



THE RESPONDER

IAEM STUDENT REGION NEWS

STUDENT NEWS

North Dakota State University

March has been a very busy month for NDSU's IEMSA chapter. We have successfully held our monthly "Disaster Movie Night" where we watched and discussed Spike Lee's politically charged documentary *When the Levees Broke*. We have also finalized the roster for this semester's professional lecture series. The lecture series began March 19th and will conclude May 1st, 2008. The presenters that are scheduled are, Lowell Wolff, the Emergency Manager for the Fargo Public School System, Mark Sloan of Clay County GIS, and Gregory Gust of the National Weather Service in Grand Forks, ND.

On March 19th, Sara Lepp of FirstLink, a volunteer training agency, was the first presenter in this semester's lecture series. In her presentation, Ms. Lepp detailed the activities of her organization and how students and other community members can become involved. Ms. Lepp also invited any members of our IEMSA chapter who have not attended CERT training to do so on March 28th and 29th. The training is being offered free of charge to any student, faculty, or community member who wishes to attend.

Our chapter is also in the midst of finalizing plans for a food drive to benefit the Great Plains Food Bank. The food drive is being held April 7th through April 11th. Cash donations are also being collected. For each dollar collected the Great Plains Food Bank has the ability to distribute eight pounds of non-perishable food items to needy families in the Fargo-Moorhead area.

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We are also proud to announce the launch of our online merchandise shop located at <http://www.cafepress.com/ndsuemsa>. Students, faculty, and community members can now order apparel and merchandise to support NDSU's IEMSA chapter

Emergency Management Department News

Summer and fall semester course schedules have been released for students to begin planning for registration. NDSU is proud to be offering the following courses during the summer semester: Floods/Blizzards/Tornados, and Emergency Management Administration (a one week seminar being instructed by Lucien

Canton). During fall semester, Introduction to Emergency Management, Community Disaster Preparedness, Building Disaster Resilient Communities, Disasters and Culture, Spatial Analysis in Emergency Management, and the Sociology of Disasters are being offered.

Breanna Koval
IEMSA President
(701)388-7412
Breanna.Koval@ndsu.edu

University of South Dakota

Melissa Butenschoen, the undergraduate vice president of USD's IEMSA chapter, presented on her experiences during a hurricane relief trip to Biloxi, Mississippi, during the summer of 2006. She described daily work that she was involved in, such as physical work (i.e., removing mold from homes) as well as work directly involved with those affected (e.g., working with children). The presentation was followed by a general discussion on the effects of hurricane Katrina on that community, as well as lessons learned from hurricane Katrina.

Jordan Pekevski, M.A.
President
University of South Dakota IEMSA

Metropolitan College of New York

IAEM-MCNY Vice President 1, Marina Diaz, coordinated a special training event for MCNY. On March 2, 2008 the American Red Cross of New York provided special one day training for our emergency management students. The training centered on providing our MPA students with the vital knowledge and skills needed to respond to a life-threatening situation with confidence. New York City has endured some serious emergencies lately such as the crane incident in the middle of Manhattan which damaged up to four buildings and killed a number of workers and tenants. Therefore, any level of preparedness is key.

Israel Military Industries Will Train MCNY on Anti-Terrorism, May 2008

MCNY has announced the scheduled study abroad trip to Israel for Anti-Terror training. MCNY has a partnership with Israel Military Industries (IMI) to provide the international training which complements the thesis requirement and 45 credits needed for students to graduate with an MPA. MCNY MPA cohort students currently in the program will be attending from May 10 through May 20, 2008. A different group of cohort students went the year before. The training objectives provided by IMI are anticipated to become more intensive from the year before as key global security and terrorist incidents continue to occur throughout the year. Information about IMI can be found at: <http://www.imi-israel.com>.

MCNY School of Management Programs (MBA & MPA) Programs Expanding

MCNY has announced the exploration of new national and international study abroad options including certificate and online programs to compliment the cohort MPA Emergency Management program. A combined undergraduate and graduate program for students is also a new possibility for those that want to attend a fast track program. The MPA Emergency Management program and the MBA Business program are both part of the MCNY School of Management on campus. Management, Financial Services, Business Continuity, and Global Challenges in Emergency Management are key at MCNY. Student enrollment continues to increase due to national and international interest. The MPA and MBA programs attract both national and international students, including students from upstate counties, and native Manhattan locals. This is no surprise as many fine institutions and global

businesses are located in Manhattan. Yearly statistics show that 25% to 45% of the MCNY Emergency Managements students are originally from other parts of the United States and internationally who have relocated to New York to study.

The executive Director of the MCNY Emergency Management Program is David Longshore. He is spearheading the expansion of the Emergency Management portion while the MBA program expanded with a new full emphasis MBA in Financial Services.

David Longshore is an author of the new resource book edition, "Encyclopedia on Hurricanes, Typhoons, and Cyclones". He was also the director of Special Programs at New York City OEM from 2000 to 2004. A U.S. Post Naval School graduate and U.S. Navy Veteran, he also relocated to New York City years before! He supports the IAEM organization and encourages all IAEM student leaders to explore and research publication in Emergency Management. He kindly sets time to answer national and international e-mails on all topics, and research, and is very proud of the new Responder publication. Students may reach Professor Longshore at: dlongshore@metropolitan.edu.

MCNY Unveils "Disaster Central" Research Blog

The Metropolitan College of New York has unveiled a new research Blog "Disaster Central". This Blog is featured on the college website. IAEM students and those interested in Emergency Management both nationally and internationally are welcomed to discuss perspectives on topics as various as Airline Security, Anti-Terrorism, Critical Infrastructure Protection, Fear Management, and Maritime Domain Protection just to name a few. Students conducting research can gain access to faculty on topics. The intention is to provide a Blog that is informative and able to connect all IAEM members, non-members, and all emergency management students. Visit and sign up for the MCNY Disaster Central Blog at: <http://www.metropolitan.edu/disastercentral/>.

Susamma Seeley
President
MCNY IEMSA

Philadelphia University

The Master of Science in Disaster Medicine and Management (DMM) at Philadelphia University is a comprehensive online graduate-degree program encompassing all facets of disaster/emergency management. The program encompasses the study of terrorism, weapons of mass destruction, hazardous materials, natural disasters, psychological aspects of disasters, acute traumatic-stress intervention, public-health considerations of disasters, research methods and disaster planning and management including risk assessment, incident command and resource allocation. Another attractive aspect of the program is the week long on-campus summer residency that allows students hands on experience in emergency/disaster planning and the opportunity to interact with other professionals involved in EM.

The DMM program began admitting students almost 2 years ago and the first class of students will be graduating this year. Our program has a vast array of professionals from physicians and nurses to paramedics, police officers and administrators. Truly representing the entire realm of personnel found in emergency management.

Our student chapter just formed this year and so we are actively recruiting students to participate and contribute to furthering the goals of the IAEM student section.

This summer will have 4 students serving as volunteers at the FEMA Emergency Management Higher Education Conference in June. Also, Some of our group will be attending the Region II conference in New Jersey and we look forward to have a contingency of students attend the IAEM yearly conference in Kansas City this fall.

Respectfully,

Robert Buzzerd, IEMSA President
medicbuzz@aol.com
(609) 270-4858

John Jay College

The John Jay College (CUNY) IEMSA followed up on last semester's strong finish with another great start. The chapter closed out last semester with an Emergency Management Career Fair that hosted 30 agencies and companies, we had over 200 students and guests in attendance. This semester started with electing new executive leaders of the chapter and several early planning meetings. The chapter also saw the City University of New York's new Emergency Alert system become activated, an endeavor that club members had been a part of developing along with CUNY officials. The chapter, along with past club executives, have organized a New York City Office of Emergency Management CERT team for the Lower East Side in Manhattan. The CERT team will be starting in late April and is made up of IEMSA members and local residents. The chapter's most recent on campus event was held on Thursday, March 20, on the topic of critical infrastructure. Guest panelists included a Supervisory Special Agent from the FBI and private sector representatives from InfraGard. Among the upcoming events for the rest of the semester are a tabletop exercise to be conducted by chapter members and a CEM informational presentation.

Dov Horwitz
dov.horwitz@yahoo.com
917-562-5603

American Public University System

APUS IAEM is happy to present newly elected officers who started work on 1 April. President Bob Ellis, VP Cory Mero, Secretary Evelio Matos, and Treasurer Dan Niederman. Kudos and thanks go out to the outgoing officers, Daniel Hahn, Mike Barker, Kim Hunt and Margi Devoter

Daniel Hahn, Past President

Unaffiliated Student News

From Andrew Jarvi:

I recently had the privilege of attending the Emergency Management Association of Ohio's (EMAO) Spring Meeting and the Ohio EMA's Spring Directors Meeting. Both provided great learning and networking opportunities. The EMAO meeting gave me insight into what is going on in Ohio with emergency management professionals. The Ohio EMA meeting provided some excellent learning opportunities some of which were identifying the needs of a diverse population when developing an emergency operations plan, working with the Ohio National Guard, new developments with the National Weather Service, collaborating with public health agencies for planning and exercises and an excellent presentation by Col. Mike Chesney, Defense Coordinating Officer for FEMA Region V. IAEM First Vice President Russ Decker presented updates and developments on the National Advisory Committee and IAEM Region V President Jeff Walker presented updates and developments on the Regional Advisory Committee. During lunch breaks and the evenings I had the opportunity to network with many of the county EMA Directors throughout Ohio. I was especially fortunate to dine with Mr. Decker and Walker as well as IAEM Region V Secretary Scott Baker. All in all it was an excellent experience and I would strongly encourage each student to try to become active with your state association for learning and networking opportunities.

Reminders:

The 2008 IAEM Scholarship Application Form is now available for download at <http://www.iaem.com/resources/scholarships/documents/2008ScholarshipApplication.pdf>. The first place of the application form includes complete instructions and tips. Materials must be submitted by May 16, 2008.

The 11th Annual Emergency Management Higher Education Conference June 2-5, 2008 is quickly approaching and we need your help in making the conference run smoothly. We are seeking students currently enrolled in a college/university emergency management program to fulfill the position of student volunteer recorder/reporters. See the announcement on the Student Region webpage for further details or contact Michael Kemp at michael.kemp@ndsu.edu.

The IAEM 2008 Mid-Year Meeting will be held June 5-7, 2008 at the National Emergency Training Center in Emmitsburg, Maryland. Please register online if you will be attending by going to www.iaem.com.

The IAEM 56th Annual Conference & EMEX 2008 "Putting a New Spin on Emergency Management" is being held November 15-20, 2008 at the Sheraton Hotel & Overland Park Convention Center in Kansas City (Overland Park), Kansas. For more information go to www.iaem.com.

The IAEM Student Council is sponsoring the 3rd Annual Student Poster Presentations at the IAEM 2008 Annual Conference in Kansas City. The contest is open to all IAEM student members, and cash prizes will be granted. This year there are separate categories for graduate and undergraduate students for a total \$1000 in six different awards! More information will be released shortly!

IAEM coming to MySpace and Facebook....details to come soon!!!

Unaffiliated Students and Graduate Students Representative

Hello IAEM student members! My name is Daniel Hahn and I am the Student Councils Vice President. I am also the point of contact for all student members that are not affiliated with a student chapter (also called IEMSA's). Please feel free to contact me for any reason, to include concerns, ideas, gripes, participation in the Council, questions, or just to chat. I can be reached at danielh@santarosa.fl.gov.

Graduate students that are both affiliated with a student chapter and unaffiliated also fall within my purview, so you too should feel free to contact me with your questions or comments also.



Daniel Hahn
Santa Rosa County
Emergency Management Plans Chief
Citizen Corps Coordinator
4499 Pine Forest Road
Milton, FL 32583
850.983.4606 (direct line)
Blackberry: 850.393.9841
danielh@santarosa.fl.gov

Undergraduate Student Representative

Greetings IAEM Student Members, For those of you who I've not had to privilege to meet or talk to, I am Andrew Jarvi. I serve as the IAEM Student Council Secretary but will also now serve as your Undergraduate Student Representative. I also serve as the student representative to the IAEM Training and Education Committee. I am an unaffiliated student member in my last semester at Cleveland State University and will graduate in May completing a BA in Public Safety Management with an Emergency Preparedness Concentration. As the Undergraduate Student Representative I am your voice to the Student Region Executive Committee. I hope you will feel free to contact me with any questions, ideas or issues that affect undergraduate students in our field. You may contact me by e-mail andrew.jarvi@gmail.com or by phone (440) 344-1506.



Andrew Jarvi
1451 Ansonia Avenue
Madison, OH 44057
Cell 440-344-1506
andrew.jarvi@gmail.com

EMERGENCY MANAGER = OIL SPILL RESPONSE MANAGER

Spill response managers are responsible for leading large and small organizations and influencing several hundred to thousands of employees during oil spills. They are also responsible to allocate assets, establish organizational structures and communicate a strategic vision. Typically, they work in uncertain environments on complex issues that influence events and other businesses. Spill response managers must also be able to process information fast, evaluate options based on incomplete information, make decisions and generate support. They must be able to develop and promote good second-tier leaders because the scope and range on the decisions they make, how those decisions affect more people, commit resources and have a direct influence on long-range consequences during responses. (Hooijberg, et al., 2007)

In summary, all oil spill response managers or emergency managers must be able to provide wisdom, a vision to create and execute plans, make complex decisions based on information in unpredictable and complex environments. The skills needed by EM's are valuable during tough challenges, such as initial response actions, protective boom deployments and media strategy during the response phase of oil spills.

NIMS/ICS

During 2003, President Bush signed Homeland Security Presidential Directive-5 mandating all, federal, state and local governments use NIMS to ensure effective and efficient work is completed on domestic all hazard incidents.

The use of NIMS and the ICS ensures a common organizational composition, in addition to the coordinated use of facilities, equipment, personnel, procedures and communications during a spill response. It also ensures the five functional areas of command, operations, planning, logistics and finance are properly prepared to respond to small to complex spills and guarantees federal, state, local and industry response entities are working within the same framework by using common terminology to prepare, respond, recover and prevent oil spills (NIMS online, 2004).

Preparedness

To clearly define how responding to oil spills relates to emergency management one has to tie the EM cycle to spill response management. The Tri-State region of Pennsylvania, New Jersey and Delaware preparedness prior to the T/V *Athos I* oil spill illustrates the positives that a thorough preparedness vision ensures during an effective spill response. The investment by local Delaware Bay federal, state, local agencies and industry updating the Area Contingency Plan and outlining specific geographical booming strategies was crucial during the years leading up to the spill. Each agency

participated in several agency and industry led drills and exercises leading to qualified and prepared responders and agencies. The following picture outlines the successes of preparedness in EM.

Athos I Oil Spill

On the evening of November 26, 2005, the 750-foot single-hull tanker *Athos I* reported to be leaking near the Mantua Creek Anchorage near Paulsboro, NJ. In the days and weeks that followed, the Responsible Party (RP) confirmed the vessel lost approximately 265,000 gallons of Venezuelan sweet crude oil, polluting over 115 miles of New Jersey, Pennsylvania and Delaware shoreline. The local Coast Guard Captain of the Port initially closed the Port of Philadelphia to all inbound and outbound commercial traffic until a decontamination process could be setup and running effectively. In addition, the Public Service Enterprise Group (PSEG) temporarily shut down two of its nuclear reactors in Salem, NJ, for fear that submerged oil could clog water intakes leading to the reactors and potentially leading to another disaster within a disaster.

At the height of the response over 1,300 responders worked for the *Athos I* Unified Command to perform shoreline and vessel cleanup, and to collect and remove hundreds of thousands of oily waste resulting from the oil spill.



ATHOS I OIL SPILL (FOR RELEASE)

The image of Chief Petty Officer Britton E. Henderson, Atlantic Strike Team, reflected in an oil spill on November 28, 2004 in the Delaware River. The *Athos I* spilled an estimated 30,000 gallons of crude oil on Friday night resulting in a unified effort to contain and minimize the damage to the environment. Photo by PO Mike Lutz USCG handout

Response

Immediately following all oil spills, the RP is required to notify the National Response Center, Federal, State and locals, in addition to a 24-hour on-call Oil Spill Response Organization (OSRO) to react to the spill. Typically, the notification also activates a Qualified Individual (QI) who has pre-approval to commit company cleanup funds and to direct the spill response. The QI and OSRO work with the Coast Guard and/or EPA to ensure spill response equipment and personnel respond during spill response strategies. Commonly, the RP works with the Coast Guard and/or EPA to stand up an Incident Command Post or Unified Command to help respond to the spill.

Some concerns that oil spills have in common include encroaching on shared environmental and ecological resources, involving multiple stakeholders with a diverse set of priorities, concerns and agendas. During a response, those concerns to mitigate, minimize or remediate spill effects and will involve compromises as illustrated during the recent *Cosco Busan* response in the San Francisco Bay area as shown below.

Cosco Busan

On the morning of November 6, 2007, in the heavy fog surrounding the San Francisco Bay Bridge, the M/V *Cosco Busan* struck the Delta Tower of the bridge releasing in excess of 53,000 gallons of Heavy Fuel Oil 380 into San Francisco Bay. The Unified Command consisted of the Coast Guard, California Office of Spill Prevention and Response and the Responsible Party's Spill Management company, which worked together with federal, state and local governments, responders and volunteers to cleanup spilled oil from Bolinas Bay to Pacifica outside the Bay to Marin County to the cities of San Francisco and Berkeley, CA.

During the height of the *Cosco Busan* response, the Unified Command managed 1,400 responders, 41 spill cleanup vessels and tended in excess of 40,000 feet of boom throughout the San Francisco Bay area.



SAN FRANCISCO -- Richard Mollere and Marcus Tosbath from NSU assisted in the cleaning up of the San Francisco Bay today by towing containment booms off tugs and dragging them across the waters of the bay. (U.S. Coast Guard photo by Petty Officer 3rd Class David Marin.)

Recovery

The recovery phase should address actions necessary to restore the affected area(s) back to normality. Typically, during oil spills one endpoint is the compromise on “how clean is clean” or a measurement of total recovered oil during the spill recovery phase. In addition, the recovery actions necessary leading up to and the actual reopening of a port after an oil spill can be classified as short and long term recovery actions. Long-term recovery actions cover natural resource damage assessment actions and potential bioremediation actions taken by unified command to restore the environment to its pre-spill condition. One of the least widely known recovery efforts took place during the response after Hurricane Katrina. There were numerous Natural Resource Damage Assessments actions conducted by the National Oceanic and Atmospheric Administration and resource trustees, to include an In-Situ burn during the recovery phase of the response.

Hurricane Katrina

On the evening of August 31, 2005, the worst hurricane in decades came ashore from Mobile, AL to Grand Isle, LA, causing approximately 7,000,000 gallons of crude oil from 44 separate spills to affect huge amounts of area above and below New Orleans, LA. At the height of the response phase, there were eight-area commands coordinating Emergency Support Function-10 response duties from Baton Rouge, LA to the mouth of the Mississippi River. The concerted response coordinated the use of in excess of 4,000 spill cleanup responders, a small fleet of contracted helicopter services and equipment.



Oil Spill in Venice, Louisiana

VENICE, La. (Sept. 9, 2005) - Petty Officer 3rd Class Jason Spence of Coast Guard Sector New Orleans and Petty Officer 1st Class Marc San Filippo of the Coast Guard Pacific Strike Team from Novato, Calif. assess an oil spill at the Bass Oil Facility here today. The Coast Guard and other agencies are currently evaluating the total environmental impact of the damage caused by Hurricane Katrina.

Prevention

Prevention activities include taking steps to reduce the probability of future spills. Those activities can also focus on updating transfer equipment and vessels used to transport oil. Other options include potentially dredging a waterway to a deeper depth allowing for safe passage by deep draft vessels or enacting comprehensive legislation requiring all U.S. bound oil-laden vessels to be double-hulled as in the Oil Pollution Act of 1990.

OPA 90

After the 1989 oil spill and clean up resulting from the *Exxon Valdez* grounding, Congress passed the Oil Spill Pollution Act of 1990. Congress ensured there was a comprehensive liability scheme written into the Act, ensuring the RP, in the event of a spill or release of oil remains liable for the removal costs and damages associated with the response. The culmination of post *Exxon Valdez* prevention efforts resulted in the drafting and subsequent passing of this Act by Congress (Arnold, 1999).

Conclusion

The oil spill community's use of the four cornerstones of emergency management demonstrates the striking similarities of responding to man-made or natural disasters to an response. In addition, the concerted use of the National Incident Management System, Incident Command System and the four phases of Emergency Management by oil spill responders and emergency managers confirms that emergency management practices are rooted into all spills.

Works cited available upon request



Kevin Sligh is a Lieutenant in the U.S. Coast Guard and currently serves as the Operations Officer on the Coast Guard's Pacific Strike Team in Novato, CA. He has served honorably for 21+ years in the Coast Guard and U.S. Navy. His most recent responses include coordinating resource support for the M/V Cosco Busan oil spill in San Francisco, CA, the 2007 San Diego County wildland fires for the EPA and (4) 21 day deployments to Louisiana in support of ESF-10 Oil and Hazardous Material response operations for the USCG and EPA. He was raised in Pennsylvania and is married with four children. He recently graduated from Excelsior College and is currently attending Northcentral University to earn a MBA in Homeland Security studies.

Emergency Managers vs. Emergency Leaders

Can someone be a Business or **Emergency Manager** but not an **Emergency Leader**? Without hesitation I will say yes, one can be an Emergency Manager, but usually not a *leader*. In my experience most managers have no desire to become a true leader. Leadership and management are related, but they are not the same.

A manager is someone who uses his or her talent, knowledge, experience, and skills to combine and coordinate the available resources to achieve an organization's goals. A manager has to know when to call on environmental, human, financial, physical, and/information resources, and to come up with plans that include specific times and areas where these resources are to be used.

Leadership has more to do with changing the organization's ways of doing things. Only those managers who can stand back and see the whole picture can be promoted to true leadership positions. Leaders have more responsibility than managers do, and one of the things they have to concentrate on is the ethics of whatever the organization does.

Managers have to deal with people directly and indirectly but they also find themselves dealing with people inside and outside the organization. To be able to make the most of an organization's group dynamics, managers must possess interpersonal skills. Having interpersonal skills means, in part,

being able to make people at ease. Having that ability can be both positive and negative and can affect others, and that their styles of leadership have an effect on everyone's relationships with others in the organization.

I view my career and my personal success in terms of how effective I will be as a manager and, if circumstances permit, a leader. But I wonder what it really takes to make or break a relationship in an organization. The bottom line is good interpersonal relations throughout an organization are a source of energy. People who support each other and work well together can accomplish much more and those people who do not support one another.

Managers are routinely involved in planning, organizing, leading, controlling, scanning the environment, integrating planning-time horizons, and decision making. Other examples of a typical manager's daily activities are communicating either through print or electronic media, attending scheduled and unscheduled meetings, placing and receiving calls, writing and answering correspondence, making tours. Most of these activities require the ability to give direction to individuals and establish team interaction, in order to achieve the outcomes indicated by the upper level of leadership. The right kind of interpersonal behaviors will increase the productivity of an organization.

Leadership, on the other hand, is both a process and a property. The "process" aspect is leaders use their personal qualities to shape the group or organization's goals, motivate behavior toward the achievement of those goals, and help define group or organizational culture. Leadership as a property is a "set of characteristics attributed to individuals who are perceived to be leaders." Leaders are people who can influence the behaviors of others without having to rely on force."

Managers and leaders differ in how they create an agenda, develop a rationale for achieving the agenda, and execute plans, and in the types of outcomes they achieve. Leaders create changes and managers achieve orderly results. They have different functions in the "bureaucratic design" of an organization. Leaders exhibit varying levels of initiating behavior, and at the same time varying levels of consideration for others such as lower staff and stakeholders, whereas managers use various managerial styles according to the situation, with the expectation that they will have reasonable success at accomplishing their tasks. Another important difference between the two roles is the way that leaders and managers use their personal and official power over other members of the organization, in terms of reward, coercion, access to resources, and expertise.

These differences between the two roles make people believe that one can not be both a manager and a leader. But researchers did not find either managers' or leaders' behaviors to be one dimensional. The surprising thing is to have found out that even when their roles overlap, most individuals in these positions seem to be able to keep each kind of behavior independent from one another. An organization uses both managerial and leadership styles in conjunction with one another to produce orderly change as well as keep the organization aligned with its environment.

I believe the best managers have some leadership traits. When comparing managers' characteristics to leaders' characteristics, one can really see the relationship between the two roles. To begin with let us remember that a manager's effectiveness in making use of his or her human resources has a substantial impact on their employee's group dynamics. A great deal of a manager's job, besides scheduling and leading meetings and related activities, has to do with interacting with other people. A manager sometimes has to motivate the staff, which is really a leadership role. We also know that leaders also have to lead by interacting with means to be truly successful in the fields of management and leadership. Often enough these are just titles used to cause others to approve of the person. It is easy to overlook an important quality that any manager and leader must have: morality.

In my culture, which is Haitian, morality is thought of in terms of values, education, family background, and most of all your personal contribution to the community in which you live. Wisdom is accepting events without question and being okay with the way things are basically going. To be successful is to have perseverance, the ability to go on even when it seems completely impossible. To be successful

you have to have respect for people's ability to make a difference in the world. Unconditional positive regard is the ability to love others unconditionally. Finally, you need wealth, as a means to transform other's lives by being able to afford the resources you need to make effective change.

About The Author. Resia B. Cresap is a graduate of the MPA in Emergency Management and Homeland Security program and the undergraduate BA in Human Services program at the Audrey Cohen School for Human Services and Education of Metropolitan College of New York (MCNY). She has served as a teacher, counselor, hypnotist and transportation safety worker for the past ten years in Martin County, Florida. She has worked with troubled teenagers and Tran gendered youth in New York City.

Her overseas experiences include Haiti, Mexico, Canada, Germany, France and the Netherlands, and she has participated in disaster training in Israel. Her publications include "Managers versus Leaders" and she is working on a book in the field of holistic disaster management. Her primary interest is helping people and organizations make effective decisions and empowering individuals and groups to realize their potential. Comments are appreciated; she can be reached at rbcresap@yahoo.com.

Dear IAEM Students

I am now at the point where I am ready to look toward interviewing summer interns with my program. If you are interested please let me know so we can schedule a time to chat.

In the meantime, please review my website,
<http://safety.fsu.edu/EmergencyManagement/students.html>.

To answer a few questions up front...

1. All my positions are UNPAID.
2. You can do you internship for credit or as a volunteer for experience.
3. Depending on the # of credits, you do not need to be in the office full time. This may help with part-time employment options elsewhere.
4. There is a LOT of work to do and it is not busy work either. You will be directly engaged in some hardcore planning, events, exercises, and possibly, real world incidents.
5. I am getting a memorandum of understanding signed with the Florida Division of Emergency Management that if there is an event this summer (which odds are there will be) and I do not need you on campus, you get to work in the State EOC!
6. If you are interested, there are two EM classes offered here at FSU this summer: Public Information & EM and Terrorism Planning and Preparedness. If you think you want to take classes while you are here or if you need FSU to issue you your internship credit, we need to act FAST! Registration deadlines are approaching fast.
7. I have several leads on summer sub-leases on places to live.

I look forward to hearing from you!

Dave Bujak
Emergency Management Coordinator
Florida State University
1021 Atomic Way Carothers Hall 1200
Tallahassee, FL 32306-4481
(850) 644-7055 Office
(850) 694-3212 Mobile
DBujak@fsu.edu Email

Free On-Line Training Available to Professionals

In today's economy many municipalities and jurisdictions are facing budget constraints. In slowing economic times, administrators will cut back on employee programs to save money. Usually one of the first areas to be cut is training opportunities which can cost an agency hundreds if not thousands of dollars in registration fee's, hotel rooms, and air fare. Compounding the problem is the expectation of the federal government for local and state agencies to focus on all hazards initiatives and the National Incident Management Systems (NIMS). Cash strapped jurisdictions become caught in a catch 22 with their desire to properly train employees while facing shrinking budgets.

Agencies that have cut back in training run the risk of forcing employees into a mundane routine not to mention skill sets which become stagnant. Training opportunities not only teach employees new skills, but they provide employees with a much needed break from their day-to-day tasks. I experienced this first hand as a police officer in cash strapped agency. I went several years without any formal specialized training, which had a negative affect on my skill set as well as my morale. Employees who return from training return refreshed with positive feelings and thoughts which show internally and externally in their behaviors.

Do to the limited amount of funding for training-the proceeding websites offer professional FREE on-line training opportunities for Police, Fire, EMS, Emergency Management, Public Health, and citizens. In most cases, all you have to do is register using an email address. With these URL addresses, agencies can set aside a few hours every couple of weeks for employees to log-on and obtain some specialized training. Agencies could even create incentives for completion like half a day off/flex time for every 10 certifications obtained.

- FEMA's Emergency Management Institute: NIMS Classes
 - a. <http://training.fema.gov/IS/NIMS.asp> , 100, 200, 700, 800
- FEMA's Emergency Management Institute: Independent Study Program Classes (ISP)
 - a. <http://training.fema.gov/IS/crslst.asp> , Too many classes to list
- National Center for Biomedical Research & Training Academy of Counter-Terrorist Education
 - a. <http://www.ncbrt.lsu.edu/> Look for Training then Elearning
 - i. Courses Available: Prevention & Deterrence (LE), Agro-terrorism, WMD, NIMS-NRP/, WMD-Mass Feeding, WMD-Bulk Distribution, WMD-Mass Sheltering, WMD-Mental Health Considerations, Core Disaster Life Support.
- National Emergency Response & Rescue Training Center-TEEX
 - a. <http://www.teex.com/nerrtc/> Look for Online Courses
 - i. Courses Available: WMD-Emergency Responders, EMS-Basics Concepts for WMD, Incident Management-Unified Command, Children & Nerve Agents, Canine Emergency Medical Care, Emergency Concerns for First Responders, Medical Effects of Primary Blast Injury, Bacillus Anthracis, Botulism, Avian Influenza, WMD-Public Works, Intro. SNS-Mass Prophylaxis
- U.S. Fire Administration

- a. <http://www.nfaonline.dhs.gov/browse/index.shtm>
 - i. Courses Available: Alternative Water Supply, Awareness of Command & Control Decision Making, Fire Service Supervision, Intro. ICS 100, ICS-200, Emergency Response to Terrorism, Community Safety Educators, Evaluation of Water Supplies,
- Energetic Materials Research & Testing Center-New Mexico Tech
 - a. <http://respond.emrtc.nmt.edu/campus/index.k2?locRef=1> Look for New User
 - i. Courses Available: WMD-Awareness Course, Understanding & Planning for School Bomb Incidents, RAD Awareness
- National Terrorism Preparedness Institute-St. Petersburg College
 - a. http://terrorism.spcollege.edu/new/Login.aspx?done=Asocc_online.aspx
 - i. Courses Available: Force Protection, Port Security, General Aviation Security, Anti-Terrorism, Traffic Stops
- South Central Public Health Partnership
 - a. <http://www.soph.uab.edu/scphp/default.aspx?ID=678/training.asp>
 - i. Courses Available: Over 50 courses in Chemical, Biological, Environmental, Public Health, Risk Assessment, and much much more

By Stephen Brunelle, MA.

Stephen was a New Orleans Police Officer for the last seven years where for the majority of his tour of duty he was assigned to the sex crimes unit as a detective. In January of 2008, he took a position as an Emergency Management Coordinator with Jefferson Parish Emergency Management. He has a Masters of Arts in Criminal Justice from Anna Maria College and is presently working on a Masters of Public Health in Disaster Management at Tulane University-School of Public Health and Tropical Medicine. In addition to his public service, he has been an adjunct faculty member at Northwestern State University of Louisiana and the University of Phoenix where he has taught criminal justice courses. He can be reached at sbrunelle@jeffparish.net

REGION XII CHAPTERS

American Public University System (APUS)
Arkansas Tech University (ATU)
Brandon University
California University of Pennsylvania
Central Missouri State University (CMSU)
Homeland Security Management Institute
at Long Island University (Provisional)
John Jay College of Criminal Justice (CUNY)
Lakeland College - Canada
Massachusetts Maritime Academy
Metropolitan College of New York
North Dakota State University
Philadelphia University (Provisional)
University of Akron (UA)
University of Chicago (Provisional)
University of South Dakota (USD)
University of North Texas (UNT)
University of North Carolina at Chapel Hill
Virginia Commonwealth University (Provisional)
Western Washington University

Don't see your school on here? Want to start a chapter? We'll help! Please feel free to contact any of your Regional Vice President and we will help guide you and your fellow emergency management students in starting a chapter.

Student Region Executive Board Contact Information

President: **Brian Silva**
(562) 897.6677
bsilva05@gmail.com

Vice President: **Daniel Hahn**
850.983.4606 (direct line)
Blackberry: 850.393.9841
danielh@santarosa.fl.gov

Secretary: **Andrew Jarvi**
(440) 344-1506
andrew.jarvi@gmail.com

Treasurer: **Patrick Hardy**
714-928-7630
hardy104@chapman.edu

Graduate Student Representative:
Daniel Hahn

Undergraduate Student Representative:
Andrew Jarvi

Unaffiliated Student Representative:
Daniel Hahn

Student Region Newsletter Staff

Editor/Manager: **Andrew Jarvi** andrew.jarvi@gmail.com

Associate Editor: **Pedro Carrero** pc3000jr@hotmail.com