

2017 INSTRUCTOR BIOS

Erick Adams: Erick spent 10 years in the private sector traveling across the world training on the corporate level. After several years serving as an engine officer, Erick shifted back to training and currently serves as the captain of training for the Summerville (SC) Fire Department.

Justin Adams: Justin has been a career firefighter with Chesterfield (VA) Fire and EMS since 2004 and was promoted recently to captain.. He is currently assigned to the training and education division. Justin started his public safety career at 16 as a volunteer in both Emporia and Jarratt, Virginia. Justin holds a degree in fire science and is also a nationally registered paramedic. He aspires to lead and influence people not only in public safety, but in life as well.

Michael Allora: Michael is a deputy fire chief and 20-year veteran of the Clifton (NJ) Fire Department. He has a master of administrative science from Fairleigh Dickinson University and is an adjunct professor and fire science advisory council member at Passaic County Community College. He is a graduate of the National Fire Academy's Executive Fire Officer Program (EFOP) and was the recipient of a national Outstanding Research Award for his EFOP applied research paper. He is also a graduate of the International Association of Fire Chiefs Fire Service Executive Development Institute. He is a member of the Passaic County (NJ) Mental Health Association's Crisis Intervention Task Force and the behavioral health advisory board for St. Mary's Hospital. Michael has presented on mental health first aid at a congressional staff briefing in Washington DC.

Joe Bailey: Joe retired from the fire service after 43 years of service. He served as a career battalion chief for the City of Fairfax (VA) and is still an active member in the volunteer fire service. Joe also retired as a first sergeant with the United States Army Reserves. He has been a Virginia adjunct fire instructor since 1977 and teaches fire science at the Germanna Community College. Joe holds an associate's degree from Northern Virginia Community College and a bachelor's degree from Virginia Tech University.

Nick Baskerville: Nick is currently a 13 year veteran of the Prince William County (VA) Fire and Rescue Department and serves as a technician. He is also a 10 year veteran of the United States Air Force. Nick has a bachelor's in psychology from Argosy University and an associate degree in fire science from the Community College of the Air Force. He currently serves as the secretary for the Company Officers Section of the Virginia Fire Chiefs Association and has been active in the Virginia Fire Officers Academy.

Michael Barakey: Mike is a district chief with the Virginia Beach (VA) Fire Department, and is assigned to operations. He is the former chief of training and is the department's accreditation manager. He is a hazmat specialist, instructor III, a national registered paramedic, and a plans team manager for the VA-TF2 US&R Team. Mike earned a master's of public administration and bachelor's of political science from Old Dominion University; and is a graduate of the executive fire officer program at the National Fire Academy. Mike has presented regularly at the FDIC, and has been published numerous times in Fire Engineering Magazine.

Kevin Brewer: Kevin is a member of the Tidewater Search and Rescue group and an operational tracker with the Search and Rescue Tracking Institute. He currently serves as an adjunct instructor with the Virginia Department of Emergency Management and has been involved in many large scale search and rescue incidents.

Joel Britt: Joel has been a career firefighter with Chesterfield (VA) Fire and EMS since 2002 and was promoted to lieutenant in 2008. Currently he serves as a captain in the training and education unit where he oversees promotional processes, officer development, ALS and BLS continuing education, and the applied leadership for company officers program. His interest and passion for the topic of leadership began on the athletic field in high school and continued into his college career at the Virginia Military Institute, where he graduated with a degree in economics/business. Joel also earned a master's in leadership and management from Liberty University.

John Brophy: John is a Senior Account Manager with Daly Computers, Inc.

Ray Burch, Jr.: Ray is the fire chief of the Middlesex (VA) Volunteer Fire Department.

William Burris: Wally retired from the fire service after 35 years of service. He was as a captain for the City of Fairfax (VA) and spent seven years serving as a volunteer firefighter prior to his employment as a career firefighter. Wally has been a Virginia adjunct fire instructor since 1980 and has taught numerous fire science classes at the Northern Virginia Community College. Wally holds an associate's degree from Northern Virginia Community College and a bachelor's degree from Virginia Commonwealth University.

John Burruss: John has been employed by the City of Charlottesville (VA) Fire Department since 1980 and is currently assigned to Tower 10. He has over 37 years of fire and emergency services experience having served in both volunteer and career positions from firefighter to chief officer with both urban and rural fire and rescue agencies. He holds a master's degree in occupational safety and health and is a certified fire officer IV, fire instructor IV, and incident safety officer. John has served on numerous apparatus specification and design committees for aerial and heavy rescue apparatus. In addition to widespread responder level experience, he currently instructs both heavy-technical rescue and driver-aerial operations courses for the Virginia Department of Fire Programs.

Todd Cannon: Todd is a hazardous materials officer with the Virginia Department of Emergency Management. Prior to this position, he was the chief of special operations for Norfolk (VA) Fire-Rescue where he served for 26 years. Todd also served with the VATF2 Urban Search and Rescue Team as a task force leader until his retirement from the team.

Nick Caputo: Nick spent 32 years in the fire service in Pennsylvania and Virginia. Before retiring in 2010, Nick was assistant fire chief in Henrico County (VA) and deputy fire chief in Spotsylvania County (VA). He received a bachelor's degree in safety and risk administration and a master's degree in public administration, both from Virginia Commonwealth University. He is a graduate of the executive fire officer program and was a designated chief fire officer. Nick served for several years on the executive board of the Virginia Fire Chiefs Association (VFCA) and currently serves as the chair of the VFCA's professional development committee. He is active in the National Fallen Firefighters Foundation (NFFF) as an instructor and served for nearly 10 years as the plans chief for the national memorial weekend. In retirement, Nick provides consultation and facilitator services to non-profit and public safety agencies.

Billy Chrimes: Billy is a search and rescue training specialist and deputy search and rescue coordinator with the Virginia Department of Emergency Management (VDEM). In these roles, he administers Virginia's search and rescue training program and coordinates the program with 32 adjunct instructors, 21 volunteer search and rescue agencies, and the Commonwealth's 134 localities. In addition, he serves as the ESF 9 deputy coordinator at the Virginia EOC and as a

search and rescue duty officer for the Commonwealth. His past service includes serving as a captain in Albemarle County (VA) Fire Rescue and as an advanced life support technician for Botetourt County (VA) Emergency Services department. Billy actively served in the US Coast Guard.

Frank Chinn: Frank retired from Chesterfield (VA) Fire & EMS as firefighter/flight paramedic and is a seasoned EMS instructor. He has past experience as physician's assistant and Naval Hospital Corpsman. He is a graduate of Virginia Commonwealth University.

Daniel Coughlin: Daniel is a firefighter/paramedic with the Goochland (VA) County Fire-Rescue and Emergency Services. Daniel is a seasoned EMS instructor.

Jim Courtney: Jim is a 26 year veteran of the fire service serving in multiple operational roles as well as tenure as a fire investigator and training coordinator for the Henrico County (VA) Division of Fire. He is a captain and currently serves as the Hazardous Materials Incident Response team's regional leader. Jim spent 5 years with Prince George's County (MD) Fire and Rescue and graduated from the University of Maryland with a degree in fire science. Jim is an adjunct instructor with the International Society of Fire Service Instructors, and actively teaches multiple local programs within Virginia.

W. Mike Cox: Mike is an emergency service professional with over 25 years of public safety experience and currently serves as the assistant chief of professional services for the Henrico County (VA) Division of Fire. He has extensive leadership experience in emergency response and special operations and proven critical decision making skills in highly stressful response environments. Administrative responsibilities include human resources, strategic planning, health and wellness, information technology, training, budget, and grant programs. Mike has also served as a program manager with the Central Virginia Incident Management Team and continues to establish valuable relationships with federal, state, and local agencies throughout the public safety arena.

David C. Creasy: David's fire service career started in 1968 as a junior volunteer member in the Chesterfield (VA) Fire Department. After a brief career stint in the Richmond Fire Bureau, he was hired as a career firefighter in Chesterfield County (VA). During his 28 years with Chesterfield, he served in various roles before retiring in 2001 as a senior battalion chief. After retirement, David served as a volunteer firefighter, taught for Chesterfield County, the Virginia Fire Marshal's Academy, and the Virginia Community College System. In 2008, David came out of retirement to become fire marshal for the City of Richmond.

Michael Dallessandro: Mike is the principal in Michael P. Dallessandro and Associates, which is a full-service consulting firm specializing in assisting emergency service agencies, school districts and local governments. Mike is a life member of the Grand Island Fire Company Incorporated and has served as the department's president, vice president, secretary, fire prevention officer, board of director's member, chairman and CEO. He holds various fire and EMS certifications and regularly speaks at state and national venues.

Robby Dawson: Robby is a 33 year veteran of the Chesterfield (VA) Fire and EMS Department and currently oversees the community risk reduction division. He has served on several state and national codes and standards development committees including the International Code Council's Means of Egress Committee and the Technical Committee for NFPA 1730 on Deployment and Organization of Fire Prevention Activities, and the Technical Committee for NFPA 1300 on Community Risk Reduction Plans. He also serves as a member of the FM

Global Fire Services Advisory Panel presenting fire service issues to Factory Mutual. Chief Dawson has a bachelor's degree from the University of Richmond in emergency services management, and a master's degree in business administration from Virginia Commonwealth University.

Bobby Drake: Bobby has 18 years of career and volunteer experience and has served in operational, leadership, and training positions with Hanover (VA) Fire-EMS. He is currently a lieutenant and is assigned to the training section. He is pursuing a bachelor in occupational safety and health, and is both a graduate and past staff member of the Virginia Fire Officers Academy.

Jason Elmore: Jason currently serves as a lieutenant with the Chesterfield (VA) Fire and EMS and is currently assigned as the department's public information officer. He earned a master's degree in divinity/ministry from Virginia Union University, bachelors in accounting from Strayer University and an associate's degree from Richard Bland College of the College of William and Mary.

R. Christian Eudailey: Chris has been in public safety for 37 years and recently retired as the fire chief of Spotsylvania County (VA). Chris is a graduate of the University of Maryland and the executive fire officer program. He is a certified emergency manager, chief fire officer and holds numerous state certifications. He has also served as the past president of the Virginia Emergency Management Association and the Virginia Fire Chiefs Association. Chris currently serves as the CEO/president of the Virginia Fire Chiefs Foundation and as the executive director of the Virginia Fire Chiefs Association.

Jake Evans: Jake has been with Summerville (SC) Fire Department since 2002, rising through the ranks and now serving as the chief of training. Over the span of his career, Jake has presented to over 17,000 individuals, on topics from fire safety to leadership and self-development.

Ronald Farr: Ron is currently a lead regulatory engineer with Underwriters Laboratories. He has more than 44 years of fire service experience spending 37 years as the Michigan State Fire Marshal and 6 years as the fire chief of the Kalamazoo (MI) Fire Department. He is a member of numerous state and national fire service organizations including the Michigan Fire Chiefs, Michigan Fire Inspectors Society, International Fire Marshals Association and a Life Member of NFPA. Ron is the current chairman of the NFPA 1730 Committee on Deployment and Organization of Fire Prevention Activities and the Chairman of the NFPA 1300 on Community Risk Reduction Plans. He served on the NFPA Standards Council and as the past-president of the International Fire Marshals Association.

Michael Feldman: Dr. Feldman is currently the medical director of the Evans-Haynes Burn Center. He completed a burn fellowship at Johns Hopkins University in 2010. Dr. Feldman focuses his time on patient care; however, he is also actively working on many research projects which include: investigation of blood loss in burn patients; updating modern burn anesthesia techniques; developing treatments for carbon monoxide poisoning; and investigating the psychiatric impact of burns on patients and their care givers.

Eddie Ferguson: Eddie is currently the deputy chief of EMS for Goochland County (VA) Department of Fire-Rescue and Emergency Services and has over 34 years of combined volunteer and career service. He holds certifications as a national registered paramedic; critical care paramedic; OEMS EMS Educator; ACLS and PHTLS Instructor; and numerous

other certifications. Eddie currently serves as the state president of Virginia Association of Governmental EMS Administrators (VAGEMSA). Prior to joining Goochland County, he spent nearly 17 years with Chesterfield Fire and EMS as a career firefighter/paramedic, technical rescue team member, and a flight paramedic with Virginia State Police Med-Flight.

Mike Gurley: Mike currently serves as the program manager for the Hampton Roads Incident Management Team. He has a bachelor's degree in business administration and an associate's degree in applied fire science, along with thirty-five years of fire service experience.

Brad Harris: Brad has been a firefighter with Henrico County (VA) Division of Fire since 2004 and currently is assigned to Station 22, which houses an engine and ladder truck. In addition to his normal station duties, Brad runs the hose and nozzle shop and has extensive knowledge of nozzle operations, nozzle mechanics and hose composition. Brad is an enthusiastic instructor who has taught many department level engine and truck classes, forcible entry classes for law enforcement officers, and for the City of Richmond regional school.

Larry Hill: Larry is a public information officer with the Virginia Department of Health covering the eastern region of the commonwealth. Larry earned a bachelor's degree in criminal justice from Saint Leo College and retired from the Norfolk (VA) Police department after 26 years.

Christopher P. Holstege: Dr. Holstege is a University of Virginia professor of emergency medicine and pediatrics within the school of medicine; chief of the division of medical toxicology; medical director of the Blue Ridge poison center; and chair of the steering committee of the University of Virginia's critical incident analysis group. He has numerous ongoing research projects in clinical, basic science and epidemiologic arenas. Dr. Holstege has over 100 publications in medical journals, periodicals and books. He is a Diplomate of both the American Board of Emergency Medicine and the American Board of Medical Toxicology. He has worked extensively with Virginia's first responder community to bring optimal care to poisoned patients and lectures routinely within Virginia, the U.S. and internationally.

Art Jackson: Art is a professional speaker and executive coach and currently serves as the president of Eagles Nest Performance Management (ENPM), Inc. He is a recognized expert in the areas of strategic planning and implementation, training, organizational development and performance management. Art is the originator of the **Purpose Centered Leadership™** coaching and performance management model that has been used to improve performance in many facets of public and private life. Art is a graduate of the United States Military Academy at West Point, Lesley University in Cambridge, Massachusetts and Liberty University in Lynchburg, Virginia. He holds a bachelors degree in engineering, a master's degree in management, and a master's degree in theology and pastoral counseling. Art is currently an adjunct professor at the Graduate School USA, teaching leadership for the senior executive service candidate development program. He also conducts strategic planning for the Department of Homeland Security and presents leadership training for members of the US Central Intelligence Agency. Art is the author of: The diversity and inclusion book entitled, *Lions and Tigers and Bears – Oh My*; the ENPM executive coaching system book entitled, *The Self-Exploration Journal*; and his third book entitled, *Hangin' Round The Barrel – How To Get Paid Everything You're Worth and Be Worth Everything You're Paid*.

Dan Jones: Dan entered the fire service in February 1974 and retired as fire chief in 2015. He served for over 16 years in the Pinellas Park (FL) Fire Department before becoming the fire chief in Chapel Hill (NC). He has served on a variety of committees, councils and boards at the local, state and national levels, most notable as Editor-in-Chief of National Fire & Rescue Magazine and as the past-president for the International Society of Fire Service Instructors. He is a past member of the National Board on Fire Service Professional Qualifications Committee and served on the NFPA Standards 1041, Instructor Qualifications Committee. Dan is a past recipient of the International Association of Fire Chiefs President's Award and the Order of the Long Leaf Pine, the highest civilian honor awarded by the Governor of North Carolina. He is a regular trade journal contributing author, co-author of the fire service textbook *Managing People* (1987), and a special on-air commentator for CNN Headline News Network on breaking fire and rescue stories. He lectures at the University of North Carolina and has taught in twenty-nine states and five different countries. Dan attended St. Petersburg (FL) College, Alamance Community College, the National Fire Academy, the National Staff and Command program at the University of Maryland, and the Institute of Government at the University of North Carolina. He completed the Public Executives Leadership Academy at UNC-IOG in 2007.

Gregory Jones: Gregory currently serves as an EMS/Lieutenant with the Chesterfield (VA) Fire and EMS and is a seasoned EMS instructor.

Brian P. Kazmierzak: Brian joined the fire service since 1991 and is currently employed by the Penn Township (IN) Fire Department as an operational battalion chief and chief of training. He was a founding member and current team leader of the Mutual Aid Box Alarm System (MABAS) Division 201 tactical rescue team. Brian has an associate's degree in emergency services administration from Indiana University, an associate's degree in fire science from Ivy Tech State College and a bachelor's degree in fire service administration from Southern Illinois University. In addition, Brian completed the National Fire Academy's Executive Fire Officer Program and is a CPSE credentialed chief training officer. He currently serves as the director of operations for www.firefighterclosecalls.com which includes publishing THE SECRET LIST. Brian recently launched the website www.ModernFireBehavior.com with Firefighter Close Calls and the Underwriters Laboratories Firefighter Safety Research Institute (UL FSRI). Brian was the recipient of the 2006 F.O.O.L.S. International Dana Hannon Instructor of the Year Award, the 2008 Indiana Fire Chiefs Training Officer of the Year Award Recipient and the *2011 Fire Engineering / ISFSI George D. Post International Fire Service Instructor of the Year Award*. He is a member of the International Society of Fire Service Instructors, and has served as a peer assessor and team leader for the CPSE. Brian is also a partner in the website www.TheTrainingOfficer.com as well as running his own company – KAZ-FIRE – Consulting. Brian is a board member of the ISFSI serving as the 2nd Vice President and is the lead author of the ISFSI Principles of Modern Fire Attack Program.

Randy Keirn: Randy is a training professional and leadership expert with more than 25 years of experience in the fire service. As an accomplished chief officer, instructor and community educator; Randy has dedicated his life to instilling leadership in every professional and personal capacity. In addition to delivering thought-provoking presentations and training sessions across the country, Randy still serves as a district chief, training officer, and division chief of Emergency Medical Services (EMS) for Lealman Fire District in Pinellas County (FL).

Carlton King: Carlton is a 19 veteran currently serving as a captain and acting battalion chief with the Henrico County (VA) Division of Fire. In addition, Carlton has volunteered in both Virginia and Maryland which provided him with a great "street smart" education, countless training and research hours, and first-class mentors. He is a heavy technical rescue technician

and former member of the Central Virginia Technical Rescue Team. His passion lies in bringing simplified, efficient and proven fireground solutions to three and four person engine and truck companies. Carlton is an energetic instructor whose motto is “fireman is a trade, firemanship is an art.”

Paula King: Paula is an employee education and development trainer with Optima Health. She holds degrees in psychology and English and her professional experience in the field of training and development spans over two decades. She has worked with both public and private sector organizations, designing comprehensive on-boarding programs, facilitating compliance and soft skills trainings, supporting leadership development of executive-level leaders, and advising clients on effective learning transfer practices. Paula is a member of the Association for Talent Development and the Association for Governing Boards of Universities and Colleges.

Joy Kniceley: Joy is an operational battalion chief with Chesterfield (VA) Fire and EMS and has 18 years of experience. She has served in various roles in the training division responsible for personnel development programs and incumbent training programs. Joy has a bachelor's degree in organizational management and development.

Mark Light: Mark is the chief executive officer and executive director of the International Association of Fire Chiefs (IAFC). He is also the chief executive officer of Emergency Services Consulting International (ESCI), a for-profit subsidiary of the IAFC. Prior to joining the IAFC, Mark served as the fire chief in Henrico County (VA) and as deputy chief in Roanoke County (VA). He holds a master's degree in public administration from Virginia Polytechnic and State University, a bachelor's degree in business administration from Mary Baldwin College, and an associate's degree in business administration from Virginia Western Community College. He is a graduate of the executive fire officer program and completed a fire service fellowship at Harvard University at the John F. Kennedy School of Government. He is a certified association executive (CAE) and has completed the Naval Postgraduate School in Monterey, California in the Center for Homeland Defense and Security Executive Leaders Program.

Darren Lucas: Darren is a 14 year veteran firefighter who has served the last 12 years in the Henrico County (VA) Division of Fire, with prior service as a volunteer in Maryland. In Henrico, he has served in several busy stations on both engine and truck companies. Darren is dedicated to fire training and has served as an instructor for the Henrico basic truck company school and the City of Richmond regional school.

Sidney Lucas: Sidney began his fire service career as a volunteer with the Belle (WV) Volunteer Fire Department in 1999 and currently serves as a lieutenant and shift safety officer with the Newport News (VA) Fire Department. He is the former chief of the Quinton (VA) Volunteer Fire and EMS Department and a veteran of the United States Navy where he served onboard the USS Wasp as part of the award winning crash and salvage team supporting the global war on terrorism. Sidney is a graduate of the Virginia Fire Officer's Academy and currently serves on staff. He holds an associate's degree in fire science and bachelor's in occupational safety and health, and is currently pursuing a master's in management and organizational leadership. Sidney is a Virginia State Advocate for the National Fallen Firefighter's Foundation where he serves as an instructor and train-the-trainer in various courses including the Stress First Aid and Leadership, Accountability, Courage, and Knowledge (LACK) programs. Sidney also co-owns Colonial Training Solutions, a training and consultation company that specializes in leadership, safety, HAZMAT, and EMS training.

Anthony McDowell: Tony is the fire chief and coordinator of emergency management for Henrico County (VA). A 28-year veteran of the fire and EMS services, he served on the staff of the International Association of Fire Chiefs and as a budget and management analyst for Chesterfield County (VA). He has been an active member of the VFCA since 2004 and helped organize the Virginia Fire Officer Academy. Tony earned a bachelor's degree in geography from Virginia Tech, and master of public administration degree from the University of North Texas. A graduate of the National Fire Academy, he is certified as an executive fire officer by the U.S. Fire Administration, and earned the chief fire officer (CFO) designation from the Center for Public Safety Excellence. Tony serves as the 2nd Vice President of the Virginia Fire Chiefs Association, 2016 President of the Central Virginia Fire Chiefs Association, and is a member of the International Association of Fire Chiefs, where he serves on the Professional Development Committee. He is an active member of the West Richmond Rotary Club and serves as a Scoutmaster for Boy Scout Troop 735.

Tim McKay: Tim started his career as a volunteer firefighter in his hometown of Butler, PA. After moving to Virginia, Tim continued his service as a member and chief of the Hampden-Sydney Volunteer Fire Department. Tim eventually became the fire marshal and fire chief for the Town of Farmville (VA) where he served from 2000-2010. He started with Chesterfield (VA) Fire and EMS in 2002, and served in the operations and training units. Currently, Tim is a battalion chief in the emergency operations division. He graduated from Hampden-Sydney College with a degree in political science and earned a master's degree in public leadership from Virginia State University. Tim is a graduate of the National Fire Academy's executive fire officer program; a certified paramedic and EMS education coordinator for the Virginia Office of EMS; and an adjunct instructor for the Department of Fire Programs. He is a certified fire official and adjunct faculty member at J. Sargeant Reynolds Community College.

Tom Merrill: Tom is a 33-year veteran in the Snyder (NY) Fire Department, located in the suburbs of Buffalo. He served 26 years as a department officer including 15 years in the chief officer ranks, and recently completed five years as the fire chief. Currently, Tom serves as a fire commissioner for the Snyder Fire District and is employed as a full time fire dispatcher for the Town of Amherst Fire Alarm Office. Tom has conducted various fire service presentations throughout the New York State area. His presentation "The Professional Volunteer Fire Department" is based on the series of articles he has written for *Fire Engineering* magazine regarding developing and maintaining a professional reputation in the volunteer fire service. Tom also hosts a regular series by the same name on Fire Engineering Blog Talk Radio.

Dave Morales: Dave is the information technology manager for the Henrico County (VA) Division of Fire. He attended William and Mary College and Western Governors University where he earned a bachelor's degree in government and a master's of business administration and information technology management. Dave has extensive information technology leadership and project management experience, and a passion for innovation and guiding change.

Robert Moreau: Robert is the Virginia Director for the International Firefighter Cancer Foundation (IFCF). He began this role took in 2014 while undergoing treatments for papillary thyroid cancer. At the time of his diagnosis, Robert was 25 years old and cancer was not on his agenda. His diagnosis came with a lot of questions and a lot of unknowns. The IFCF provided the assistance and education he needed to make changes for himself, his department, and those around him. As any non-profit organization knows, starting from the ground up is difficult. Robert reached out to the Johnny Thomas Foundation which was created in memory of a Prince William County (VA) Firefighter who fought a courageous battle with cancer. The foundation has

worked for years to make changes in Prince William County and provided direct assistance to Robert in his time of need. Today, the two foundations are working to merge and focus their efforts in a collective push to reduce carcinogen exposure, educate the fire service and its leaders, support research initiatives, and improve the quality of life for those battling cancer.

Christopher J. Naum: Chris is a 42-year fire service veteran and a highly regarded national instructor, author, lecturer and fire officer, who is a distinguished authority on building construction issues affecting the fire and emergency services. For over 30 years, he has traveled throughout the United States and internationally delivering training programs on building construction, command management and operational safety. He is the chief of training for the Command Institute; served as a vice president with the International Society of Fire Service Instructors; and is a past member of the board of directors for the IAFC Safety, Health and Survival Section. He was a 27 year contributing editor with *Firehouse Magazine* and Firehouse.com where he authored the *Buildings on Fire* column. Chris served as an adjunct instructor with the National Fire Academy and is a National Fallen Firefighter Foundation, Everyone Goes Home Firefighter Safety Advocate. A former architect and fire protection engineer, he is a technical consultant to the NIOSH Firefighter Fatality Investigation and Prevention Program and Firefighter LODD Reports. He has developed, authored and is publishing a groundbreaking fireground management model called Adaptive Fireground Management (AFM) and an integrated training curricula model called Five Star Command which integrates building construction, risk management and firefighter safety with the latest insights on fire behavior, fire dynamics and tactical modeling.

Bill Niehenke: Bill is an education specialist with the VFIS and is responsible for nationwide delivery and development of programs. He has been an active paramedic for over 35 years in York (PA) and is currently an instructor with Wellspan Health where he teaches ACLS and PALS courses to paramedics, nurses and physicians. Bill serves on the Crisis Intervention Stress Debriefing Team of York County, the York Area Highway Safety Council, and the board of Pennsylvania Emergency Health Services Council. He is a member of FDSOA and serves as an alternate member of the NFPA 450 (Guide for Emergency Medical Services and System) committee. Bill works closely with instructors and training institutes nationwide and is currently an instructor for the Florida Fire College.

Mark R. Nugent: Mark is the chief /emergency services coordinator for Middlesex County (VA) and works with a dedicated organization of volunteer fire and EMS responders, who provide all-hazards response in the waterfront community of Middlesex County. He also serves as the emergency manager for the County. Prior to this position, Mark spent 35 years with the Chesterfield County (VA) Department of Fire and EMS, where he retired as a battalion chief. He has associate's degrees in fire science and emergency medical services; and a bachelor's in organizational management and development. Mark is an accomplished grant writer and has authored winning proposals resulting in grant awards exceeding \$5 million. He has lectured on the local and national level and is a published author; most recently as the co-author of the book and website entitled, "The Community Fire Safety Operational Guide."

W. Michael Phibbs; Mike is a partner in LeadershipRVA, LLC, and police lieutenant with the City of Richmond (VA) Police Department. He has presented at international, state and local conferences. He has conducted research on employee engagement and organizational branding for over ten years. His findings have been published four times by the FBI Law Enforcement Bulletin. He is currently working with the Police Executive Research Forum on a program to build trust within Latino communities. Michael's classes are energetic and provide a unique perspective on leadership and management. He has demonstrated the ability to bridge

the gaps between public safety organizations by becoming a certified operations section chief within the Central Virginia All Hazards Incident Management Team. He has deployed to disaster areas and worked hand in hand with responding law enforcement and fire and EMS agencies.

Joseph Powers: Joe is a 16-year veteran of the Henrico County Division of Fire (VA) and holds a bachelor's degree from James Madison University. Currently assigned to the planning section, he works closely with the division's accreditation process, process analysis, and applying real data to drive decisions. Joe strives to develop strategies to ensure firefighters at all levels may consume and, more importantly, understand data through basic methods. Data visualization through GIS, mobile data delivery, and process simplification are a few of Joe's passions.

Jesse Quinalty: Jesse is the co-founder of Red Helmet Training and is a registered master instructor with the California State Fire Marshal. Jesse started in the fire service as an explorer at 15 years of age. He served as captain of training for the Twentynine Palms (CA) Fire Department and taught fire technology at Copper Mountain College, Santa Ana College and Twentynine Palms High School. Jesse was hired by the Upland (CA) Fire Department in 2010 as a Captain and co-founded Red Helmet Training. He is a member of the San Bernardino County Training Officers' Association and has helped with coordinating the annual wildland preparedness drill, the company officer academy, and the captain's assessment center workshop.

William Reynolds: William has been with the Virginia Beach (VA) Fire Department since 1993 and is currently assigned as a battalion chief. He currently oversees the marine rescue and technical rescue teams in the city, and also serves as a logistics specialist for the Virginia Task Force 2 urban search and rescue team. He is the chair of the department's operational planning team and serves on numerous committees. He is a member of the Hampton Roads incident management team and the sports director for the 2018 Hampton Roads CANAM Police and Fire Games. William holds a bachelor's degree in health and physical education and is working on completing his master's in exercise science. He is an adjunct instructor for the Tidewater Regional Fire Academy and an instructor with Real Fire Training, LLC.

Babak Sarani: Dr. Sarani is an actively practicing surgeon at George Washington University Hospital (GWUH) who holds board certification in critical care surgery and general surgery as well as holding an Associate Professorship at the George Washington University School of Medicine and Health Sciences. After completing his medical school and general surgery training at George Washington University, he completed his fellowship in trauma and critical care surgery and practiced at the University of Pittsburgh and the University of Pennsylvania where he established and directed rapid response teams at each hospital. His experience with program development has led him to be the Director of the Center for Trauma and Critical Care at George Washington University Hospital where he was charged with obtaining the Level 1 Trauma Center designation. Under his leadership, he created the trauma intensive care unit (ICU), the George Washington University Transfer Center of which he is the director, and an aeromedical program partnership. In addition, Dr. Sarani is the co-medical director of the ICU at George Washington University, vice-chair of the Washington DC Chapter of the ACS Committee on Trauma, and vice-chair of the Society of Critical Care Medicine's Fundamentals of Critical Care Support Committee. His research interests include rapid response systems; measuring and optimizing teamwork and communication in time-critical events; measurement of coagulopathy following injury; and reconstruction of the chest following severe injury.

Joe Schumacher: Joe is a captain with the City of Fairfax (VA) Fire Department. He is a 32-year veteran of the fire service and currently serves as an operational captain. He is a two-time cancer survivor and is a member of the Firefighter Cancer Support Network (FCSN) where he currently serves as the assistant state director of Virginia for the FCSN.

Jen Scott: Jen is employed by the Panasonic System Communications Company of North America and serves as a senior territory account manager for the public sector mobility section.

Geoff Shapiro: Geoff is the director of emergency medicine services and operational medicine training for George Washington (VA) University (GWU). He is also a co-founder and executive board member of the Committee for Tactical Emergency Casualty Care (C-TECC). He has been involved in EMS since 1993, and was a lead emergency medicine instructor at a premier federal law enforcement agency training center located in the Washington, DC area for 11 years. Recently, Geoff has worked with various military special operations forces providing tactical combat casualty care and emergency medicine courses, and continues to provide education and training to various law, fire and EMS departments and agencies; and undergraduate, graduate and post-graduate students at GWU. Geoff is also an author and reviewer of EMS textbooks, and presents at local, national, and international conferences.

Pat Sheehan: Pat is currently a lieutenant with the Henrico County (VA) Division of Fire. Prior to promotion to Lieutenant, he spent a large portion of his career as a heavy technical rescue technician on Truck Company 1, which serves as part of the Henrico's technical rescue team. Pat has been involved with many state wide rescue challenges, Henrico truck basics school, and the Richmond truck school. Patrick says, he is from the "show me state" and believes that we cannot become subject matter experts by talking about it. Pat has an associate's degree in fire technology and administration.

Blake Stephens: Blake has been with Hanover (VA) Fire and EMS as a career firefighter for over 7 years and currently serves as an operational lieutenant. He obtained his undergraduate degree from Virginia Commonwealth University with a concentration in environmental science, and received his master's degree in human resource management from the University of Richmond focusing on organizational behavior/development; high performance team development; and building leadership. He received the 2014 engine company of the year award, a 2014 Chief's Choice Award, and a 2015 life saving award. Blake is a graduate of the Virginia Fire Officer Academy.

Shawn Stokes: Shawn is the assistant director of national programs for the International Association of Fire Chiefs (IAFC). He is responsible for overseeing all wildland fire initiatives and volunteer recruitment and retention programs managed by the IAFC. Prior to his current position, he served as the wildland fire program manager, assistant to the executive director and director of membership. Shawn also serves as the assistant fire chief of operations of the Dunn Loring (VA) Volunteer Fire and Rescue Department, vice president of administration for the Fairfax County (VA) Volunteer Fire and Rescue Association, and as one of seven appointees to the Fairfax County Volunteer Fire Commission. Shawn holds a master's of aeronautical science in aviation operations and a bachelor's degree in aviation business administration from Embry-Riddle Aeronautical University in Daytona Beach, FL.

Paul Strong: Paul is a 26-year veteran with the Valley Regional Fire Authority in King County (WA) and serves as a captain and acting battalion chief. Paul has served as department training officer, incident safety officer, medical program specialist, hazardous materials technician, and rope/dive rescue technician. He is also an adjunct instructor for the Washington State Fire

Training Academy. Paul continues to present the 3 *sixty* series classes at conferences, training officer's associations, and individual fire departments. He is the creator and lead instructor of *RIC for REAL*, *Your Road to Leadership*, and *Fire Ground Practices: First on Scene*. He has lectured at various conferences and has taught and consulted for numerous agencies. Paul has been published in *Fire Engineering Magazine* where you can find his blog posts on the *Fire Engineering* website. His passion for fire service education and training is effective, thought provoking, and intense.

John B. Tippet Jr.: John is a deputy chief with the Charleston (SC) Fire Department. He is a 42-year veteran of the fire service, spending 35 years in Montgomery County (MD) before retiring as the safety battalion chief and moving to Charleston. John has been with the Charleston Fire Department since 2009, serving as the department's deputy chief of operations. He holds a bachelor's degree in fire science and a master's degree in emergency services management. John worked extensively on national firefighter safety initiatives from 2000 to 2009 including introducing crew resource management to the fire service and the National Fire Fighter Near-Miss Reporting System. He writes and lectures frequently on a wide variety of fire service leadership related topics as well as strategy and tactics, command and firefighter safety. John earned his Chief Fire Officer Designation from CPSE; is a board member on the International Association of Fire Chief's Safety, Health and Survival Section; holds a certified health and safety officer credential through the Fire Department Safety Officers' Association; and was the 2006 recipient of the George D. Post Instructor of the Year from the International Society of Fire Service Instructors.

Dan Thompson: Dan is the Virginia account executive for Daly Computers, Inc.

Chad Tulumalo: Chad is a senior technical account manager with the Panasonic Systems Communication Company of North America.

Kelly Walsh: Kelly helps individuals and organizations achieve exceptional performance by applying specific tools and techniques that guide leadership development. She works on large scale vision and strategy but also deploys specific actionable steps that deliver measurable results. Kelly has worked in a variety of industries including for profit, non-profit, and city government, but her heart is with the public sector. Uniquely qualified to work with fire departments, Kelly has 20 years of experience in human resources with 10 years as an HR partner (partially imbedded) into the Mesa (AZ) Fire Department. She holds a master's of education in counseling; is a certified leadership coach and mediator; and has worked in organizations as a recruiter, leader, mentor, trainer, coach and strategist. Kelly has spent her career helping leaders make the right choices and delivering lasting results. The development of future leaders and creating a culture of well-being for employees are at the cornerstone of Kelly's expertise. She has authored, and is featured as an industry expert in articles published in the Wall Street Journal, Computer World, CEO Blog Nation, Huffington Post, and others. She is working on her first book about the challenges of Work Life Effectiveness titled *The Teeter-Totter Conundrum*.

Brian Warshawsky: Brian is a lieutenant with Chesterfield (VA) Fire and EMS with 9 years of experience. He is currently assigned to operations and has served the organization on various major projects in the training, EMS, and planning divisions.

Shaun Whiteley: Shaun started his fire and emergency services career in 1997 and currently serves as a lieutenant with the Richmond (VA) Department of Fire and Emergency Services. Prior to being promoted, he served on Rescue Company 1 in the city's Southside. Shaun has developed several training programs delivered across the state, including the City of Richmond truck school. He believes great firemen are not created by a book; they work hard, train hard, and listen to others.

Jeremy Williams: Jeremy has over 16 years in the fire service and for the past 11 years he has worked for Norfolk (VA) Fire Rescue where he currently serves as a ladder company lieutenant. He serves as an adjunct instructor for the regional and departmental fire academies, and is a member of the regional technical rescue team and the Virginia Task Force 2 urban search and rescue team. Prior to his service in Norfolk, Jeremy worked as a shipboard fire systems technician and inspector; and served in the US Navy as the fire marshal onboard the USS McFaul. He earned degree in fire science and is currently working on a degree in fire and emergency management. Jeremy is also an instructor and co-founder of Real Fire Training and has developed multiple programs emphasizing foundational fire ground operations and skills.

Lee Williams: Lee currently serves as the acting chief of incident management programs in the VDEM Special Operations Branch. In this role, Lee coordinates the development of the incident management team, radio caches and technical rescue team programs. Lee recently retired as assistant fire chief with Chesterfield Fire and EMS following a 31-year career and served as the former program manager for the Central Virginia All Hazards Incident Management Team.

Linda F. Willing: Linda is a retired fire officer with the Boulder (CO) Fire Department, and currently is the principal trainer and consultant with RealWorld Training & Consulting (www.rwtraining.com). Linda specializes in designing training programs for organizational diversity, leadership development, change management, decision making, and conflict resolution. Linda is an adjunct faculty member and curriculum advisor with the National Fire Academy Executive Fire Officer and Management Science programs and has developed a number of emergency services training programs at the national level. In 1982, Linda co-founded the Women in the Fire Service organization. Linda has advised and trained fire and emergency services organizations throughout the United States and Canada and is a frequent presenter at national fire and emergency conferences. She is a regular contributor to several emergency services publications, is a monthly columnist for *FireRescue1* and *Fire Chief*, and serves on the editorial advisory board for these publications. Linda is the author of *On the Line: Women Firefighters Tell Their Stories*. Linda holds a bachelors degree from the University of Pennsylvania; a master's degree in management science from Regis University; and is a certified mediator.