



Ohio Fire Executive Program Faculty

Benjamin Albrecht, Esq.

Partner – Fishel, Downey, Albrecht & Riepenhoff, 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

Jim Bodenmiller, OFE Program Director

Previous 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; Vision, Mission & Organizational Values

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

Joseph Campbell, Ph.D.

Lecturer, The Ohio State University School of Environment and Natural Resources and Director, Environmental Professionals Network. His interdisciplinary research, teaching, and professional focus is on the balance between community development and natural resource management. He was a 2016-2017 U.S. Fulbright Scholar at the University of Dodoma, Tanzania, and has conducted research with multiple federal U.S. agencies, including the U.S. Department of Agriculture, Environmental Protection Agency, the Office of Surface Mining, AmeriCorps*VISTA, and the Federal Reserve Bank of Cleveland, as well as civil society groups including OSU Extension, American Society of Agronomy, and the Kettering Foundation. He's led applied, multidisciplinary research teams on studies of the impacts of energy development and regional planning in dozens of rural mining and agricultural communities in the U.S Midwest, Appalachia, and Rockies, as well as Australia, Ghana, and Tanzania. His most recent research investigated the sustainability of water access project installations and effects on community well-being and economic development in rural Tanzania. He is from Columbus, Ohio, and volunteers with several local and regional non-profit organizations.

Courses: Community Leadership I; Community Leadership II

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; Research Utilization II

Nathan Hiester, Battalion Chief, Beaver Creek 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 as 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

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

Chief Lou Ann Metz, OFE, NREMT, Chief, Bainbridge Twp. 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, and currently serving the Chief of Bainbridge Township. 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

Tom Speaks

Tom Speaks is a principal with *The Impact Group*. In his own words, Tom is an appreciation advocate, marketing expert, writer of historical fiction and philosophy, professional speaker, campaign warrior, husband, father, and fitness nut.

Course: Crisis Communications

Tayo Switzer

Tayo Switzer is an executive coach and consultant working with senior leaders for over 25 years. He has coached and developed hundreds of leaders to increase individual effectiveness and to strengthen leadership cultures.

Tayo runs his own private leadership practice called Leadership 6 Consulting. LLC., and is an instructor at the John Glenn College of Public Affairs at The Ohio State University.

Tayo recently joined Centric Consulting in 2019 as a member of the National People and Change practice where he focuses on leadership, team building and culture.

Tayo has worked with leaders in a variety of industries including retail, healthcare, higher education, government and insurance. His leadership practice focuses on equipping leaders to be competent and credible with key stakeholders and to build effective leadership teams.

Tayo received his Bachelor of Arts in Advertising from The Ohio State University, his master's degree in Organization Development from Bowling Green State University, and his Ph.D. in Leadership and Change from Antioch University. He lives in Columbus, Ohio with his wife Zoe and their two sons, Kai and Leo.

Course: Team Building; Leading and Managing Change

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