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**Ohio Fire Executive Program***A program of the Ohio Fire and Emergency Services Foundation  
 in collaboration with the Ohio Fire Chiefs’ Association*

**FACULTY**

**Name**

**Benjamin Albrecht, Esq.**Partner - Downes Fishel Hass Kim LLP - received law degree from The Ohio State University Moritz College of Law; B.A. in History from the University of Chicago. Ben has experience representing public and private employers in all areas of labor and employment including contract negotiations, mediation, conflict resolution, and arbitration, in addition to county and local government law; defends employers in litigation in courts throughout the state. Mr. Albrecht has conducted numerous seminars regarding various issues including ADA, FMLA, FLSA, unlawful discrimination and harassment, and discipline. He represents employers in collective bargaining matters and in administrative matters before various state and local agencies.

**Course:** Ohio Employment Law

**William L. Ashley, Ph.D.**Ohio Fire Executive Program Director – Earned a Ph.D. degree from The Ohio State University in Adult and Vocational Education with a minor in Educational Research and Development. His M.S. degree is in Industrial Technology from Indiana State University, and he earned his B.S. degree in Mechanical Engineering Technology with a minor in Business Administration from the West Virginia Institute of Technology. He is a Senior Research Specialist Emeritus in the center on Education and Training for Employment at Ohio State University, where he worked from 1975-1992; he also served on the adjunct faculty of the College of Education at OSU. In 1992, he formed his own consulting and training business. He has served clients in the U.S. and abroad, developing and evaluating training programs in industries, education, and government. Dr. Ashley is the principal investigator and author of 15 educational research development books and manuals as well as being a contributing author of research papers, books, chapters, and journal articles.

**Courses:** Self-Analysis; Organizational Evaluation; Leadership Skills Assessment; Research Utilization

**James Bodenmiller**City Manager, Springfield, OH - holds a B.S. in Psychology from Bowling Green State University; an M.S. in Industrial/Organizational Psychology from Radford University; and a M.P.A. from the University of Dayton. He is also an adjunct member at Wittenberg University and an instructor for the Ohio Fire and Police Executive Programs. He has completed leadership programs for senior executives at Harvard University and at the University of Virginia

**Course:** Policy Formulation; Budgeting and Finance

**Elizabeth Brockman, Ph.D.**Tenured English Professor, Central Michigan University - Earned a B.A. in English from Michigan State University in 1983 and an M.A. and Ph.D. in English from The Ohio State University in, respectively, 1988 and 1995. Brockman teaches composition courses – everything from ENG 101 (Freshman Composition) to graduate seminars in composition. She is the author of *The Blue Guide: Written Communication for Leaders in Law Enforcement.*

**Courses:** Academic Writing; Leadership Communications: Writing

**Charles Burkell**

Chuck Burkell is the owner of Burkell & Associates, a leadership and organizational development consulting firm based in Gettysburg, Pennsylvania. He has been a faculty member of the Ohio Fire Executive Program since its inception in 2000. Professionally, Chuck is the Program Manager of the Executive Fire Officer Program at the National Fire Academy in Emmitsburg, Maryland. He has managed EFOP since its inception in 1985 and retired from the government in December 2013 after 33 years of service. Chuck served as a career firefighter in Boardman, Ohio in the 1970s and a volunteer firefighter in Western Pennsylvania. He is also a licensed Gettysburg Battlefield Guide, a licensing process that took 6 years to complete.

**Courses:** Customer Service; Executive Leadership

**Burton Clark, Ph.D.**Management Science Program Chair at the National Fire Academy - serves as an Operations Chief during national disasters and emergencies for the DHS/FEMA. Burt has a B.S. in Business Administration from Strayer University, M.A. in Curriculum & Instruction from Catholic University and Ed.D. in Adult Education from Nova Southeastern University. He studied fire science at Montgomery College, Emergency Management at the Emergency Management Institute, National Security at the National Defense University, and is a graduate of the National Fire Academy Executive Fire Officer Program. He is a nationally certified Fire Officer Four, Chief Fire Officer Designee, and Eagle Scout Mentor. Burt writes, lectures, and teaches fire service research, safety and professional development worldwide.

**Course:** Vision, Mission, and Organizational Values

**Donald Cooper, Ph.D., CFO, OFE, EMT-P**Dr. Cooper currently serves as the Director of Administration for the city of Tallmadge in Northeast Ohio. In the recent past, he served as the Executive Director of Medical Education and Research with Akron General Health System after retiring in 2012 as the Ohio State Fire Marshal and serving in the career fire-rescue-EMS service since 1980. Dr. Cooper earned an M.B.A. and Ph.D. in Business Administration from the University of California, and attended the University of Akron and Kent State University. He served on the Cuyahoga Falls Fire Department in NE Ohio for 28 years; is the author of several well-known emergency service textbooks including*: Fundamentals of Search and Rescue* (Jones and Bartlett, 2005)*,* *Fundamentals of Mantracking: The Step-By-Step Method,* and *The Aviation Survival Handbook*. He is also a major contributor to the renowned medical reference text *Wilderness Medicine: Management of Wilderness and Environmental Emergencies*. Dr. Cooper served as an Incident Commander on Ohio’s All Hazard Incident Management Team and deployed to Hurricanes Katrina and Rita in 2005 and Hurricane Sandy in 2012. He formerly served as an Assistant Professor at Wright State University’s Boonshoft School of Medicine; served as the Operations Chief of Ohio’s Urban Search and Rescue (US&R) Task Force (OH-TF1); and currently serves as the Chair of the National Fire Protection Association’s (NFPA) Technical Search and Rescue Committee.

**Course:** Strategic Planning; Research Utilization

**Joseph F. Donnermeyer, Ph.D.**Professor, Department of Human and Community Resource Development, The Ohio State University - Chair of the Rural Sociology program and the director of graduate studies for Rural Sociology. He received his M.A. and Ph.D. degrees in Sociology from the University of Kentucky and his B.A. degree in Sociology from Thomas More College in Ft. Mitchell, Kentucky. He is the author and co-author of over 100 peer-reviewed journal articles, book chapters, and books on issues related to rural crime and rural societies. Dr. Donnermeyer has been the recipient of the Excellence in Instruction award of the Rural Sociology Society and, most recently, the Alumni Award for Distinguished Teaching at Ohio State University. He holds a lifetime honorary membership in the Ohio Crime Prevention Association.

**Courses:** Community Leadership I; Community Leadership II

**Nathan Hiester, Battalion Chief, Beavercreek Township Fire Department**  
Chief Hiester is often most noted for his contributions to emergency communications and technology. In 2003, Chief Hiester implemented one of the first Voice Over Internet Protocol (VOIP) solutions for radio interoperability. Additionally, Chief Hiester has worked on many communications and technology initiatives to improve emergency service technology. Chief Hiester currently Chairs the Greater Miami Valley EMS Council Communications Committee, co-chairs the Ohio Region 3 communications committee, and represents the Ohio Fire Chief’s Association for the FCC’s regional frequency planning commission. Chief Hiester also serves and an alternate for the Ohio State Interoperability Executive Committee and is a member of the Ohio MARCS local Government Sub-Committee. In 2013, Chief Hiester managed Greene County’s migration to Ohio MARCS as the first Tier 2 partner. Chief Hiester is currently managing a pilot project for public safety broadband for the state of Ohio which is proving the benefits of a private LTE network for first responders.

**Course:** IT Applications

**Lawrence W. Inks, Ph.D.**

Lawrence Inks, has aPh.D., Industrial/Organizational Psychology from The Ohio State University. He is a Clinical Associate Professor in the Department of Management and Human Resources, The Ohio State University College of Business. He received the Ohio State University Alumni Award for Distinguished Teaching in 2015; nominated for Sphinx/Mortar Board Recognition (2013, 2006, 2005); received Fisher Distinguished Undergraduate Teaching Award (2014, 2007); received Fisher “Pace Setter” Award for Undergraduate Teaching Excellence (2009); and is a faculty advisor to Fisher Graduate Student Association and Fisher Veterans Association. His business experience includes: Vice President, Talent Management with Cardinal Health, Columbus, Ohio; Director, Organization and Leadership Development, Honeywell, Inc. (formerly AlliedSignal, Inc.),Richmond, Virginia**;** and Director, Organization and Management Development and International Training, PepsiCo, Inc. He is the author of numerous publications and is a member ofAcademy of Management; Society of Industrial/Organizational Psychologists (SIOP); and Association for Psychological Science (APS).

**Course:** Team Building

**Chief (ret.) Gary Johnson, MBA, MIFireE**

Chief Johnson is a fourth generation firefighter with over 36 years of fire service experience, 25 of those as an Assistant Chief and Chief of the Marysville Fire Department. He holds a Bachelor of Arts in Business Administration from Ohio Dominican University and a Master of Business Administration from Franklin University. Johnson currently serves as the lead instructor for the Fire Science Technology program at Central Ohio Technical College and has served as adjunct faculty in the Public Safety Management program at Franklin University since 2002. He has designed and developed upper level management courses for this program. Johnson serves as a reviewer for several Jones and Bartlett Fire Science textbooks. He has spoken at numerous conferences, seminars, symposiums and has articles published in *Fire Chief* and *InCommand Magazine.* During his fire service career, he was designated as a CFO and CFO peer reviewer. He has held numerous instructor certifications/designations, served as an instructor for 10 years in the FCFF/Grant paramedic training program and 5 years as a Flight Paramedic with Grant LifeFlight. Chief Johnson has received numerous awards and commendations at the local, state, and national level. Johnson served 5 years in the Air Force in communications operations/intelligence. He has a special interest in veterans’ affairs, having served as the COO of Resurrecting Lives Foundation where he continues to serve on that organization’s advisory board.

**Course:** Leading and Managing Change

**Brenda Jones, Ph.D.**Chair of Organizational Communication, Franklin University - earned a doctorate in Organizational Communication and a minor in Industrial and Organizational Psychology from The Ohio State University, a Master’s Degree and Bachelor’s Degree in Communication at OSU. Her research interests include effective internal and external organizational communication, and she has presented for several professional groups on current communication trends and key communication skills. Committed to quality applied collegiate education for 16 years. Her previous courses include Small Group Communication, Business Communication, Organizational Communication, Interpersonal Communication, Presentational Speaking, and Professional Communication for Managers; developed and enhanced nine college courses in less than three years, including three new courses in Communication in Groups and Teams, Introduction to Grant Writing, and Intercultural Communication; has served as Editorial Assistant for the international journal *Powder Technology;* member of the National Communication Association (NCA) and the International Association of Business Communicators (IABC). She is an experienced conference presenter and has presented papers on Creativity at Work, Innovation and Communication at Work, Counselor-Client Communication in Vocational Planning, and the Discourse of Training Strategies.

**Courses:** Leadership Communications: Speaking

**Lou Ann Metz, OFE, NREMTP, Chief, Bainbridge Fire Department**Chief Metz has 36 years in the fire service serving on volunteer, combination and career departments; 22.5 years with the City of Stow, currently serving as a Division Chief. She also serves as the Infection Control Coordinator, and oversees training, operations, and employee evaluations. Lou Ann is responsible for strategic planning in preparation for ISO re-evaluation as well as for quality assurance and customer service. She has 16 years as a Hazardous Materials Technician with Summit County Hazardous Materials Response Team. Lou Ann is a graduate of OFE Class 9 where she was the Recipient of an OFE outstanding research paper award for her paper *Maximizing Employee Performance in the Stow Fire Department Through Effective Use of Performance Appraisals.* Lou Ann is also a 2008 recipient of the Frank Giampetro EMS Educator of the Year Award and the 2011 Mayer Glimscher Award for excellence in trauma education.

**Course:** HR Practices

**Marti Peden**

External Management Consultant, Peden & Associates - specializing in training and development services for clients in healthcare, business, manufacturing, education, and government offices since 1979. Services include: training presentations, organizational development, group facilitation, team building, conflict mediation and training needs assessment and evaluation. Prior to her work as a Consultant, Marti Peden was employed at The Firestone Tire & Rubber Company from 1975-1978 in the Corporate Offices of the Organizational Development Department. There she designed and conducted seminars for all levels of employees as well as leading Organizational Development interventions in Team Building, Union and Management disputes, and Performance Improvement opportunities. From 1973-1975, she was a rehabilitation counselor and supervisor for the Ohio Bureau of Vocational Rehabilitation at Wade Park Veterans Hospital in Cleveland, Ohio; has a Bachelor’s Degree in Psychology from The University of Steubenville and a Master’s of Education Degree in Counseling from Kent State University. Certifications include: Licensed Rehabilitation Counselor, State of Ohio, Myers Briggs Indicator Instrument Certification and DDI Facilitation Certification.

**Course:** Conflict Management

**Susan Willeke**

Education and Communications Administrator, Ohio Ethics Commission - Susan Willeke is an accomplished government relations professional with 23 years of experience in public affairs, communication and public speaking. Susan joined the Ohio Ethics Commission in 2005 as the Education and Communications Manager where she oversees and conducts educational and communication outreach. In that position, Susan presents approximately 200 speeches annually, develops information strategies regarding agency programs and represents the Ethics Commission to Ohio citizens, the media and the Ohio legislature. Prior to joining the Commission, Susan served in the communications office at the Ohio Environmental Protection Agency and as a legislative aide in the Ohio House of Representatives. Susan is a Summa Cum Laude graduate of Ursuline College in Pepper Pike, Ohio. In 2011, she was selected to present at TEDx Columbus, a conference for “Ideas Worth Sharing” and identified as one of Central Ohio’s “Leading Thinkers and Doers.”

**Course:** Ohio Ethics Law

**(Ret.) Chief Al Woo, OFE, EFO, MS**Retired Chief Allan Woo, BS, MS, has over 34 years of experience in Ohio’s professional fire service. Chief Woo began his career in South Euclid. He previously served as the Fire Chief in Napoleon and Assistant Fire Chief in Westerville before becoming Chief of the Washington Township Fire Department in Dublin where he served in that capacity for 14 years before retiring in 2014. The Washington Township Fire Department currently holds an ISO Class 2 rating and is a nationally accredited agency through the Center for Public Safety Excellence. The fire department protects 44,000 residents in the township and city of Dublin with 103 full-time and 48 part-time firefighters operating from four fire stations and an administration/training complex. Chief Woo holds associate and bachelor degrees from the University of Akron, a Master of Science (leadership focus) from Central Michigan University, and is a graduate of both the National Fire Academy’s Executive Fire Officer and the Ohio Fire Executive programs. He has been actively involved in assessment center testing and consulting for over 16 years and has held positions as an adjunct instructor for both the University of Akron and most recently, Franklin University in Columbus. Technical certifications include paramedic, Ohio fire and EMS Instructor, hazardous materials technician, Ohio fire safety inspector, fire investigator, rescue diver, ITLS instructor and ITLS affiliate faculty.

**Course:** Organizational Evaluation