

Presentation To:



**international network for
Fire Information and Reference Exchange
October 11-15, 2004
Perth, Australia**

**Professor Bob England, Editor
*International Fire Service
Journal of Leadership and Management*
Oklahoma State University
International Fire Service Training Association
And
Fire Protection Publications**

OSU



**Oklahoma State University,
The International Fire Service
Training Association,
and
Fire Protection Publications**

**Are Proud to Announce the
Publication of a
U.S. Academic Journal Focusing
on**

**Fire Leadership
and Management**

International Fire Service

Journal of Leadership and Management

(IFSJLM, a.k.a. “The Red Journal”)

Proposed Journal Cover

International Fire Service Journal of Leadership and Management

ISSN 1545-8511

**Research Symposium 2004 Theme:
"Bridging The Research Gaps"**

**Saturday July 10, 2004
Oklahoma City, Oklahoma**

Sponsored by:

*Fire Protection Publications (FPP) and
International Fire Service Training Association (IFSTA)
To Be Held In Conjunction With*

*The Annual Meeting of The International Fire Service Training Association (IFSTA)
July 10-July 14, 2004*

Agenda

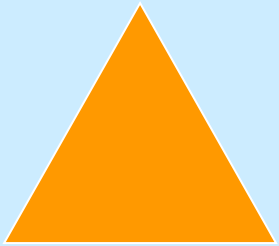
8:00 - 8:30 am	Continental Breakfast
8:30 - 8:40	Welcome, Bob England, Editor, IFSJLM
8:40 - 9:40	Panel One: "What We Know and What We Need To Know About Fire Service Leadership and Management: Practitioners' Perspectives"
9:40 - 10:00	Break
10:00 - 11:00	Panel Two: "What We Know and What We Need To Know About Fire Service Leadership and Management: Academicians' Perspectives"
11:00 - Noon	Panel Three: "What We Know and What We Need To Know About Fire Service Leadership and Management: Students' Perspectives"
Noon - 1:30	Lunch: Keynote Speaker -- Dr. Denis Onleal
1:30 - 3:00	Panel Four: "Roundtable Discussion of What We Know and What We Need To Know About Fire Service Leadership and Management: Reaching Consensus"
3:00 - 3:15	Closing Remarks, Bob England



OKLAHOMA STATE UNIVERSITY



- Instruction,
- Research,
and
- Extension
(Outreach)



Journal Supports the Mission of Oklahoma State University

“... *conducting scholarly research* and other creative activities that advance fundamental knowledge, and *disseminating knowledge* to the people of Oklahoma and throughout the world.”

Journal Supports OSU's Fire Related Programs

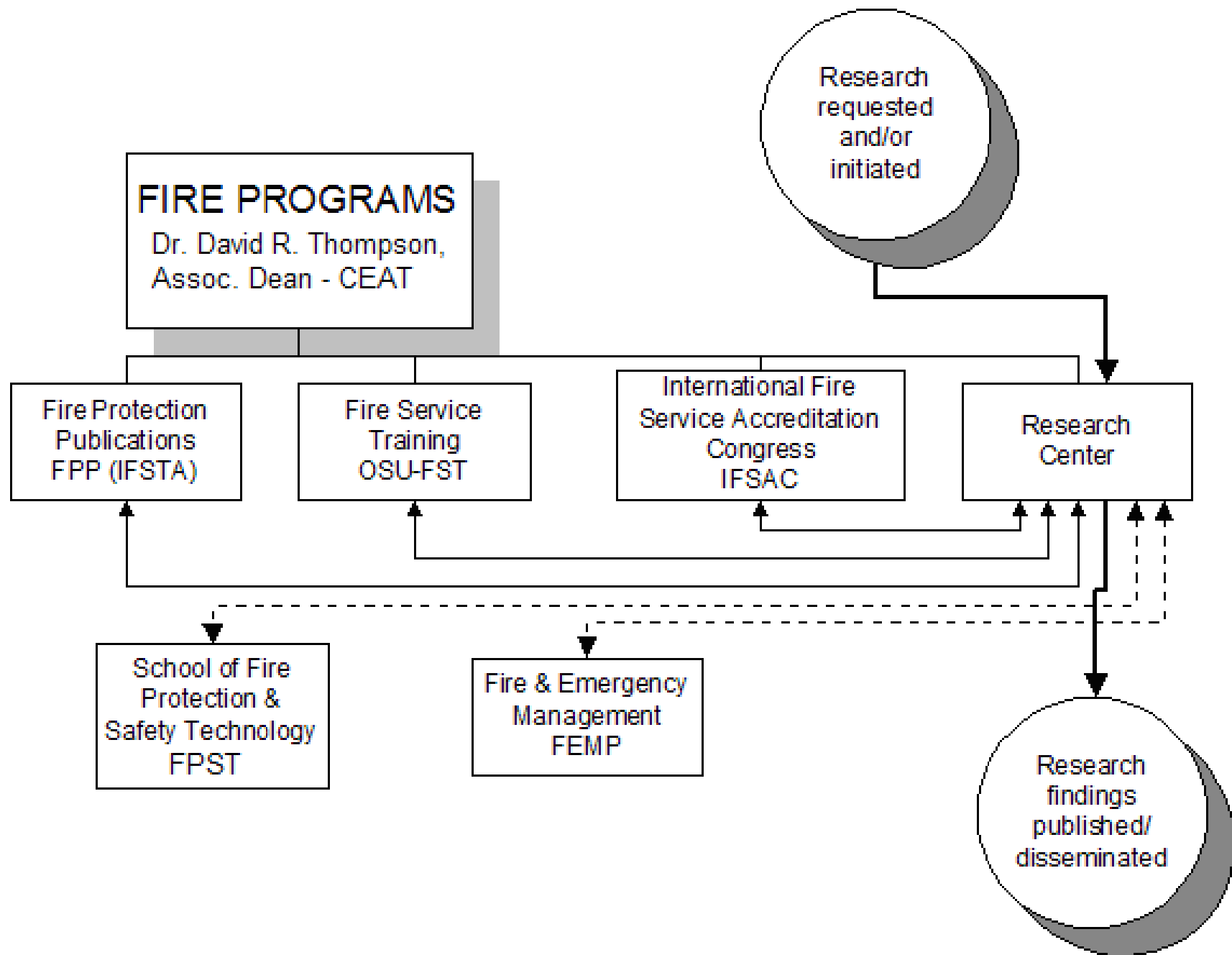
- FPST (undergraduate degree program)
- FEMP (masters degree program)
- OSU-FST (applied)
- IFSAC (higher education degree assembly)
- FPP/IFSTA (higher education initiative – texts & support,
JOURNAL, see next slide)

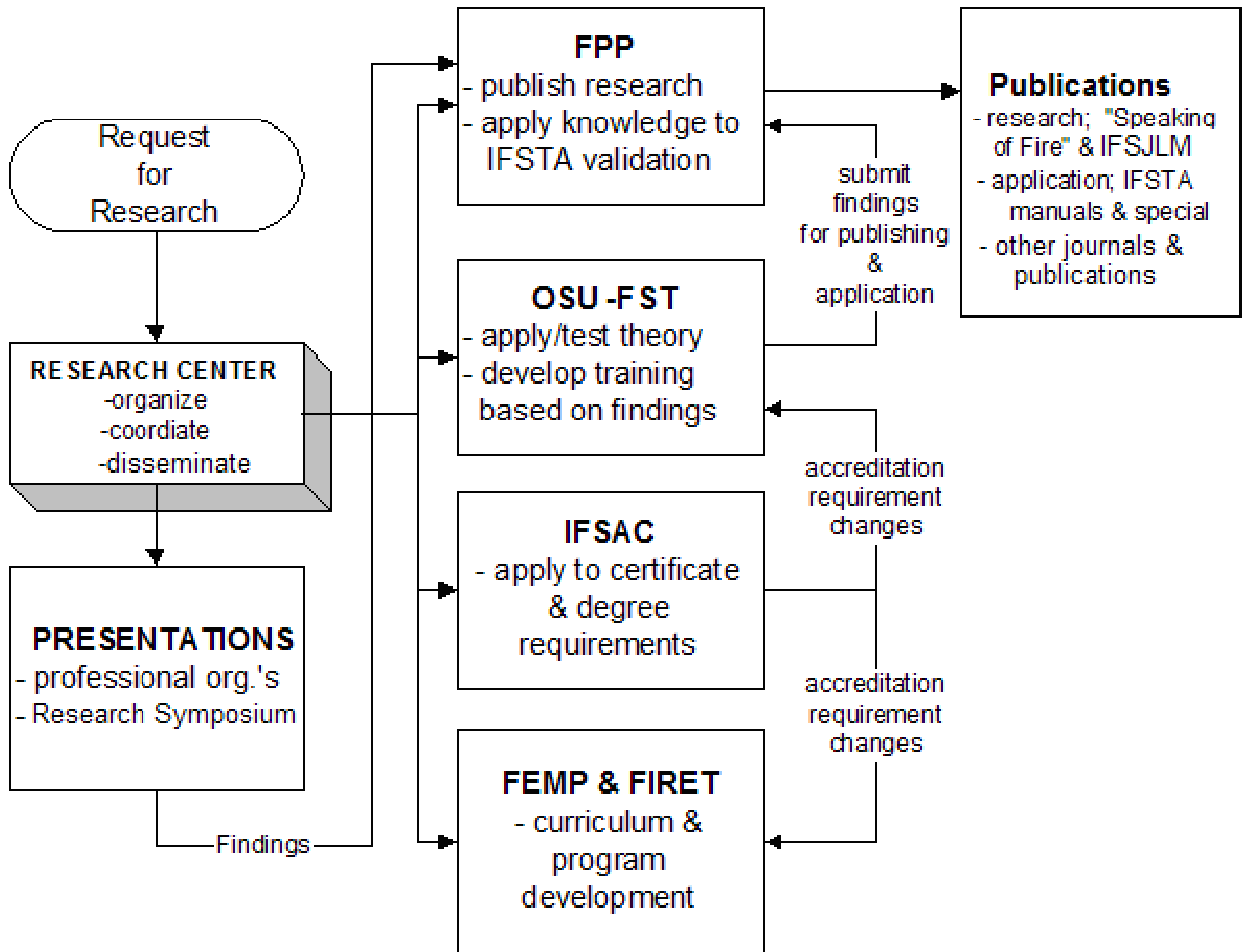


Journal Supports

IFSTA/FPP Research Initiative

- In support of the OSU outreach mission
- “Clearinghouse” model design
- Utilizes all aspects of fire programs and faculty at OSU
- Assures latest technology & approaches to training and operations in the fire service
- Strong support and network of OSU and IFSTA (expertise and outside faculty)
- Helps to “raise the bar” of fire profession





Need for *IFSJLM*

- No academic journal currently exists to disseminate knowledge on fire leadership and management. According to the experts, such a journal is sorely needed.

Need for *IFSJLM*

"Many of our country's most important decisions involving fire-rescue protection still have to be made without the benefit of research findings or carefully conducted scientific inquiry. Too often we're forced to wing it and lose the battle! In many instances, however, the research has been completed but the results have never become widely available to fire service leaders. Other important issues have never had the advantage of any planned, objective, and organized research efforts. We've been flying blind on too many important issues!

But fire service executives, managers, and supervisors will soon have the decided advantage of a professional journal which will report current cutting edge research conclusions, findings, and recommendations regarding the pressing protection questions our fire-rescue departments face. In addition, The *International Fire Service Journal of Leadership and Management* will point the way to much needed new research projects. Other professions have become stronger and more useful to our nation as their research has pointed the way. Now it's our turn!"

--- Dr. John Granito

Need for *IFSJLM*

“The *International Fire Service Journal of Leadership and Management* is sure to provide a quality mechanism to publish academic articles that address the art and science of leadership and management. This opportunity to learn and share through an academic format will drive improvements and provide guidance that will enhance the performance of individuals and organizations throughout the international fire service.”

--- Chief Dennis Compton

Journal Mission

The *International Fire Service Journal of Leadership and Management* is dedicated to advancing the International Fire Service by publishing carefully selected peer reviewed articles on, but not limited to, fire leadership and management. As a refereed journal with an international readership comprised of both academics and in-service fire and emergency management professionals, *IFSJLM* encourages authors to submit articles that are of interest to both academics and practitioners.

Journal Features

- Refereed (academic), double-blind reviewed journal
- For type of articles looking for, see
 - *Public Administration Review*
 - *State and Local Government Review*
- Hard copy, but available in electronic format to subscribers
- Published biannually (proposed June and December)
- Editorial Board (being assembled, “work horses” as well as “show horses”)

Journal Content Template

- Three or four articles of general interest on fire leadership and management
- One or two more technology- or engineering-based articles
- One or two articles from international scholars on fire leadership and management
- One or two book reviews (books must be management or leadership based)

Article Preparation

- No longer than 25 pages in length (including tables, figures, references, and notes)
- Must be typed-written and double-spaced
- Use endnote referencing style

Article Submission

- Must be original (not previously published)
- Must not be under review for publication elsewhere
- Copyright assignment to OSU is a condition of publication
- Four hard copies and one electronic copy should be submitted to:

Article Submission

✓ Four Hard Copies

Robert E. England, Editor

IFSJLM

Department of Political Science

Oklahoma State University

Stillwater, Oklahoma 74074

✓ Electronic Copy

englanr@okstate.edu

Journal Website

➤ exam

**INTERNATIONAL FIRE SERVICE
JOURNAL OF LEADERSHIP
AND MANAGEMENT**

IFSJLM

- Home
- Mission
- EDITORIAL BOARD
- SUBSCRIPTIONS
- PREPARING ARTICLES
- SUBMITTING ARTICLES
- FAQS
- LINKS
- CONTACT THE EDITOR

**IFSJLM
UNDER
CONSTRUCTION**

OSU **IFS**

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Journal Website

➤ examples



Journal Launch and Research Symposia

- Each year on the Saturday before the annual IFSTA Conference, we will have a “*IFSJLM* Research Symposium (RS+year).”
- This year RS04 was held 10 July in Oklahoma City at the Cox Convention Center

RS04 Theme

- What We Know And Don't Know About Fire Leadership and Management
 - Four Panels

Executive Summary of RS04 As Captured by Chief Dennis Compton

- **A. What We Know About Fire Leadership And Management**
- Education and experience are important
- Extensive technical knowledge
- Situational leadership is important
- Leadership and management needs may vary based on type of fire department
- Research has been applied to municipal government and many other disciplines
- The evaluation of decisions and the context in which they were made can be difficult
- The historic theories of leadership, motivation, and management (the “Art & Science” of leadership and management)
- Fire service leadership and management issues are “global”
- Significant attrition will drain the fire service of leadership and management experience and competence
- The quality of customer service (internal and external) is critical in all we do as leader and managers

Executive Summary of RS04 As Captured by Chief Dennis Compton

B. What We Think We Know About Fire Leadership And Management

- Leadership responsibilities relating to the fireground and leading people
- The extent to which the culture of the fire service values:
 1. Courage
 2. Command
- Concept of “followership”
- Measurement:
 1. Performance
 2. Values
- Change processes
- Labor relations styles
- Role of legal issues in the fire service
- Definition of “fire service” and “academic field”
- “Certainty” may sometimes be difficult to achieve
- “Emotional Intelligence” concepts
- Gaps between ranks, roles, customer needs, etc.

Executive Summary of RS04 As Captured by Chief Dennis Compton

C. What We Don't Know Or Don't Know We Don't Know About Fire Leadership and Management

- Technical information that impacts management decisions
- The concept of “adaptive change”
- Valid evaluation of fire chief performance
- The “public administration” role of fire chiefs
- Research results relating to various service delivery issues
- Impact of social issues and demographics on the fire service
- Leader and manager behaviors that tend to improve performance of fire officers
- What to do in some of the more difficult (yet common) situations fire chiefs face
- Processes to analyze “expert” decisions made in a given situation
- Grant and report writing skills (language)
- Role of the “law” in fire service matters, decisions, etc.
- Getting funding for research
- Full spectrum of “arson” as an issue

Executive Summary of RS04 As Captured by Chief Dennis Compton

D. What We Do With What We Know About Fire Leadership and Management

- **Incorporate customer service needs into the content of the Journal**
- **Stress the importance of “execution” in the focus of the Journal**
- **Share “best practices” and case studies (real world)**
- **Standardize “competence” requirements in volunteer and career fire service**
- **Fire service leadership and NFA commit to the Journal’s success**
- **Publish high quality, refereed articles for fire service use (grounded in theory)**
- **Teach fire chiefs how to thrive in a chaotic, political environment**

Executive Summary of RS04 As Captured by Chief Dennis Compton

D. What We Do With What We Know About Fire Leadership and Management

- Represent “competence” in terms of “excellence outcomes” rather than “minimum standards”
- Explore the processes for selecting fire chiefs
- Encourage the use of IT applications in more fire service areas
- Include “city management” types in future *IFSJLM* symposia and other fire-related forums
- Formulate a sound agenda for research topics
- Interdisciplinary research
- Share liability lessons
- Be willing to research & address “dirty little secrets” in the fire service
- Demographic factors that impact decisions
- Provide “framework(s)” for decision-making

Thank you for your time
and attention.

Sorry, I was not able to be with
you today in person.

If you have questions, email:
englanr@okstate.edu