped through the interior drainage system. Once identified, this security deficiency and breach was sealed off. I received a Special Act Award from the Warden

and a Letter Commendation from the Regional Director for my performance in detecting and correcting this potential situation. During an annual audit and program review of security and inmate management in 1992, my department received one of the highest ratings any penitentiary had received in the nation. I also received an annual performance award during my one-year tenure at USP Lompoc.

1990 – 1991

Chief Correctional Supervisor (Captain)

Federal Correctional Institution, Seagoville, Texas (Federal Bureau of Prisons)

As 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 first-line supervisor (Lieutenant), and over thirty (30) successfully completed the program. Over 80% of these officers were subsequently promoted to supervisor and department head positions, and many had been promoted to Associate Warden and Warden in their careers. I was honored with the National Correctional Services Award for Career Development for this training program, and it was later incorporated as a training tool at the Management and Specialty Training Center in Aurora, Colorado for the training of new correctional supervisors (Lieutenants). This award I received was only given to one Captain in the entire Bureau of Prisons a year for their initiatives and efforts in developing correctional officers. During an audit and program review of my correctional services department in 1990, we received the highest rating ever achieved since the inception of the new Program Review Division, wherein only minimal deficiencies were identified, and many areas of strength and innovation were noted. To encourage teamwork, I developed staff committees in numerous areas and other departments, so staff could play an integral role in the way the correctional services department was managed. I also received performance awards each year I was Captain at FCI Seagoville.

1989 – 1990

Correctional Supervisor (Senior Lieutenant)

Federal Correctional Institution, La Tuna, Texas (Federal Bureau of Prisons)

As a first line shift supervisor, I was responsible for the security, safety, custody and inmate management of the shifts I oversaw. I responded to several critical incidents and controlled the situation to prevent serious escalation and further disruption. I was also assigned as the Special Investigator for nine (9) months, and in this capacity, I conducted inmate and staff investigations. In addition, I provided training to staff relating to inmate and gang management and identifying security concerns during annual training. For over one year I was appointed as the Leader of the newly created Special Operations Response Team. This SORT was brought from novice staff operators to highly trained and experienced experts who could respond to any critical incident.

During a disturbance at a contract facility in Eden, Texas, my SORT was activated, and team members and I were involved in control of the incident, security supervision and control, and eventual resolution so the facility could return to normal operations. As a shift supervisor in 1990, I was also involved in responding to an inmate escape, which subsequently involved the SORT in the pursuit of the escapee with the assistance of the U.S. Border Patrol. In 1990, I was honored with the Supervisor of the Year Award at FCI La Tuna for my outstanding leadership skills, and I also received performance awards each year.

1987 – 1989

Correctional Supervisor (Lieutenant)

Federal Correctional Institution, Oxford, Wisconsin (Federal Bureau of Prisons)

As a first line shift supervisor, I was responsible for the security, safety, custody and inmate management of the shifts I oversaw. I responded to several critical incidents and controlled the situation to prevent serious escalation and further disruption. I was also assigned as the Special Investigator for over one year, and in this capacity, I conducted inmate and staff investigations. In addition, I provided training to staff relating to inmate and gang management and identifying security concerns during annual training. Due to my computer skills I had gained on my own and from my previous position as a correctional officer at the U.S. Penitentiary in Leavenworth, Kansas when I was detailed to assist the investigative department for over one year, I was requested by the Warden to develop PC applications for the inmate visitation process and more efficient processes for the investigation department. This not only enhanced and reduced the workload of correctional officers and investigators, but also unit management staff involved in the process of managing inmates' approved visitors and monitoring all inmate program achievements. Several of the applications I developed were later adopted by other institutions within the region.

1980 – 1987

Correctional Officer

United States Penitentiary, Leavenworth, Kansas (Federal Bureau of Prisons)

As a Correctional Officer, I was responsible for the security, safety and custody of inmates in my assigned area. When required, I also responded to critical incidents, and along with additional staff, de-escalated further significant concerns and disruption by controlling the incident in an expeditious manner. In two separate incidents, I was responsible for saving an inmate's life during a major assault by other inmates. For one year I was detailed to the Special Investigative Office to assist in developing new and improved computer applications. My tenure as a Correctional Officer allowed me to become aware of all facets of corrections by being assigned to virtually all areas of the institution, and likewise, this prepared me for subsequent promotions and positions with

more responsibility. I received three (3) performance awards while at USP Leavenworth, and one Special Act Award in 1985 for my performance during an inmate homicide.

1978 – 1979

Police Officer

Independence Police Department, Independence, Missouri

Upon graduation from the Harry S. Truman Police Academy, I was assigned to patrol duties as a police officer. This police academy was an intensive program which consisted of police law, police and law enforcement policies, traffic accident investigations, use of force, crime scene procedures, and responding to emergencies. During my tenure as a Police Officer, I was also involved in several drug investigations with the DEA.

1975 – 1978

Military Policeman, Specialist 4th Class (U.S. Army)

545th MP Company, 1st Cavalry Division, Fort Hood, Texas

I attended Basic Combat Training at Fort Leonard, Missouri, then successfully completed military police training at Fort McClellan, Alabama. Following graduation from MP School, I was assigned to the 545th Military Police Company at Fort Hood, Texas. I spent over one year as a patrol officer and was subsequently assigned to the prestigious AWOL and Deserter Apprehension Unit for my last active year in the U.S. Army. In this capacity, our unit was responsible for tracking and apprehending AWOL and Deserter soldiers in Texas and Oklahoma, many times with the support and assistance of local police officers and the Federal Bureau of Investigations' Special Agents. In 1977, our unit was recognized as having the highest apprehension rate in the entire U.S. Army. I received performance achievement awards during every year I was in the U.S. Army.

EDUCATION AND TRAINING

1975

U.S. Army Military Police School
Fort McClellan, Alabama
10 Week Police School

1977

Central Texas College
Killeen, Texas
12 Credit Hours in Law Enforcement Courses

1978 – 1979

Harry S. Truman Police Academy
Independence, Missouri
6 Month Police School

1982 – 1985

Maple Woods Community College
Kansas City Missouri
30 Credit Hours

1986 – 1987

Park College
Parkville, Missouri
24 Credit Hours

1990

Dale Carnegie Public Speaking Course
8 Week Course

1992

Bureau of Prisons' Director's Public Administration and Policy Management Seminar
Washington, D.C.
3 Month Course

1999

Office of Personnel Management (OPM) Executive Leadership Seminar
Denver, Colorado
4 Week Course

2002 – 2003

National Institute of Corrections (NIC) Executive Excellence in Corrections Academy
Longmont, Colorado
10 Week Course

HONORS AND AWARDS

July 1989

Institution Supervisor of the Year Award

Federal Bureau of Prisons

Federal Correctional Institution, La Tuna, Texas

Position Held - Correctional Supervisor (Lieutenant)

May 1990

National Correctional Services Award for Career Development

Federal Bureau of Prisons

Federal Correctional Institution, Seagoville, Texas

Position Held - Chief Correctional Supervisor (Captain)

May 1999

National North Central Region Associate Warden of the Year

Federal Bureau of Prisons

United States Penitentiary, Leavenworth, Kansas

Position Held - Associate Warden

June 2000

National Warden's Staff Development Award

Federal Bureau of Prisons

Federal Correctional Institution, Cumberland, Maryland

Position Held – Warden

April 2002

Appointment to the U.S. Government Senior Executive Service

U.S. Office of Management and Budget and Federal Bureau of Prisons

United States Penitentiary, Florence, Colorado

Position Held – Warden

May 2004

Senior Acceleration to Senior Executive Service SES 2

U.S. Office of Management and Budget and Federal Bureau of Prisons

Director of the Federal Bureau of Prisons, Washington, D.C.

Position Held – Regional Director

May 2005

Senior Acceleration to Senior Executive Service SES 3

U.S. Office of Management and Budget and Federal Bureau of Prisons

Director of the Federal Bureau of Prisons, Washington, D.C.

Position Held – Regional Director

2004 – 2006

Three (3) Senior Executive Service Performance Award Bonuses
Federal Bureau of Prisons
Director of the Federal Bureau of Prisons, Washington, D.C.
Position Held – Regional Director

August 2008

Exceptional Performance Award Bonus
Correctional Corporation of America
Northeast Ohio Correctional Center, Youngstown, Ohio
Position Held – Warden

1990 – 2006

Annual Performance Awards (Each Year)
Federal Bureau of Prisons
Positions Held – Lieutenant, Captain, Administrator, Associate Warden, Warden and
Regional Director

ASSOCIATIONS AND MEMBERSHIPS

Professional Member, American Correctional Association
Professional Member, American Jail Association
Member, Missouri Correctional Association
Professional Expert, Experts.com
Professional Expert, Seakexperts.com
Professional Expert, JurisPro.com
Professional Expert, Expertpages.com
Professional Expert, ALMLaw.com
Professional Expert, Lawonline.com

PUBLISHED PAPERS, ARTICLES AND MANUALS

1992 – 1995

As the Assistant Correctional Administrator at the Federal Bureau of Prisons' Headquarters Office, I authored, revised and integrated all policies applicable to operations and security, inmate management, management of special housing units and segregation, staff training, and investigations. I also authored training manuals for all correctional supervisors, captains and regional administrators. Due to the activation of several new institutions, I was also Contracting Officer Representative (COTR) for the acquisition of firearms, less-lethal munitions, and other security-related equipment. I also rewrote the Correctional Services Manual, which was a roadmap for all correction staff, supervisors and institution executive staff in the management of their facilities' operational and physical security operations, special investigations, special housing and segregation unit procedures, emergency preparedness and response, use of force, and inmate management oversight.

1993

As the Assistant Correctional Administrator at the Federal Bureau of Prisons' Headquarters Office, I authored two articles for the Corrections Volunteer Magazine, which was a publication for all religious volunteers throughout the agency. These articles were "Understanding Security in Jails and Prisons" and "Safety and Security."

2000 – 2001

While Warden at the Federal Correctional Institution in Cumberland, Maryland, I developed a training manual for a leadership program I created for first-line supervisors and department heads. This training manual was subsequently adopted by numerous wardens throughout the agency for the career development of their staff.

2003 – 2004

As Warden at the United States Penitentiary in Florence, Colorado, I authored a training manual for an innovative intelligence gathering and counter-intelligence program I developed to detect, deter and prevent violence and critical incidents. This program was later adopted for nationwide implementation after a one-year pilot at USP Florence.

2003 – 2005

As Warden at the United States Penitentiary in Florence, Colorado, I authored and developed an operational and training program for the monitoring, security and management of special housing and special management units throughout the entire Federal Bureau of Prisons. This program was initially instituted at USP Florence, and upon being promoted to Western Regional Director, it was implemented at all nineteen (19) institutions in the region. In 2005, the Bureau of Prisons' Director approved the implementation of this program to all institutions in the nation.

2025

As President of SIMCO Correctional Consulting LLC, I authored an article for the Experts.com expert directory, titled "Trends in Jails and Local Detention Facilities." This article was published on the Experts.com website.

2025

As President of SIMCO Correctional Consulting LLC, I authored an article for the Experts.com expert directory, titled "Fentanyl Issues in Jails and Prisons." This article was published on the Experts.com website and became a featured publication.

2007 – Present

As President and Primary Expert of SIMCO Correctional Consulting LLC, I have authored and written over 200 expert reports for a variety of cases I have been retained in by private law firms, local jails, state correctional agencies, U.S. Attorney Offices, and the U.S. Department of Justice. I have also written reports on audits and inspections I have conducted, as well as reports pertaining in response to local, state and federal audits by OSHA, the American Correctional Association and the American Jail Association as a consultant to improve and enhance operations and the safety of inmates and staff at their respective jails and prisons.

CONFERENCE PRESENTATIONS

1999

As Warden at the Federal Correctional Institution in Cumberland, Maryland, I presented monthly presentations at the monthly Chamber of Commerce Meetings, providing information on the overall operations and programs at the facility, our volunteer initiatives in the community, and "A Historical Perspective of the Federal Bureau of Prisons."

2000

As Warden at the Federal Correctional Institution in Cumberland, Maryland, I was asked to provide a presentation at the Federal Bureau of Prisons' Associate Warden's Conference in Philadelphia, Pennsylvania. This was a presentation titled "What it Takes to be a Leader in Corrections."

2002 – 2004

As Warden at the United States Penitentiary in Florence, Colorado, I delivered presentations on "Lessons Learned from Past Federal Bureau of Prisons Staff Homicides" to over 1,000 attendees and at numerous venues for Federal Judges, Local and Federal Law Enforcement Agencies, and staff at the Bureau of Prisons' Federal Correctional Complex in Florence, Colorado. I also delivered this presentation at several Bureau of Prisons' Captains, Associate Wardens and Wardens conferences and training events.

2003 – 2004

As Warden at the United States Penitentiary in Florence, Colorado, I delivered presentations on "The Management of Special Housing Units" and "Critical Incident Prevention and Response" to over 500 attendees at Bureau of Prisons' Captains, Associate Wardens and Wardens conferences and training events.

2006

As Western Regional Director, I was the featured presenter at the Federal Bureau of Prisons' Federal Correctional Complex dedication ceremony in Victorville, California, titled "Establishing Excellence in Corrections."

TEACHING EXPERIENCE

1992 – 1995

As Assistant Correctional Services Administrator at the Federal Bureau of Prisons' Headquarters, I provided in-person training 10-12 weeks per year at the Management and Specialty Training Center in Aurora, Colorado to correctional supervisors pertaining to operational and physical security, investigations, use of force, special housing unit management, emergency preparedness and response, and inmate care and management.

1999

As Warden at the Federal Correctional Institution in Cumberland, Maryland, I taught courses at the local community college regarding the history of the Federal Bureau of Prisons, as well as discussions of a book written in previous years, titled "The Hothouse" by an author who was allowed to shadow and be in the company of staff at the United States Penitentiary in Leavenworth, Kansas. These courses were extremely informative and accepted by students, some of which later pursued careers in corrections and law enforcement.

2001 – 2004

As Warden at the United States Penitentiary in Florence, Colorado, I was sought out by many colleagues in the Federal Bureau of Prisons as a keynote speaker and instructor for topics such as use of force, special housing unit management, inmate and gang management, incident prevention and response, and escape prevention. I presented these training programs at over fifteen (15) institutions and the Management and Specialty Training Center in Aurora, Colorado, which totaled over 1,000 attendees in this three-year era.

2004 – 2006

As Western Regional Director, I was a keynote speaker at two Warden's Conferences, wherein I presented training to wardens on use of force, special housing unit management, intelligence gathering, critical incident prevent and response, and emergency preparedness.

1990 – 2004

While I was a Lieutenant, Captain, Associate Warden, and Warden, I taught classes to new staff during pre-service training and existing staff during in-service and specialty training several times a year.

COMMITTEE MEMBERSHIPS

2004 – 2006

While I was Western Regional Director, I was a principal executive member of the Federal Bureau of Prisons' Executive Staff. This group of top-ranking executives consisted of all Regional Directors, Assistant Directors and the Director, and made all management, personnel and policy decisions for the entire agency during bi-monthly meetings and video conferences. I was instrumental in bringing a great deal of positive changes to the agency, some of which were during extreme budgetary limitations and constrictions.

2012 – 2015

I was the President and CEO of the Correctional Security Network, a national training and resource organization for all correctional agencies, jails and prisons pertaining to operational and physical security procedures. This network provided a clearing-house and resource platform for correctional managers to assist one another in operating their agencies and facilities.