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Academic Degrees

M.S. Temple University, Philadelphia, PA, Computer & Information Science, 1988.

Other Masters University of Pennsylvania - Fels Center of Government, Philadelphia, PA, Master of Government Administration (M.G.A.), 1987.

Ed.D. Temple University, Philadelphia, PA, Higher Education Administration, 1986.

Other Masters Eastern Baptist Theological Seminary, Philadelphia, PA, Master of Arts in Religion/Pastoral Counseling (M.A.R.), 1985.

M.S. Temple University, Philadelphia, PA, Industrial Relations Organizational Behavior, 1979.

MBA Temple University, Philadelphia, PA, Business Administration, 1978.

B.S. Philadelphia College of Textiles and Science, Philadelphia, PA, Business Administration/Accounting, 1973.

Employment Experience

Professor, Rowan University (September, 2000 - Present), Glassboro, New Jersey.

Associate Professor, Rowan University (September, 1990 - August, 2000), Glassboro, New Jersey.

Associate Dean, Rowan University (September, 1998 - August, 1999), Glassboro, New Jersey.

Acting Dean - College of Business, Rowan University (September, 1991 - July, 1994), Glassboro, New Jersey.

Assistant Professor, Glassboro State College (September, 1989 - August, 1990), Glassboro, New Jersey.

Articles in Journals

Zhu, F., & Fleming, R. S. (2017). Aligning Assurance of Learning Activities with the 2013 AACSB Standards. *Business Education Innovation Journal*, 9 (1), 49-56.

Zhu, F. X., & Fleming, R. S. (2017). Assurance of learning and assessment at the business program and major levels. *Archives of Business Research*, 5 (3), 248-254.

Fleming, R. S., & Zhu, F. X. (2017). The Role of Corporate Management in an Effective Crisis Management Program. *Archives of Business Research*, 48-58, doi: 10.14738/abr.56.3316.

Fleming, R. S. (2014). Developing a Contingent Mindset. *Business Renaissance Quarterly*, 9 (1-2), 101-110.

Fleming, R. S., & Zhu, F. X. (2013). Meeting Service Level Challenges through Proactive Strategies. *Business Renaissance Quarterly*, 8 (2-3), 77-88.

Fleming, R. S. (2013). Information Dissemination in Times of Crisis: Ensuring Business Survival and Success. *Journal of Global Business Issues*, 7 (1), 27-31.

Fleming, R. S. (2012). Ensuring Organizational Resilience in Times of Crisis. *Journal of Global Business Issues*, 6 (1), 31-34.

Fleming, R. S. (2011). A Changing Leadership Paradigm: Backseat Leadership. *Business Renaissance Quarterly*, 6 (3), 95-102.

- Fleming, R. S. (2010). Balancing the Evolving Roles of the Fire Service Executive. *Business Renaissance Quarterly*, 5 (3), 133-142.
- Fleming, R. S., & Zhu, F. X. (2010). Management of change within the contemporary fire department. *SAM Management in Practice*, 14 (2), 2-12.
- Fleming, R. S. (2009). The Role of Effective Delegation in Professional and Organizational Success. *Business Renaissance Quarterly*, 4 (3), 153-161.
- Fleming, R. S., & Zhu, F. X. (2009). Managerial Responsibilities of the Contemporary Fire Chief. *Journal of Global Business Issues*, 3 (2), 57-65.
- Fleming, R. S., & Zhu, F. X. (2009). Preparing the Contemporary Fire Officer: A National Professional Development Model. *The Journal of Management and Engineering Integration*, 2 (1), 35-41.
- Carter, H. R., & Fleming, R. S. (2009). Staffing the contemporary fire department: A decision model. *The Business Review, Cambridge*, 12 (1), 216-220.
- Fleming, R. S. (2009). Managerial lessons learned from 9/11/01. *Business Renaissance Quarterly*, 4 (1), 167-177.
- Rudin, J., Byrd, K., & Fleming, R. S. (2009). Assessing HRM-specific knowledge. *Journal of Human Resources Education*, 3 (2).
- Fleming, R. S. (2008). Survival skills for the new manager. *Business Renaissance Quarterly*, 3 (2), 127-137.
- Fleming, R. S. (2008). Rethinking organizational vulnerability to the threat of terrorism. *Journal of Global Business Issues*, 2 (2), 217-221.
- Fleming, R. S. (2008). Corporate expectations of the IT department in an age of terrorism: Ensuring Battle Readiness. *Information Systems Security*, 243-246.
- Fleming, R. S. (2008). Organizational stakeholder expectations in an age of terrorism. *Business Renaissance Quarterly*, 3 (1), 143-154.
- Fleming, R. S. (1998). Assessing organizational vulnerability to acts of terrorism. *Sam Advanced Management Journal*, 27-32.

Articles in Proceedings

- Fleming, R. S., & Zhu, F. X. (2009). Stakeholder Service Expectations: The Contemporary Fire Department. *14th Annual Meeting of the Asia Pacific Region of the Decision Sciences Institute*.
- Fleming, R. S., & Zhu, F. X. (2009). Delivery of Emergency Services: A Supply Chain Perspective. *14th Annual Meeting of the Asia Pacific Region of the Decision Sciences Institute*.

Books, Monographs, Compilations, Manuals

- Fleming, R. S. (2013). *Achieving Instructional Excellence: A Collection of Essays for Fire and Emergency Service Instructors*. International Society of Fire Service Instructors.
- Fleming, R. S. (2013). *Emergency Incident Media Coverage - Instructor Curriculum*. Tulsa, OK: PennWell Publishing.
- Fleming, R. S. (2013). *Emergency Incident Media Coverage*. Tulsa, OK: PennWell Publishing.
- Fleming, R. S. (2011). *Survival Skills for the Fire Chief*. Tulsa, OK: PennWell.
- Fleming, R. S. (2010). *Effective Fire and Emergency Services Administration*. Tulsa, OK: PennWell.
- Fleming, R. S. (2002). *Managerial Decision Making for Insurance*. Malvern, PA: American Institute for CPCU/Insurance Institute of America.

Chapters, Cases, Readings, Supplements

- Fleming, R. S. (2018). Engaged Leadership in Volunteer Organizations. *Management for Professionals*. Springer.

- Fleming, R. S. (2017). Navigating the Two-way Social Media Superhighway in Times of Crisis. *Crisis Management Guidebook*. PR News.
- Fleming, R. S. (2015). Working with the Media Before, During, and After a Crisis. *Crisis Management Guidebook*. PR News.
- Fleming, R. S. (2015). Meeting and Exceeding the Expectations of Your Employees in Times of Crisis. *The Book of Employee Communications: Strategies & Tactics* (pp. 138-141). Rockville, Maryland: PR News.
- Fleming, R. S. (2014). Managing Stakeholders During a Crisis Starts with Proper Media Communication. *Media Relations Guidebook: Navigating the Changing Media Landscape*. New York, NY: PR News.
- Fleming, R. S. (2012). Gorilla in Aisle Two. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 9-12). Palgrave Macmillian.
- Fleming, R. S. (2012). Festive Decorations in the Neighborhood. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 27-30). Palgrave Macmillian.
- Fleming, R. S. (2012). There's No Substitute for an Alarm Clock. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 39-42). Palgrave Macmillian.
- Fleming, R. S. (2012). How's That Bonus Working Out for You. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 49-52). Palgrave Macmillian.
- Fleming, R. S. (2012). What's the Deal with That Copy Machine?. In 97-100 (Ed.), *Teaching Leadership and Organizational Behavior Through Humor*. Palgrave Macmillian.
- Fleming, R. S. (2012). An Old Dog Does New Tricks. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 117-120). Palgrave Macmillian.
- Fleming, R. S. (2012). Someone Kidnapped the General Manager. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 155-158). Palgrave Macmillian.
- Fleming, R. S. (2012). There Will Be No Questions Asked. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 171-174). Palgrave Macmillian.
- Fleming, R. S. (2012). A Time for Stocking - Not Sleeping. *Teaching Leadership and Organizational Behavior Through Humor* (pp. 183-186). Palgrave Macmillian.
- Fleming, R. S. (2011). Life Safety and the Fire Inspector. *Fire inspector principles and practices*. Jones and Bartlett.
- Fleming, R. S. (2011). Types of Occupancies. *Fire inspector principles and practices*. Jones and Bartlett.
- Fleming, R. S. (2011). Being the Boss isn't Easy. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 11-13). New York, NY: Palgrave Macmillian.
- Fleming, R. S. (2011). Why Didn't This Program Work?. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Towards Organizational Growth* (pp. 30-31). New York, NY: Palgrave Macmillian.
- Fleming, R. S. (2011). Setting Realistic Goals. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 42-44). New York, NY: Palgrave Macmillian.
- Fleming, R. S. (2011). That's Not My Job!. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 48-50). New York, NY: Palgrave Macmillian.
- Fleming, R. S. (2011). Inside and Outside Roles. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 62-64). New York, NY: Palgrave Macmillian.
- Fleming, R. S. (2011). Handing Over Responsibility. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 73-75). New York, NY: Palgrave Macmillian.
- Fleming, R. S. (2011). An Assignment Doomed to Fail. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 91-93). New York, NY: Palgrave Macmillian.

Fleming, R. S. (2011). The Last-Minute Performance Evaluation. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 97-99). New York, NY: Palgrave Macmillan.

Fleming, R. S. (2011). A Failure to Involve Staff. In J. Marques, S. Dhiman, and J. Biberman (Eds.), *Stories to Tell Your Students: Transforming Toward Organizational Growth* (pp. 83-85). New York, NY: Palgrave Macmillan.

Fleming, R. S. (2006). Quality management. *Managing volunteer and combination emergency services organizations*. York, PA: Volunteer Firemen's Insurance Services.

Fleming, R. S. (2004). Public and private support organizations. In Arthur E. Cote (Ed.), *Fundamentals of fire protection* (pp. 391-416). Quincy, MA: National Fire Protection Association.

Conference Presentations

Kowalsky, M. & Fleming, R. S. (2018-2019). *Business Leadership Lessons from Historical Events*. National Conference for the Social Studies, Chicago, Illinois.

Fleming, R. S. & Kowalsky, M. A. (2018-2019). *An Innovative Approach to Delivering the Business Capstone Course During the Winter Intersession*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. (2017-2018). *Enhancing the Effectiveness of Short-courses through Pre-course Briefings*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.

Fleming, R. S. (2017-2018). *Developing Strategic Thinking Skills in Engineering Students*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.

Fleming, R. S. (2016-2017). *The Evolution of the National Incident Management System*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.

Fleming, R. S. (2016-2017). *Developing Crisis Management Skills in Business School Graduates*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.

Fleming, R. S. & Zhu, F. X. (2016-2017). *Strategic Solutions for Challenges Facing Contemporary Fire and Emergency Service Organizations*. 6th International Conference Management, Accounting, Banking, Economics and Business Research, Shanghai, China.

Zhu, F. X. & Fleming, R. S. (2016-2017). *An Institutional Transformation of Assessment in Response to the 2013 AACSB Accreditation Standards*. 6th International Conference Management, Accounting, Banking, Economics and Business Research, Shanghai, China.

Fleming, R. S. (2015-2016). *Planning for Successful Major Events: The 2015 Papal Visit*. 22nd Annual International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. (2015-2016). *Communicating in Times of Crisis: Meeting and Exceeding Stakeholder Expectations*. 22nd Annual International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. (2015-2016). *The Role of Collaboration in the Successful Management of Major Planned Events*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.

Fleming, R. S. (2015-2016). *Challenges of Multigenerational Communication in Times of Crisis*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.

Fleming, R. S. (2015-2016). *The Role of Strategic Planning in Meeting the Emergency Service Needs of the Baby Boomer Generation*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. (2015-2016). *The Papal Visit: An Emergency Preparedness Perspective*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. & Zhu, F. X. (2014-2015). *Enhancing Communication Effectiveness during Times of Crisis through Coordinated Communication Strategies*. The 5th Conference on Creative Education, Beijing, China.

- Fleming, R. S. (2014-2015). *Crisis Management Survival Skills*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.
- Zhu, F. X. & Fleming, R. S. (2014-2015). *Enhancing assessment effectiveness: An institution's assessment pilgrimage and lessons learned*. International Conference on Assessment for Learning in Higher Education 2015, Hong Kong, China-Hong Kong.
- Fleming, R. S. (2014-2015). *Ensuring Organizational Resilience in Times of Emergency through Employee Communication*. Northeastern Association of Business, Economics and Technology 32nd Annual Meeting, State College, Pennsylvania.
- Fleming, R. S. (2014-2015). *Publishing 101: So You Want to Become a Publisher Author*. Northeastern Association of Business, Economics and Technology 32nd Annual Meeting, State College, Pennsylvania.
- Fleming, R. S. & Zhu, F. X. (2013-2014). *Developing Crisis Management Skills in Business School Graduates*. 20th Annual International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.
- Fleming, R. S. (2013-2014). *Social Media in Times of Crisis*. International Journal of Arts and Sciences Conference, Boston, Massachusetts.
- Fleming, R. S. & Zhu, F. X. (2013-2014). *Ensuring Business Survival During Times of Crisis*. 20th Annual International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.
- Fleming, R. S. & Zhu, F. X. (2013-2014). *Aligning Service Capacity with Consumer Expectations in Times of Emergency*. International Conference on Service Systems & Service Management, Beijing, China.
- Fleming, R. S. & Zhu, F. X. (2013-2014). *Rethinking Service Delivery in Response to Demographic Challenges*. International Conference on Service Systems & Service Management, Beijing, China.
- Fleming, R. S. & Zhu, F. X. (2013-2014). *Ensuring Communication Effectiveness During Times of Crisis*. Global Business & Social Science Research Conference, Beijing, China.
- Zhu, F. X. & Fleming, R. S. (2013-2014). *Overcoming Resistance to Change in Emergency Service Organizations*. Global Business & Social Science Research Conference, Beijing, China.
- Zhu, F. X. & Fleming, R. S. (2013-2014). *Rethinking service delivery in response to demographic changes*. International Conference on Service Systems and Service Management, Beijing, China-PRC.
- Fleming, R. S. & Zhu, F. X. (2013-2014). *A Proactive Strategy for Managing Emergency Service Demand*. Shanghai International Conference on Social Sciences, Shanghai, China.
- Ruane, S. & Fleming, R. S. (2013-2014). *Working at the edge: Doing identity in an emerging profession*. 29th European Group for Organizational Studies Colloquium, Montreal, Canada.
- Zhu, F. X. & Fleming, R. S. (2013-2014). *Enhancing Cross-Functional Preparation of Graduates through Embedding an SAP Experience in the Business School Curriculum*. Shanghai International Conference on Social Sciences, Shanghai, China.
- Fleming, R. S. (2013-2014). *The Role of Telecommuting in Ensuring Business Continuity in Times of Crisis*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.
- Fleming, R. S. (2013-2014). *Ensuring Effective Communication in Times of Crisis: The Business Perspective*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.
- Fleming, R. S. & Zhu, F. X. (2012-2013). *An Innovative Approach to Addressing the Emergency Service Demands of the Aging Baby Boomer Generation*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.
- Zhu, F. X. & Fleming, R. S. (2012-2013). *Enhancing Stakeholder Value through Infusing SAP in the Business Curriculum*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.
- Fleming, R. S. & Zhu, F. X. (2012-2013). *Social Media in Times of Crisis*. 5th Global Business and Social Science

Research Conference, Beijing, China.

Zhu, F. X. & Fleming, R. S. (2012-2013). *Preparing Business Graduates for Success in a Global Business World: The SAP Experience*. 5th Global Business and Social Science Research Conference, Beijing, China.

Fleming, R. S. (2012-2013). *The Role of Mentoring in the Preparation of Fire Department Chief Officers*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. (2012-2013). *Establishing a Public Information Officer Position in the Contemporary Fire Department*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. (2011-2012). *Social Media and Emergency Preparedness: Friend or Foe?* Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. (2011-2012). *Rethinking Fire Department Organizational Design: Establishing Operational and Administrative Divisions*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. & Zhu, F. X. (2010-2011). *The Role of Professional Certification in Creating Portability of Fire Service Personnel*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. & Zhu, F. X. (2010-2011). *Who's Responsible for Customer Service in the Contemporary Fire Department?* International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. & Zhu, F. X. (2010-2011). *SOP Jeopardy: Putting the Fun in Policy and Procedure Reviews*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. (2010-2011). *The Use of Mentoring in the Development of Chief Officers in Contemporary Fire Departments*. Northeastern Association of Business, Economics and Technology, State College, Pennsylvania.

Fleming, R. S. & Zhu, F. X. (2009-2010). *A Conceptual Approach to the Delivery of Emergency Services: A Supply Chain Perspective*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. & Zhu, F. X. (2009-2010). *Utilizing Mentoring Programs in the Development of Fire Officers*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. & Zhu, F. X. (2009-2010). *Meeting and Exceeding Expectations for Fire Department Services*. International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. (2009-2010). *The Fire and Emergency Services Higher Education (FESHE) initiative: Implications for business schools*. Northeastern Association of Business, Economics and Technology 32nd Annual Meeting, State College, Pennsylvania.

Fleming, R. S. & Zhu, F. X. (2008-2009). *Preparing the contemporary fire officer: A national professional development model*. 15th Annual Conference on Industry, Engineering and Management Systems, Cocoa Beach, Florida.

Rudin, J., Pereles, K., Byrd, K., & Fleming, R. S. (2007-2008). *Assessing human resource management-specific knowledge via an e-mail in-basket exercise*. American Institute of Higher Education International Conference, Nashville, Tennessee.

Fleming, R. S. & Zhu, F. X. (2006-2007). *Understanding managerial roles and their correlates: The fire chief's perspective*. 13th Annual Conference on Industry, Engineering and Management Systems, Cocoa Beach, Florida.

Fleming, R. S. (2006-2007). *Managerial lessons learned from 9/11/01: Enhancing emergency scene effectiveness, efficiency and safety*. Academy of Business and Information Technology, Monroeville, Pennsylvania.

Fleming, R. S. & Zhu, F. X. (2006-2007). *An empirical study of managerial responsibilities of the contemporary fire chief*. Eastern Academy of Management, New Brunswick, New Jersey.

Other Research

2018-2019: Fleming, R. S., *Teaching Business Students to Lead through Organizational Crises*. Second article published by AACSB BizEd and distributed electronically in advance of the 17th anniversary of the September 11 attacks.

2016-2017: Fleming, R. S., *Preparing Business School Graduates to Manage Successfully in Times of Crisis*. Article published by AACSB BizEd and distributed electronically in advance of the 15th anniversary of the September 11 attacks.

2011-2012: Fleming, R. S., *Attended by invitation the Wiley event at the American Accounting Association Annual meeting*. Quoted in newspaper article - *Rowan University professors offer advice for job seekers* Gloucester County Times and nj.com

2006-2007: Fleming, R. S., *Company officer development in the West Des Moines Fire Department*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, February). Leaders from the pack. Fire Chief, 46(2), 36-40. Cited in: Jones, G.M. (2006). Company officer development in the West Des Moines Fire Department. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2004-2005: Fleming, R. S., *Newport News Fire Department: Professional development for company officers*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, February). Leaders from the pack. Fire Chief, 46(2), 36-40. Cited in: Layman, D.E.(2005). Newport News Fire Department: Professional development for company officers. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2004-2005: Fleming, R. S., *Newport News Fire Department: Professional development for company officers*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, January). Rising above the pack. Fire Chief, 46(1), 50-53. Cited in: Layman, D.E.(2005) Newport News Fire Department: Professional development for company officers. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2004-2005: Fleming, R. S., *Determining the efficiency of utilizing non-promoted individuals to fill fire officer positions on the Aurora Fire Department*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, January). Rising above the pack. Fire Chief, 46(1), 50-53. Cited in: Leigh, R. (2004). Determining the efficiency of utilizing non-promoted individuals to fill fire officer positions on the Aurora Fire Department. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2004-2005: Fleming, R. S., *Evaluating the need to implement an officers training program in the Murray City Fire Department*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, January). Rising above the pack. Fire Chief, 46(1), 50-53. Cited in: Rodriguez, G.G. (2004). Evaluating the need to implement an officers training program in the Murray City Fire Department. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2003-2004: Fleming, R. S., *Identifying the need for a company officer training program for Boca Raton Fire Rescue Services*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, February). Leaders from the pack. Fire Chief, 46(2), 36-40. Cited in: Scott, D.L. (2004). Identifying the need for a company officer training program for Boca Raton Fire Rescue Services. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2003-2004: Fleming, R. S., *'Passing the torch': Succession planning in a professional fire service organization*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, February). Leaders from the pack. Fire Chief, 46(2), 36-40. Cited in: Rooney, L.R. (2004). 'Passing the torch': Succession planning in a professional fire service organization. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2003-2004: Fleming, R. S., *Preparing for the role of lieutenant in the Hapeville Fire Department*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, January). Rising above the pack. Fire Chief, 46(1), 50-53. Cited in: Mazur, F.D. (2003). Preparing for the role of lieutenant in the Hapeville Fire Department. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2003-2004: Fleming, R. S., *Identification and evaluation of training criteria for the professional development of volunteer fire officers - A key to success in a 21st century fire service*. (Executive Fire Officer Program Applied Research Project). Work cited: Fleming, R. (2002, January). Rising above the pack. Fire Chief, 46(1), 50-53. Cited in: Nichols, D.W. (2003). Identification and evaluation of training criteria for the professional development of volunteer fire officers - A key to success in a 21st century fire service. (Executive Fire Officer Program Applied Research Project). National Fire Academy, Emmitsburg, MD.

2003-2004: Fleming, R. S., *Can you hear me now? The Voice, International Society of Fire Service Instructors*. Fleming,

R. (2003, October). Can you hear me now? *The Voice, International Society of Fire Service Instructors*, 32(9), 21-22.

2003-2004: Fleming, R. S., *Ensuring response readiness through strategic planning. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, July/August). Ensuring response readiness through strategic planning. *The Voice, International Society of Fire Service Instructors*, 32(7), 16.

2003-2004: Fleming, R. S., *It's time to talk! The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, September). It's time to talk! *The Voice, International Society of Fire Service Instructors*, 32(8), 26.

2003-2004: Fleming, R. S., *Marketing your training programs. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, July/August). Marketing your training programs. *The Voice, International Society of Fire Service Instructors*, 32(7), 21-22.

2003-2004: Fleming, R. S., *Meeting and exceeding customer expectations. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, December). Meeting and exceeding customer expectations. *The Voice, International Society of Fire Service Instructors*, 32(11), 23-24.

2003-2004: Fleming, R. S., *Setting realistic limits. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, June). Setting realistic limits. *The Voice, International Society of Fire Service Instructors*, 32(6), 25-26.

2003-2004: Fleming, R. S., *Translating learning objectives into facility requirements. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, November). Translating learning objectives into facility requirements. *The Voice, International Society of Fire Service Instructors*, 32(10), 21-22.

2002-2003: Fleming, R. S., *The instructor's role in minimizing student stress. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, May). The instructor's role in minimizing student stress. *The Voice, International Society of Fire Service Instructors*, 32(5), 21-22.

2002-2003: Fleming, R. S., *It's all about value-added. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, April). It's all about value-added. *The Voice, International Society of Fire Service Instructors*, 32(4), 21-22.

2002-2003: Fleming, R. S., *Ensuring fire department quality. Instruct-O-Gram, International Society of Fire Service Instructors*. Fleming, R. (2003, January). Ensuring fire department quality. *Instruct-O-Gram, International Society of Fire Service Instructors*, 24(1), 11-14.

2002-2003: Fleming, R. S., *Involving elected officials: A lesson from Phoenix. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, February). Involving elected officials: A lesson from Phoenix. *The Voice, International Society of Fire Service Instructors*, 32(2), 9.

2002-2003: Fleming, R. S., *Phoenix Fire Department unveils command simulator. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, February). Phoenix Fire Department unveils command simulator. *The Voice, International Society of Fire Service Instructors*, 32(2), 7-10.

2002-2003: Fleming, R. S., *Preparing students for successful testing. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, February). Preparing students for successful testing. *The Voice, International Society of Fire Service Instructors*, 32(2), 21-22.

2002-2003: Fleming, R. S., *Preparing the fire service to work with elected officials. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, March). Preparing the fire service to work with elected officials. *The Voice, International Society of Fire Service Instructors*, 32(3), 24-26.

2002-2003: Fleming, R. S., *Training facility planning: Ensuring operational functionality. The Voice, International Society of Fire Service Instructors*. Fleming, R., & Linsinbigler, R. (2003, November). Training facility planning: Ensuring operational functionality. *The Voice, International Society of Fire Service Instructors*, 32(10), 7-9.

2002-2003: Fleming, R. S., *Training: The road to organizational excellence. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2003, January). Training: The road to organizational excellence. *The Voice, International Society of Fire Service Instructors*, 32(1), 21-22.

2002-2003: Fleming, R. S., *Teaching is remembering. The Voice, International Society of Fire Service Instructors*.

Fleming, R. (2002, November). Teaching is remembering. *The Voice, International Society of Fire Service Instructors*,31(10), 21-22.

2002-2003: Fleming, R. S., *The informational roles of the instructor. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, October). The informational roles of the instructor. *The Voice, International Society of Fire Service Instructors*,31(9), 24-26.

2002-2003: Fleming, R. S., *Getting on the same page. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, September). Getting on the same page. *The Voice, International Society of Fire Service Instructors*,31(8), 22-23.

2002-2003: Fleming, R. S., *Fire department training as an element of SWOT analysis. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, August). Fire department training as an element of SWOT analysis. *The Voice, International Society of Fire Service Instructors*,31(7), 25-26.

2001-2002: Fleming, R. S., *A renewed commitment to excellence. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, December). A renewed commitment to excellence. *The Voice, International Society of Fire Service Instructors*,31(11), 21-22.

2001-2002: Fleming, R. S., *Preparing fire officers for 21st century challenges. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, June). Preparing fire officers for 21st century challenges. *The Voice, International Society of Fire Service Instructors*,31(6), 21-22.

2001-2002: Fleming, R. S., *Bringing home the learning. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, May). Bringing home the learning. *The Voice, International Society of Fire Service Instructors*,31(50), 22.

2001-2002: Fleming, R. S., *Teaching in real time. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, March). Teaching in real time. *The Voice, International Society of Fire Service Instructors*,31(3), 21-22.

2001-2002: Fleming, R. S., *Leaders from the pack. Fire Chief*. Fleming, R. (2002, February). Leaders from the pack. *Fire Chief*. 46(2), 36-40.

2001-2002: Fleming, R. S., *Enhancing teaching effectiveness through team teaching. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, February). Enhancing teaching effectiveness through team teaching. *The Voice, International Society of Fire Service Instructors*,31(2), 21-22.

2001-2002: Fleming, R. S., *The learning domains of highway traffic safety. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2002, January). The learning domains of highway traffic safety. *The Voice, International Society of Fire Service Instructors*,31(1), 21-22.

2001-2002: Fleming, R. S., *Establishing and using control zones. Instruct-O-Gram, International Society of Fire Service Instructors*. Fleming, R. (2002, January). Establishing and using control zones. *Instruct-O-Gram, International Society of Fire Service Instructors*,23(1), 11-14.

2001-2002: Fleming, R. S., *Rising above the pack. Fire Chief*. Fleming, R. (2002, January). Rising above the pack. *Fire Chief*,46(1), 50-53.

2001-2002: Fleming, R. S., *Let's be safe out there in 2002. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2001, December). Let's be safe out there in 2002. *The Voice, International Society of Fire Service Instructors*,30(11), 21-22.

2001-2002: Fleming, R. S., *United we train. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2001, November). United we train. *The Voice, International Society of Fire Service Instructors*,30(10), 21-22.

2001-2002: Fleming, R. S., *Changing paradigms for the fire service and for training. The Voice, International Society of Fire Service Instructors*. Fleming, R. (2001, November). Changing paradigms for the fire service and for training. *The Voice, International Society of Fire Service Instructors*,30(10), 10+.

2001-2002: Fleming, R. S., *Are you an advocate of continuous education? The Voice, International Society of Fire Service Instructors*. Fleming, R. (2001, September/October). Are you an advocate of continuous education? *The Voice*,

International Society of Fire Service Instructors,30(9), 24-25.

2001-2002: Fleming, R. S., *It all begins with basics. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, August). It all begins with basics. The Voice, International Society of Fire Service Instructors,30(8), 21.

2001-2002: Fleming, R. S., *SWOT analysis as a strategic planning tool. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, July). SWOT analysis as a strategic planning tool. The Voice, International Society of Fire Service Instructors,30(7), 13+.

2001-2002: Fleming, R. S., *What fire department rescue crews can learn from Nascar.* Fleming, R. (2001, July). What fire department rescue crews can learn from Nascar. Firehouse. 26(7), 122-123.

2000-2001: Fleming, R. S., *Preparing for response to acts of terrorism. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, June). Preparing for response to acts of terrorism. The Voice, International Society of Fire Service Instructors,30(6), 18-19.

2000-2001: Fleming, R. S., *Selection process and criteria. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, May). Selection process and criteria. The Voice, International Society of Fire Service Instructors,30(5), 22-23.

2000-2001: Fleming, R. S., *Software selection for the fire service instructor. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, April). Software selection for the fire service instructor. The Voice, International Society of Fire Service Instructors,30(4), 18-19.

2000-2001: Fleming, R. S., *Lesson plans: Friend or foe? The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, May). Lesson plans: Friend or foe? The Voice, International Society of Fire Service Instructors,30(3), 19-20.

2000-2001: Fleming, R. S., *Developing and delivering ergonomics training. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, February). Developing and delivering ergonomics training. The Voice, International Society of Fire Service Instructors,30(2), 9-11.

2000-2001: Fleming, R. S., *Are you preparing our next generation of instructors? The Voice, International Society of Fire Service Instructors.* Fleming, R. (2001, January). Are you preparing our next generation of instructors? The Voice, International Society of Fire Service Instructors,30(1), 17-18.

2000-2001: Fleming, R. S., *Teaching lessons learned. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, October). Teaching lessons learned. The Voice, International Society of Fire Service Instructors,29(9),14.

2000-2001: Fleming, R. S., *Remembering our own. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, October). Remembering our own. The Voice, International Society of Fire Service Instructors,29(9), 7.

2000-2001: Fleming, R. S., *Twelve words form Stafford, VA. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, September). Twelve words form Stafford, VA. The Voice, International Society of Fire Service Instructors,29(8), 17-18.

2000-2001: Fleming, R. S., *Education as a bridge. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, July/August). Education as a bridge. The Voice, International Society of Fire Service Instructors,29(7), 17-18.

1999-2000: Fleming, R. S., *Training for the unexpected. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, June). Training for the unexpected. The Voice, International Society of Fire Service Instructors,29(6), 17-18.

1999-2000: Fleming, R. S., *Enhancing student learning through course planning. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, May). Enhancing student learning through course planning. The Voice, International Society of Fire Service Instructors,29(5), 19.

1999-2000: Fleming, R. S., *Implementing course assessment in your classes. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, April). Implementing course assessment in your classes. The Voice, International Society of Fire Service Instructors,29(4), 19-20.

1999-2000: Fleming, R. S., *Teaching versus learning: Changing the paradigm using assessment. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, March). Teaching versus learning: Changing the paradigm using assessment. The Voice, International Society of Fire Service Instructors,29(3), 19-20.

1999-2000: Fleming, R. S., *Stakeholder perceptions regarding the value of certification. The Voice, International Society of Fire Service Instructors.* Fleming, R. (2000, February). Stakeholder perceptions regarding the value of certification. The Voice, International Society of Fire Service Instructors,29(2), 15.

1999-2000: Fleming, R. S., *Evaluation as a teaching improvement tool. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1999, November). Evaluation as a teaching improvement tool. The Voice, International Society of Fire Service Instructors,28(11), 17+.

1999-2000: Fleming, R. S., *The instructor as facilitator. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1999, October). The instructor as facilitator. The Voice, International Society of Fire Service Instructors,28(10), 17+.

1998-1999: Fleming, R. S., *Assessing training needs. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1999, March). Assessing training needs. The Voice, International Society of Fire Service Instructors,28(3), 18+.

1998-1999: Fleming, R. S., *Apparatus and equipment familiarization. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1999, February). Apparatus and equipment familiarization. The Voice, International Society of Fire Service Instructors,28(2), 17+.

1998-1999: Fleming, R. S., *When was the last time your burned your notes? The Voice, International Society of Fire Service Instructors.* Fleming, R. (1999, January). When was the last time your burned your notes? The Voice, International Society of Fire Service Instructors,28(1), 17.

1998-1999: Fleming, R. S., *The golden hour of instruction. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1998, October). The golden hour of instruction. The Voice, International Society of Fire Service Instructors,27(9), 6+.

1998-1999: Fleming, R. S., *Learning objectives: Keys to instructional effectiveness. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1998, July/August). Learning objectives: Keys to instructional effectiveness. The Voice, International Society of Fire Service Instructors,27(7), 14.

1997-1998: Fleming, R. S., *Enhancing student confidence. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1998, June). Enhancing student confidence. The Voice, International Society of Fire Service Instructors,27(6), 14-15.

1997-1998: Fleming, R. S., *Transformational instruction. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1998, May). Transformational instruction. The Voice, International Society of Fire Service Instructors,27(5), 15.

1997-1998: Fleming, R. S., *Not just for hazmat anymore. Fire Chief.* Fleming, R. (1998, April). Not just for hazmat anymore. Fire Chief,42(40), 68+.

1997-1998: Fleming, R. S., *Challenges of working with students with learning difficulties. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1998, April). Challenges of working with students with learning difficulties. The Voice, International Society of Fire Service Instructors,27(4), 14-16.

1997-1998: Fleming, R. S., *It all begins with establishing command. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1997, December). It all begins with establishing command. The Voice, International Society of Fire Service Instructors,26(11), 12-13.

1997-1998: Fleming, R. S., *All booted up with nothing to run. Fire Chief.* Fleming, R. (1997, December). All booted up with nothing to run. Fire Chief,41(12), 38-41.

1996-1997: Fleming, R. S., *ICS, standards, and the fire department safety officer. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1996, November). ICS, standards, and the fire department safety officer. The Voice,

International Society of Fire Service Instructors,25(9), 12-13.

1996-1997: Fleming, R. S., *Preparing and empowering the fire service leaders of the 21st century. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1996, August). Preparing and empowering the fire service leaders of the 21st century. The Voice, International Society of Fire Service Instructors,25(6), 16-17.

1996-1997: Fleming, R. S., *Developing a working partnership with EMS. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1996, July). Developing a working partnership with EMS. The Voice, International Society of Fire Service Instructors,25(5), 7+.

1996-1997: Fleming, R. S., *This is your LAN, part 1. Fire Chief.* Fleming, R. (1997, April). This is your LAN, part 1. Fire Chief,41(4), 94-96+.

1996-1997: Fleming, R. S., *Roles of the hazmat team - on and off the scene. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1996, October). Roles of the hazmat team - on and off the scene. The Voice, International Society of Fire Service Instructors,25(8), 1+.

1996-1997: Fleming, R. S., *This is your LAN, part 2. Fire Chief.* Fleming, R. (1997, June). This is your LAN, part 2. Fire Chief,41(6), 60-64.

1996-1997: Fleming, R. S., *Environmental scanning and SWOT analysis in strategic planning. The Voice, International Society of Fire Service Instructors.* Fleming, R. (1996, December). Environmental scanning and SWOT analysis in strategic planning. The Voice, International Society of Fire Service Instructors,25(10), 14.

1996-1997: Fleming, R. S., *Who are your stakeholders? Responder.* Fleming, R. (1997, March). Who are your stakeholders? Responder, 4(3), 7-8+.

Professional Certifications

Certified Fire Officer (CFO) Designation, Center for Public Safety Excellence - Commission on Professional Credentialing, 2015 (2015-2018), Chantilly, VA.

Professional Memberships

National Fire Protection Association, 2011-2012

Professional Service

Academic Conference: Moderator / Facilitator

2013-2014: International Journal of Arts and Sciences Conference, Boston, Massachusetts (International). Conference held at Harvard Medical School.

2013-2014: 20th Annual International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International). Session Chair: "Special Session in Crisis Management"

2009-2010: Principles for Responsible Management Education Conference, Glassboro, New Jersey (Regional). Human Values, Curriculum, and Sustainability Session

2009-2010: International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International). Session Chair

Board Member: Board of Trustees

2012-2013 – 2013-2014: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).

Board of Directors: Substantial Involvement

2011-2012: Certified Fire Protection Specialist Board, Quincy, Massachusetts (International).

Chair: Committee / Task Force

2012-2013: International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International). Track Chair - Training and Education Track

2011-2012: Certified Fire Protection Specialist Board, Quincy, Massachusetts (International). Chairman of Examination Committee

Chair: Conference / Track / Program

2018-2019: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).
Session Chair: Business Education Topics

2017-2018: International Journal of Arts and Sciences Conference, Boston, Massachusetts (International).

2014-2015: International Journal of Arts and Sciences Conference, Boston, Massachusetts (International). Session Chair

2014-2015: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).
Session Chair: Marketing and Business Education

2014-2015: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).
Session Chair: Assessment & Technology

2013-2014: 20th Annual International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International).

Chair of Public and Non-profit Management Track

2013-2014: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).

2013-2014: Firehouse Expo, Baltimore, Maryland (National). Program Coordinator, Chief's Leadership Forum

2012-2013: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).
Session Chair - Finance Session

2012-2013: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).
Session Chair - Entrepreneurship Session

2012-2013: Firehouse Expo, Baltimore, Maryland (National). Program chair for Chief's Leadership Forum

2011-2012 – 2012-2013: International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International). Track Chair - Public and Non-profit Organizations Track

2011-2012: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).

2011-2012: Firehouse Expo, Baltimore, Maryland (National). Coordinator - Fire Chief's Leadership Program

2010-2011: Firehouse Expo, Baltimore, Maryland (National). Program Coordinator - Chief's Leadership Program

2010-2011: International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International). Public and Non-Profit Organizations Track Chair

2010-2011: Principles for Responsible Management Education Conference, Glassboro, New Jersey (Regional). Session Moderator: Innovations in the Value Chain, Supply Chain, and Sustainability Performance

2010-2011: International Conference on Industry, Engineering, and Management Systems, Cocoa Beach, Florida (International). Track Chair - Public and Non-profit Organizations

2010-2011: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).
Session chair

2009-2010: Firehouse Expo 2009, Baltimore, Maryland (National). Fire chief's leadership program

Reviewer - Article / Manuscript

2012-2013: SAM Advanced Management Journal (International). Editorial Review Board

2011-2012: Information Security Journal: A Global Perspective (International).

Reviewer - Book / Textbook

2011-2012: Strategic Management (Rothaermel) - McGraw Hill (2012) (National).

Editor: Conference Proceedings

2012-2013 – 2013-2014: Northeastern Association of Business, Economics and Technology, State College, Pennsylvania (Regional).

Keynote Address

2013-2014: Montgomery County Community College/Montgomery County Fire Academy, Conshohocken, Pennsylvania (Local). Graduation address at Firefighter Graduation Ceremony (Fall 2013)

2013-2014: Montgomery County Community College/Montgomery County Fire Academy, Conshohocken, Pennsylvania (Regional). Address at Firefighter Graduation Ceremony (Summer 2013 Class)

2012-2013: Montgomery County Community College/Montgomery County Department of Public Safety - Firefighter Graduation Ceremony, Conshohocken, Pennsylvania (Local). Commencement Speaker
Firefighter Program Graduation

2009-2010: Public Safety & Emergency Preparedness Seminar, Media, Pennsylvania (Regional). Regional conference sponsored by the County of Chester and the County of Delaware (delivered presentation during both General Sessions)

Member: Committee/Task Force

2011-2012: Certified Fire Protection Specialist Board, Quincy, Massachusetts (International). Recertification Committee

2009-2010: Public Safety & Emergency Preparedness Seminar, Media, Pennsylvania (Regional). Regional conference sponsored by the County of Chester and the County of Delaware

Other Professional Service Activities

2013-2014: 2014 National Homeland Security Conference, Philadelphia, Pennsylvania (National). Conference participant

Presentation

2015-2016: Rohrer College of Business Faculty Research Presentation Series, Glassboro, New Jersey (Local).
"Publishing 101: So You Want to Become a Published Author"

2013-2014: Public Relations Student Society of America (PRSSA) Rowan University Chapter, Glassboro, New Jersey (Local). "Emergency Incident Media Coverage" presentation based on author's book.

2013-2014: Firehouse Expo, Baltimore, Maryland (National). "Effective Delegation within the Contemporary Fire Department"

2012-2013: HRI Human Resources Series - Weathering the Storm: Emergency Preparedness and Business Continuity Webinar (International). Harris, Rothenberg International (HRI)

2012-2013: Firehouse Expo, Baltimore, Maryland (National). Survival Skills for the New Fire Chief

2011-2012 – 2012-2013: Firehouse Expo, Baltimore, Maryland (National). Effective Delegation within the Contemporary Fire Department

2011-2012: Firehouse Expo, Baltimore, Maryland (National). Overcoming Resistance to Change within Your Fire Department

2010-2011: Firehouse Expo, Baltimore, Maryland (National). Overcoming resistance to change within your fire department

2009-2010 – 2010-2011: Firehouse Expo, Baltimore, Maryland (National). Effective delegation within the contemporary fire department

2009-2010: Public Safety & Emergency Preparedness Seminar, Media, Pennsylvania (Regional). Presentation title: Emergency Response Lessons Learned.

Regional conference sponsored by the County of Chester and the County of Delaware

2009-2010: Pennsylvania Emergency Management Conference, Harrisburg, Pennsylvania (Regional). An integrated approach to regional preparedness and response

2009-2010: Firehouse Expo 2009, Baltimore, Maryland (National). Survival skills for the new fire chief

Honors, Awards, and Scholarships

2016-2017: PR People Awards, PR News.

2013-2014: Educator of the Year Award, Keystone Chapter Fire Service Instructors.

Community Service

Advisory Board Member

2017-2018: Chester County Emergency Medical Services Council Board of Directors

2017-2018: Chester County Emergency Medical Services Council

2017-2018: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2017-2018: Philadelphia Fire Department - Fire Prevention Committee

2016-2017: Philadelphia Fire Department - Fire Prevention Committee

2016-2017: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2016-2017: Chester County Emergency Medical Services Council Board of Directors

2015-2016: Philadelphia Fire Department - Fire Prevention Committee

2015-2016: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2015-2016: Chester County Emergency Medical Services Council Board of Directors

2014-2015: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2014-2015: Philadelphia Fire Department - Fire Prevention Committee, Have served on this advisory committee since 1996.

2013-2014: Chester County Emergency Medical Services Council Board of Directors

2013-2014: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2013-2014: Philadelphia Fire Department - Fire Prevention Committee, Have served on this advisory committee since 1996.

2012-2013: Chester County Emergency Medical Services Council Board of Directors

2012-2013: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2012-2013: Philadelphia Fire Department - Fire Prevention Committee, Have served on this advisory committee since 1996.

2011-2012: Chester County Emergency Medical Services Council Board of Directors

2011-2012: Chester County Emergency Medical Services Council Board of Directors

2011-2012: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2011-2012: Philadelphia Fire Department - Fire Prevention Committee, Have served on this advisory committee since 1996.

2010-2011: Chester County Emergency Medical Services Council Board of Directors

2010-2011: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2010-2011: Philadelphia Fire Department - Fire Prevention Committee, Have served on this advisory committee since 1996.

Board of Trustees

2017-2018: Keystone Chapter Fire Service Instructors

2016-2017: Keystone Chapter Fire Service Instructors

2015-2016: Keystone Chapter Fire Service Instructors

2015-2016: Goshen Fire Company

2014-2015: Keystone Chapter Fire Service Instructors

2014-2015: Goshen Fire Company

2012-2013 – 2013-2014: Keystone Chapter Fire Service Instructors

2012-2013 – 2013-2014: Goshen Fire Company

2011-2012: Keystone Chapter Fire Service Instructors

2011-2012: Goshen Fire Company

2010-2011: Keystone Chapter Fire Service Instructors

2010-2011: Goshen Fire Company

Chair of a Committee

2017-2018: Chester County Local Emergency Planning Committee

2017-2018: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2017-2018: Chester County Citizens Corps Council

2016-2017: Chester County Citizens Corps Council

2016-2017: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2016-2017: Chester County Local Emergency Planning Committee

2015-2016: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2015-2016: Chester County Local Emergency Planning Committee

2014-2015: Chester County Citizens Corps Council

2014-2015: Chester County Local Emergency Planning Committee

2014-2015: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2013-2014: Chester County Citizens Corps Council

2013-2014: Chester County Local Emergency Planning Committee

2012-2013 – 2013-2014: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2012-2013: Chester County Citizens Corps Council

2012-2013: Chester County Local Emergency Planning Committee

2011-2012: Chester County Citizens Corps Council

2011-2012: Chester County Local Emergency Planning Committee

2011-2012: Chester County Local Emergency Planning Committee

2011-2012: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

2010-2011: Chester County Citizens Corps Council

2010-2011: Chester County Local Emergency Planning Committee

2010-2011: Commonwealth of Pennsylvania Fire Service Certification Advisory Committee

Member of a Committee

2017-2018: Chester County Mitigation Committee

2016-2017: Chester County Mitigation Committee

2016-2017: Chester County Emergency Medical Services Council

2015-2016: Chester County Citizens Corps Council

2015-2016: Chester County Mitigation Committee

2015-2016: Chester County Emergency Medical Services Council

2014-2015: Chester County Mitigation Committee

2014-2015: Chester County Emergency Medical Services Council

2013-2014: Chester County Mitigation Committee

2013-2014: Chester County Emergency Medical Services Council

2012-2013: Chester County Mitigation Committee

2012-2013: Chester County Emergency Medical Services Council

2011-2012: Chester County Mitigation Committee

2011-2012: Chester County Emergency Medical Services Council

2010-2011: Chester County Mitigation Committee

2010-2011: Chester County Emergency Medical Services Council

Other Community Service Activities

2017-2018: Goshen Fire Company - Deputy Fire Chief (Administrative)

2017-2018: Goshen Fire Company - Public Information Officer

2016-2017: Goshen Fire Company - Public Information Officer

2016-2017: Goshen Fire Company - Deputy Fire Chief (Administration)

2015-2016: Goshen Fire Company - Public Information Officer

2015-2016: Goshen Fire Company - Deputy Fire Chief (Administration)

2014-2015: Goshen Fire Company - Public Information Officer

2014-2015: Goshen Fire Company - Deputy Fire Chief (Administration)

2013-2014: Goshen Fire Company - Public Information Officer

2013-2014: Goshen Fire Company - Deputy Fire Chief (Administration)

2012-2013: Goshen Fire Company - Public Information Officer

2012-2013: Goshen Fire Company - Deputy Fire Chief (Administration)

2011-2012: Goshen Fire Company - Deputy Fire Chief (Administration)

2010-2011 – 2011-2012: Goshen Fire Company - Public Information Officer

2010-2011: Goshen Fire Company - Deputy Fire Chief (Administration)

President Executive Board

2015-2016: Goshen Fire Company - Vice President

2013-2014: Goshen Fire Company - Vice President

Speech / Presentation at a Community Meeting

2014-2015: Chester County Emergency Medical Services Council Board of Directors

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