

Instructions:

Fill out the blank fields below and return to scholarships@wonderlic.com with a cover letter no later than November 30th, 2016. All questions should be directed to Dr. Amanda Opperman at amanda.opperman@wonderlic.com.

Description:

The Soft Skills Training Bootcamp Cohort Scholarship is available to one program/department cohort on your campus. Scholarship recipients will be awarded use of the Soft Skills Training Bootcamp for one entire program/department cohort on their campus. Access to the Bootcamp will be open during the full length of the Spring semester. Wonderlic will also provide support services and resources to facilitate implementation of the Bootcamp, assessment, and digital badges.

APPLICANT INFORMATION	
School Name:	Southern Illinois University Edwardsville (SIUE)
Program/Department:	National Corn-to-Ethanol Research Center (NCERC) Specifically, Building Illinois Bioeconomy (BIB) consortium (TAACCCT grant, Round 4) hosted at NCERC at SIUE
Program/Department Cohort Graduation Term:	Spring 2017
Number of students in Program/Department Cohort:	50
Main contact/Primary applicant names:	Courtney Breckenridge, Diana Nastasia
Main contact email address:	cbreckenridge@ethanolresearch.com
Main contact phone number:	618-659-6737
APPLICATION QUESTIONS	
<p>Question One: The Wonderlic Soft Skills Training Bootcamp includes competency-based instruction on the following soft skills: Communication, Interpersonal Skills, Listening & Nonverbal Skills, Teamwork, Professionalism, Critical Thinking, Self-Management, and Initiative. In 1,500 words or less, describe why these skills are essential to the career success of this program/department cohort.</p>	
<p>Response: As detailed below, competency-based instruction on key soft skills including communication, interpersonal skills, listening & nonverbal skills, teamwork, professionalism, critical thinking, self-management, and initiative, delivered through the Wonderlic Soft Skills Training Bootcamp, would greatly benefit the participants in the portion of the Building Illinois Bioeconomy (BIB) consortium that is based at Southern Illinois University Edwardsville (SIUE), and that has at its core the National Corn-to-Ethanol Research Center (NCERC). While these participants are engaged in various forms of education and training on campus, the commonality in regards to their SIUE pursuits is a focus on the development and advancement of a skilled employee pipeline for a green economy. For the viability and vitality of such a talent pipeline in the Southern Illinois region, adding a nationally recognized soft skills training component to an already well established portfolio of coursework complemented by a strong hands-on learning component is key, and can be accomplished by receiving a Wonderlic Soft Skills Training Bootcamp scholarship for Spring 2017.</p>	

Firstly, providing the soft skills training possibility within the SIUE-based portion of the BIB consortium, through the Wonderlic Soft Skills Training Bootcamp, will add great value to a cutting-edge educational portfolio leading to high demand jobs for the green economy. The Building Illinois' Bioeconomy consortium, formed in 2014 through funding from the U.S. Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) program, offers flexible and customizable programs, with options for stackable and latticed credentials, in Bioprocess, Process Maintenance, Bioenergy, and Water Management. The BIB consortium, composed of five higher education institutions which span the state of Illinois, includes Southern Illinois University Edwardsville, Lewis and Clark Community College located in Godfrey, Southeastern Illinois College located in Harrisburg, Lincoln Land Community College located in Springfield, and Carl Sandburg College located in Galesburg. Typically, TAACCCT consortia have been led by community colleges, but while putting together the TAACCCT grant application, the BIB partners decided to place the management of the consortium at SIUE, therefore making this university the lead institution on the grant. The decision was made because SIUE's National Corn-to-Ethanol Research Center (NCERC), together with SIUE's Environmental Research Training Center (ERTC), were to play a critical role in the education and training experiences offered to students in various areas of the bioeconomy across the consortium, by making available an array of practical experiences to complement designated coursework. Currently, the SIUE-based portion of the BIB consortium includes, in addition to certificates for process operations experiences completed at NCERC and for water management training completed at ERTC, an innovative undergraduate degree in Integrative Studies, which allows students to combine two areas of study (for example biochemistry and engineering for a bioprocess science pathway, or biochemistry and management for a bioprocess management pathway) as well as to articulate two year Associate of Applied Science (A.A.S.) degrees into four year Bachelor's degrees. Possibilities for internships and on-the-job training at NCERC and ERTC have been and are continuously being added for students participating in BIB programs at the four community colleges that are part of the consortium as well as at SIUE. Adding nationally recognized soft skills training possibility to the SIUE side of the consortium will further increase the career readiness value of these educational offerings, benefitting students who take advantage of them.

Furthermore, adding a nationally recognized soft skills training possibility to the SIUE-based portion of the BIB consortium, through the Wonderlic Soft Skills Training Bootcamp, will help level the playing field for the students accessing consortium opportunities. Comprising non-credit and for credit options, offered at NCERC, ERTC, as well as through Integrative Studies, and leading to credentials from certificates all the way to four year degrees, the SIUE-based portion of the BIB consortium serves traditional students, transfer students, and various types of adult learners. Additionally, as the Department of Labor's TAACCCT program has encouraged an emphasis on educational opportunities for unprivileged and underprivileged populations, the BIB consortium has been striving to cater to the needs of Trade Adjustment Assistance (TAA) eligible workers, veterans, displaced workers, and ethnic minorities. The BIB project management team has worked with its technical assistance providers, namely the Corporation for a Skilled Workforce (CSW), the Council for Adult and Experiential Learning (CAEL), and the Hawthorne Strategy Group (HSG), to more specifically identify key target groups for its educational offerings and to promote the educational offerings to the target groups. As it will be further discussed in the answer to the next question in this scholarship application, target participants for BIB programs, overall as well as on the SIUE side, may include for instance a Head Start parent in East Saint Louis, IL, a laid off steel mill worker in Granite City, IL, as well as a farmer or rural worker in various areas of the state and the region. Additionally, BIB aims to improve the lives of plant laborers such as assemblers, machinists, inspectors, or general production workers, offering them opportunities for continued training and connections to employers. Thus, BIB students come from

different walks of life, and have different levels of knowledge and work experience. A Prior Learning Assessment component is currently being devised to help bring these students in an expedited manner from where they are in their education to where they need to be for successful employment in the bioeconomy. Adding a nationally recognized soft skills training possibility will also help these students better learn how to learn and best make use of their critical thinking in their educational activities, further employment, and overall life pursuits. Offering soft skills training to BIB consortium students also aligns with TAACCCT goals, which include ensuring that students acquire core educational and career skills while also training for professional and industry-specific competencies.

Lastly, providing a nationally recognized soft skills training possibility within the SIUE-based portion of the BIB consortium, through the Wonderlic Soft Skills Training Bootcamp, will help respond to what employers have formulated as their key needs throughout the course of this TAACCCT grant. In addition to coordinating the creation of groundbreaking educational opportunities, the project management team of the BIB consortium, situated at NCERC, has strived to foster strong connections with industry employers, for the benefit of those engaged in grant funded activities. With its state-of-the-art laboratories and pilot plant, NCERC at SIUE has been involved in collaborations with industrial clients, testing and facilitating the commercialization of new technologies for the bioeconomy, since its foundation in the early 2000s. NCERC has all of the unit operations and capabilities of a commercial plant, just on a smaller scale, which makes the facility ideal for industry clients to validate commercial concepts for improving fuel ethanol production, generating co-products for feeding trials or process streams for further development, and meeting toll use of individual or collective unit operations for other bioprocessing needs, as well as laboratory method development or analytical services. Additionally, with its fully equipped wet chemistry and instrumental analysis teaching labs, and its water and wastewater treatment plants, ERTC has been for almost 40 years the Illinois Environmental Protection Agency designated center for continuing education of water management personnel, and an educational partner to many water management industry employers regionally. The TAACCCT grant has allowed for expanding the industry connections of NCERC, ERTC, SIUE overall, and the community colleges that are part of the BIB consortium, striving to transform them into sector strategies, as well as soliciting employer input for the skilled employee pipeline for a green economy. During various opportunities to listen to and consult with employer leaders and representatives, at events organized by the BIB consortium and outreach activities, it has become clear that soft skills rank high on employer's lists of needs, at equal level with professional and other skills and occasionally even at higher level than these skills. Thus, providing a nationally recognized soft skills training possibility within the SIUE-based portion of the BIB consortium, through the Wonderlic Soft Skills Training Bootcamp, will position the SIUE-based portion of the BIB consortium as a set of educational offerings responding well to employer needs.

As discussed above, competency-based instruction on key soft skills including communication, interpersonal skills, listening & nonverbal skills, teamwork, professionalism, critical thinking, self-management, and initiative, delivered through the Wonderlic Soft Skills Training Bootcamp, would allow the portion of the BIB consortium that is based at SIUE to increase the career readiness value of its educational offerings, to ensure that students acquire core educational and career skills while also training for professional and industry-specific competencies, as well as to respond to needs identified by employers themselves. Receiving a scholarship from Wonderlic for Spring 2017 will further help in developing a skilled employee pipeline for a green economy in the Southern Illinois region.

Question Two: In 1,500 words or less, describe what makes this cohort's demographic unique and explain how this demonstrates their need for soft skills training.

Response: The demographic uniqueness of the portion of the BIB consortium that is based at SIUE is related to a clear focus in terms of regional positioning and occupational outlook, yet a broad scope in terms of age, background, and previous educational and professional experiences, of the targeted student population.

Unifying features of the participants in BIB consortium activities at SIUE are a regional positioning within the Southern Illinois and Eastern Missouri area as well as an interest in careers across components of the bioeconomy. Southern Illinois University Edwardsville, situated in Madison County, IL, prides itself with its status of public regional university, and continues to thrive, in spite of such aspects as state politics and the current Illinois budget situation, because of its strong ties to the region in which it is located. Madison County, with a population count of 269,282 in the 2010 census, is situated in the second largest urban area in Illinois outside of Chicago, and is considered part of Metro East (the eastern suburbs of Greater Saint Louis area in MO-IL). Madison County, bordered on the west by the Mississippi River, has major interstate/highway accessibility for Saint Louis, MO, and hosts industry employers in energy, multi-modal logistics, food processing, steel manufacturing, and transportation. Granite City, the largest city in Madison County, with a population of 29,375 in 2013, is the second largest city in the Metro East and Southern Illinois areas. Because of structural changes in the steel industry and recession waves, Granite City has been struggling to transition from being a steel mill and port district community to having a broad and sustainable economic base, and thus diversification of industry and of the workforce have become local priorities. In addition to its main campus in Edwardsville, SIUE features an East Saint Louis Center which has supported youth, adults, and families in the Metro East community for over 70 years, and which is currently collaborating with the BIB consortium to start offering to those it serves customized education and training opportunities related to the bioprocess and water components of the bioeconomy. For this county with rural and suburban characteristics, the bioeconomy is a driving force to create and support jobs within traditional and clean energy industries and to attract inter-connected business and development such as logistics, manufacturing, and transportation. With a strong industry base and massive growth potential, the bioeconomy is the ideal sector to model a healthy workforce ecosystem. A strategic partnership between economic and workforce development and education and training institutions is one of Madison County's key assets. It is evidenced by strong industry and nonprofit representation on advisory boards of SIUE's professional programs and many corporate-university collaborations seeking to meet employers' and employees' education and training needs. A recent successful outcome of this strategic partnership has been attracting Amazon to build two distribution centers here, thus securing additional jobs for the region as well as potential students for higher education institutions of the area as employees start taking advantage of Amazon's Career Choice Program.

However, participants in BIB consortium activities at SIUE may differ greatly in terms of their stages as learners and their needs. As outlined in the response to question one, participants in BIB consortium

activities at SIUE, in NCERC and ERTC training or in the bioeconomy-related focus areas of the Integrative Studies undergraduate degree program, can be traditional university students freshly out of high school, transfer students strengthening their community college credentials with hands-on experiences or articulating their community college certifications into four year degrees, as well as adult learners. Demographic groups specifically sought for the BIB consortium activities at SIUE have included Trade Adjustment Assistance (TAA) eligible workers, veterans, displaced workers, and ethnic minorities. Target participants for BIB programs, overall as well as on the SIUE side, may include for instance a Head Start parent in East Saint Louis, IL, a laid off steel mill worker in Granite City, IL, as well as a farmer or rural worker in various areas of the state and the region. Additionally, BIB aims to improve the lives of plant laborers such as assemblers, machinists, inspectors, or general production workers, offering them opportunities for continued training and connections to employers. Given the numerous possible profiles of the participants in BIB consortium activities at SIUE, the Hawthorne Strategy Group, which is the technical assistance provider for Public Relations and Marketing for the Building Illinois Bioeconomy consortium, has helped conceptualize the target audiences of the BIB consortium by classifying them into the traditional student, betterment, and immediate need categories (see figure below).



The traditional student category typically comprises incoming freshmen who have just graduated from high school, have less concerns about money and time needed for school, and instead have more concerns about fitting in a program and being realistic about employment at the end of a program. The traditional student category includes young people who, as most millennials, tend to search for programs that fit their ideals, leading to a sense of fulfillment, and who also seek to enter the workforce well prepared with academic qualifications as well as hands-on experiences. Within the SIUE-based portion of the BIB consortium, such traditional students can be found in the innovative undergraduate degree in Integrative Studies, in a certificate program that allows Engineering students to specialize in water management best practices, as well as among NCERC's interns. The betterment audience is the most diverse, encompassing transfer students, former students, middle-aged parents, various underprivileged groups, overall those aiming for career advancement or career change. These are students who might be involved in TAACCCT grant-related activities for a period of six months to two years, who seek to maintain employment and continue to earn a living while going or returning to

school, and who may benefit from stacking credentials. The immediate need audience is broad, but individuals in this category are unified by the necessity to gain employment quickly and increase their paycheck power while maintaining benefits and identifying resources. These students are only involved in training activities for short periods of time, resulting in either non-credit units or certificates. Within the SIUE-based portion of the BIB consortium, students in the betterment and the immediate need categories can be found mostly in the NCERC and ERTC hands-on training programs which include internships and on-the-job training for community college students as well as SIUE students, as well as self-study and workshop opportunities. However, some students in the betterment category might also seek to articulate certificate programs into the Integrative Studies undergraduate degree.

For this cohort of students involved in the SIUE-based of the portion of the BIB consortium, the need for soft skills training is evident, and such training can serve as an added unifying feature complementing other activities. While, as explained above, within the SIUE-based of the portion of the BIB consortium there is a coherence in terms of regional positioning and occupational outlook, there is also quite a complexity and a diversity in regards to student profiles, their learner stages, and their needs. As some students have been freshly out of high school and some other students have been long out of work, there are many discrepancies in terms of learning habits and professionalism. Some of the students have the appropriate transferrable skills that allow them to know how to learn, how to apply critical thinking to their learning processes, and how to behave in a responsible and professional manner in an educational or a workplace environment. However, other students do not have such skills, as research shows for example that on average Illinois TAA workers are out of work for nearly two years and that the extended layoff time can be attributed to a significant gap between the workers' skills and the requirements of a new position, many having worked in the same job for all or most of their careers using a very limited ability set related directly to their occupation, having acquired only limited technical knowledge, and not having had any chance to adapt to new work contexts. Moreover, many betterment and immediate need students might not have resources to sustain themselves while addressing their challenges in regards to these skills. This creates a no-win situation for those with time and income limitations: not having the appropriate soft skills can be a barrier to even entry in training, yet without such training, work options are severely limited.

Thus, competency-based instruction on key soft skills including communication, interpersonal skills, listening & nonverbal skills, teamwork, professionalism, critical thinking, self-management, and initiative, delivered through the nationally-recognized program Wonderlic Soft Skills Training Bootcamp, in a manner allowing for either incorporation in a classroom setting or self-paced learning, would be highly useful for the unique demographic of the portion of the BIB consortium that is based at SIUE. Additionally, as specified in the answer to question one, soft skills training such as the one provided through Wonderlic is also mentioned by a wide range of employers in the bioeconomy collaborating with the BIB consortium as a needed characteristics for employees.

Question Three:

The Wonderlic Soft Skills Training Bootcamp has a flexible delivery option. The program can be a stand-alone, self-paced learning experience that the learner takes on their own time. It can also be incorporated into the classroom as a piece of courseware that the professor assigns. In 1,500 words or less, describe how your program/department would use the Bootcamp with this cohort and why you consider it to be the best option.

Response: Having both a stand-alone, self-paced learning experience that learners can take on their own time, as well as the option to incorporate the experience into the classroom as a piece of courseware assigned, is an advantage for the SIUE-based portion of the BIB consortium, in the context of the array of activities and the diversity of participants.

The BIB project management team hosted at NCERC at SIUE has recently added a case manager, a service management specialist that shares time between the Local Workforce Investment Area (LWIA) and the BIB consortium. This expert has come to serve various functions from striving to align the programs included in the TAACCCT grant with LWIA approaches and strategies to connecting student participants in the SIUE-based portion of the BIB consortium to local, regional and federal resources available. This expert is helping expand career opportunities for youth and adults enrolled in grant supported programs as well as helping prepare these individuals enrolled in grant supported programs secure and retain jobs that meet the needs of employers. This expert is also making efforts to ensure that training and vocational education programs developed as part of the TAACCCT grant within the SIUE-based portion of the BIB consortium meet the specific needs of TAA-workers and other underprivileged populations through fostering of strong sector partnerships and use of labor market data.

If the SIUE-based portion of the BIB consortium receives a scholarship from Wonderlic for Spring 2017 for the Wonderlic Soft Skills Training Bootcamp, the case manager who shares time between the BIB consortium and LWIA will utilize the option to incorporate the experience into the classroom as a piece of courseware assigned for the one-year programs at ERTC and the internship programs at NCERC. The ERTC water quality control operations program is a one-year, full-time program of study leading to a certificate, with classes that meet Tuesday through Friday during regular academic Fall and Spring semesters. During summers, students complete a 10 week internship program, as part of which they work five weeks at a drinking water treatment plant and five weeks at a wastewater treatment plant. Upon completion of the full year program, students are eligible to take Illinois and Missouri certification exams to become certified public water supply operators and/or wastewater

treatment system operators. The NCERC internships provide short-term as well as semester-long, unpaid as well as paid opportunities for hands-on training in bioprocess at the pilot plant as well as the labs of the facility. Interns practice operating the pilot plant equipment and managing the corn-to-ethanol production process. Those who have completed internship programs at NCERC have been hired by such employers as Phillips 66, Siemens, Center Ethanol, Abengoa, and others. The case manager who shares time between the BIB consortium and LWIA will go to ERTC classrooms once a week and will also meet with NCERC semester-long internship students once a week to deliver various components of the soft skills training and provide opportunities for students to complete soft skills training assignments during Spring semester 2017. The Wonderlic Soft Skills Training Bootcamp components, namely communication, interpersonal skills, listening skills, nonverbal skills, teamwork, professionalism, critical thinking, self-management, and initiative, will each be planned to be the subject of a session including a brief lecture, discussion, and assignment, and additional opportunities for practicing the skills will also be provided in the course of the 16 week long semester. Prior to becoming aware of the Wonderlic Soft Skills Training Bootcamp, the BIB project management team hosted at NCERC at SIUE had already started collaborating with SIUE's Career Development Center in order to plan to utilize existing soft skills training materials for ERTC and NCERC, thus some preliminary work has already been done. The case manager will utilize not just the online materials but also the support services provided by Wonderlic to further incorporate soft skills learning in ERTC and NCERC training, an important part of the SIUE-based portion of the BIB consortium, and most importantly one with many immediate need and betterment students with much need for such training. For these participants, having the case manager offer the training, with support from Wonderlic, SIUE's Career Development Center, and the rest of the BIB project management team, is the best option, as these participants are in need of good soft skills training and can have time built in their training sessions to acquire and practice those skills.

If the SIUE-based portion of the BIB consortium receives a scholarship from Wonderlic for Spring 2017 for the Wonderlic Soft Skills Training Bootcamp, in addition to incorporating the experience into the classroom as a piece of courseware assigned, there will also be opportunities for having both a stand-alone, self-paced learning experience that learners can take on their own time. In addition to its year-long program, SIUE's ERTC also has numerous workshops which provide professional development opportunities to existing water management employees as well as opportunities for earning certifications for those in need of training. SIUE's NCERC also has internship and on-the-job training opportunities that are short term and have close ties to bioeconomy industry employers. For these activities, as well as for the innovative undergraduate degree in Integrative Studies, which as previously outlined allows students to combine two areas of study (for example biochemistry and engineering for a bioprocess science pathway, or biochemistry and management for a bioprocess

science pathway, or biochemistry and management for a bioprocess management pathway) as well as to articulate two year Associate of Applied Science (A.A.S.) degrees into four year Bachelor's degrees, access to the Wonderlic Soft Skills Training Bootcamp will be provided as a self-paced learning experience opportunity, with a plan to vigorously promote the training to these participants as well as to provide guidance and support when and as needed. For the short-term ERTC and NCERC participants the self-paced option works better due to their need to balance school, work, and life, and for the Integrative Studies participants the self-paced option is more appropriate as these are mostly traditional students with less need for soft skills training and many additional resources available on campus.

Both the stand-alone, self-paced learning experience that learners can take on their own time, and the option to incorporate the experience into the classroom as a piece of courseware assigned, will be good additions to the SIUE-based portion of the BIB consortium, complimenting other activities. As mentioned in the answer to question one, a Prior Learning Assessment component is also currently being devised to help bring these students in an expedited manner from where they are in their education to where they need to be for successful employment in the bioeconomy. The BIB consortium as a whole has a focus on curriculum innovation and excellence which are needed for developing a well-trained quality workforce.

Question Four:

The culminating experience for the Wonderlic Soft Skills Training Bootcamp is a competency-based assessment that provides students with the opportunity to earn digital badges. In 1,500 words or less, describe what support you will provide to your students to ensure that they get the most value and use from their digital badges.

Response: Students will be provided with support to ensure that they get the most value and use from their digital badges in the following ways:

- the availability of the digital badges provided upon completion of the Wonderlic Soft Skills Training Bootcamp program will be announced and promoted vigorously both to the participants in the SIUE-based portion of the BIB consortium and to potential employers in the bioeconomy sector regionally
 - students will receive full support from the case manager and the rest of the BIB project management team to pursue the training in either the classroom or the self-paced version and earn the digital badges, as well as to ask any further questions and connect to Wonderlic support as needed
 - follow-up evaluation of the results of soft skills training will become an integral part of the ERTC and NCERC hands-on experiences
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- follow-up evaluation of the results of soft skills training will also be integrated with the Prior Learning Assessment component of the BIB consortium as well as with the overall efforts of the BIB consortium and its SIUE-based portion to work to enhance the strengths and reduce the weaknesses of each of the target audiences identified in order to increase career readiness and contribute to the development and advancement of a skilled employee pipeline for a green economy

Question Five:

List the staff, faculty, and administrators who will be involved in the implementation and use of the soft skills training. In 1,500 words or less, summarize the qualifications of this group's ability to facilitate your students' entry into the workforce.

Response:**Courtney Breckenridge**

Director, Communications and Client Relations, NCERC at SIUE

Project Manager, Building Illinois Bioeconomy consortium

Courtney Breckenridge earned her Bachelor's degree in Mass Communications from Southern Illinois University Edwardsville (SIUE) in 2007 and is currently working on her Master's degree in communications with an emphasis on media and public policy. Courtney began her career serving as a research and writing assistant on State Rep. Jay Hoffman's energy policy book, "Hope from the Heartland: Jobs, Clean Air, Energy Security." She began working at the the National Corn-to-Ethanol Research Center at SIUE in 2011 as a Marketing and Policy Graduate Assistant before joining the Center's full-time staff as the Director of Communications and Client Relations in 2013. Today, Courtney also leads the Building Illinois' Bioeconomy, a consortium of SIUE and community colleges committed to building a pipeline of job-ready workers for careers in the bioeconomy, specifically in the areas of bioprocessing and water management.

Diana Nastasia, Ph.D.

Project Management Assistant, Building Illinois Bioeconomy consortium

Diana Nastasia is in charge of compliance and partnership aspects on the administrative team of the Building Illinois Bioeconomy consortium. Her academic credentials include a Ph.D. in communication and Master's degrees in cultural studies and educational leadership. She has done research and consulting work for the International Association of Women in Radio and Television, the International Women's Media Foundation, the European Institute for Gender Equality, the Bavarian Broadcasting Corporation's research institute, and the Social Science Research Council.

Ronald Simpson

Career Specialist, Madison County Employment and Training

Case Manager, Building Illinois Bioeconomy consortium

Ronald Simpson is in charge of coordination of options and services for the SIUE participants in the Building Illinois Bioeconomy consortium. Previously, he had two years of experience as a special projects coordinator and data steward for a Round 3 TAACCCT grant at Southwestern Illinois College. He holds a Master's degree in Education and has had over twenty years of teaching experience, including as an elementary school reading specialist and elementary school principal as well as in graduate education and adult education. He also had twenty years of experience as a federal investigator, with five years as a supervisor of a four state region. Ronald Simpson has also been a fifteen year Board member of Coordinated Youth and Human Services and eight year City Council member in Granite City, IL.