

# HBCU EMERGENCY MANAGEMENT WORKFORCE CONSORTIUM NEWSLETTER

## “Whole of HBCUs”

### Vol. 2



June 2024

<https://www.huttc.org/hbcu-emc/>

## Welcome from the Chair

In this edition, our members are engaged in a cornucopia of approaches aimed at introducing our students to the field of Emergency Management and more importantly, keeping them engaged. In this edition, we feature the work of stalwart Kevin Kupietz, PhD, Department Chair Aviation and Emergency Management & Associate Professor of Emergency Management, at Elizabeth City State University. Dr Kupietz was the first member of this Consortium to develop a CERT program at this HBCU. Passionate in the field of EM and innovative in his approach to teaching, under his purview over 120 students have completed the CERT program and have used this as a steppingstone to access the EM profession. We welcome Lincoln University as a new member and the visionary work of Assistant Provost Dr. Darius Watson and his team as they bring to life, the newly formed Security Sciences Institute (SSI). Florida. Some states are more disaster-prone than others. Disaster declaration data dating back almost 70 years show that Florida ranks #5 in the country as disaster strikes this state again and again. Read about how consortium team leaders Ashley Davis and Ivy Baker help to safeguard their community at FAMU. We also celebrate the enduring, passionate work of Mr. Meldon Hollis, the former Associate Director at the White House Initiative on Historically Black Colleges and Universities who shed light on the need to strengthen the emergency management workforce by diversifying it. Mr. Hollis has continued to lend his support to organizations that are focused on doing just that. He fittingly was honored this year at the 26th Annual Emergency Management Higher Education Symposium by members of the HBCU Special Interest Group (SIG). Very well deserved! - G. Downer

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## Did you Know?

Several FEMA and other government agency emergency planning resources are available to help improve disaster response and climate resilience. But is our community aware of and using them? We used convenience sampling to answer these two questions and found that overall, while some respondents are aware of certain resources, very few are being used. In addition to the need to know about these available resources, findings suggest there is a gap between knowing about the resources and using them. This begs the question of how best to communicate the availability and use of these resources for our under-resourced communities that need them.

Our Consortium's research lead, Dr. Robin Kelly will conduct follow-up research to hear from you about the most effective way to alert you about these resources so that you, a trusted voice in the community, may be well prepared. Data from the survey are below:

- The majority (58%) reported not knowing 10 out of the 15 resources listed.
- The three resources that had the most awareness are:
- Biden-Harris Administration Reforms Disaster Assistance Program to Help Survivors Recover Faster | FEMA.gov - 71% aware; no one used it.
- FEMA's Recovery and Resilience Resource Library | FEMA.gov- 71% aware; 29% used it.
- Environmental Justice Grants, Funding and Technical Assistance | US EPA- 71% aware; 29% used it.

## Research Committee Update

The Research Committee launched its IRB-approved Valuable Informants on Pulse (VIP) program May 2024. This program seeks to investigate the effects of disasters on HBCUs, particularly those with emergency management personnel or CERT programs. VIP members come from our Consortium membership, and any HBCU referrals are from these members.

Each month, web-based surveys comprised of 10-15 questions are emailed to our VIPs to document their perspectives on emergency and disaster events. The VIPs are asked about their plans to manage disasters on their campuses, not only their physical campuses but also their students and school administrations, even if these events did not occur on their campuses. After the program's first six months, we hope to learn more about managing actual and potential disasters on HBCU campuses that disrupt the regular occurrence of activities.

In May, VIPs were asked to consider the preparedness of college campuses to deal with protests in response to the Hamas-Israeli war in Gaza. Since campuses throughout the United States saw disruptions to graduations and end-of-year events as a result of this conflict, we sought to gather information about what was occurring on HBCU campuses and what plans were in place to manage any protests.

In June, surveys were sent to our VIPs regarding tornado preparedness based on the devastation caused by the Florida May 10th tornado in Florida. Our VIP at FAMU shared that the classification of a federal disaster occurred in mid-June, which caused the release of federal aid. This VIP, Ashley Davis, suggested that tornado disasters and severe weather plans should be annexed to all Emergency Preparedness plans.

Are you interested in discussing your plans or what has happened at your campus during a disaster? Sign up by contacting Dr. Kevin Kepietz at [kdkupietz@ecs.edu](mailto:kdkupietz@ecs.edu). -R. Kelley

# ECSU Becomes First HBCU with an approved US Coast Guard Auxiliary University Program (AUP)

Through the hard work of students in the Elizabeth City State University's (ECSU) Department of Aviation and Emergency Management (AEM) ECSU has become the first HBCU to be approved as a US Coast Guard Auxiliary University Program (AUP). During the Spring of 24 semester leaders from the Coast Guard, ECSU, and the Community came together to charter this new campus service organization that supports preparedness, safety, and disaster response while providing students with valuable skills and knowledge including leadership development. The mission of the US Coast Guard Auxiliary University Program (AUP) is to provide a continuous resource of well-trained viable officer candidates which can develop into career officers in the United States Coast Guard or similar service agency, without the commitment of an ROTC Program.

Dr. Kupietz, the program lead for the ECSU EM BS program, and the faculty advisor for the ECSU Community Emergency Response Team (CERT) and the US Coast Guard AUP, points out that it takes a village of specialties to combat emergencies and disasters. For a university to form community service organizations such as CERT is important for all stake holders. When collaborating across disciplines such as the CERT and AUP programs a new form of synergy is created that allows for new and unique opportunities. This collaboration will give ECSU students new opportunities for maritime safety and disasters, but will also open up new research opportunities for the programs based on topics such as climate change, maritime safety, homeland security and others.

We do expect this to be a great collaboration with many benefits. We encourage other HBCUs to examine similar collaborations that are outside the box from normal operations. If you have any questions, please feel free to reach out to Dr. Kevin Kupietz at ECSU [kdkupietz@ecs.edu](mailto:kdkupietz@ecs.edu) - K. Kupietz



USCG Rear Admiral Gilreath presenting Auxiliary University Program Certificate to ECSU Chancellor, Dr. Dixon, and Student project drivers Krystina Cato and Princess Eweka



ECSU Students on the ramp of USCG C 130 Aircraft after flight mission

## Consortium Leaders in the Field!

With up to 18 inches of rain in some parts of South Florida in June, flooding resulted. As a result, roads were blocked, houses were swamped, and vehicles were abandoned. "We proactively alerted the team on Monday through an emergency management conference call (Zoom) and daily email updates on the forecast," said Ashley Davis, Emergency Management Director, Florida A&M University. "As a precaution, we closed a satellite campus in South Florida yesterday, and I am pleased we did so. I am proud of our team for taking this seriously and ensuring we were well-prepared. Now, we will ride out the impacts and recover accordingly. Between tornadoes and floods, we stay busy, but we love what we do to serve our community. We have offered our support to Univ of Miami, FAU, and FIU to support their universities as needed." - A. Davis



Ashley H. Davis, MS, CEM, FPEM |  
Division of Finance &  
Administration  
Emergency Management  
Director, Florida A&M University

## Florida A & M University

At FAMU, we are committed to educating our university community on emergency management. Deputy Director Ivy Baker, who has a long history with Sigma Gamma Rho Sorority, Inc., has engaged her chapter to educate Greek life on emergency management. FAMU's new Emergency Management Coordinator, Pedro Rebolledo, has already begun exploring the development of a Community Emergency Response Team program on campus to enhance student preparedness and involvement. Additionally, we collaborate with campus partners through exercises, training, and outreach to spread awareness and knowledge about emergency management across the university. These initiatives foster a culture of preparedness and resilience among our students. As such, we are excited to have had the opportunity to educate our dedicated residential hall directors on emergency management! As we gear up for the upcoming fall semester and the peak of hurricane preparedness, it's crucial to be well-prepared. Together, we are committed to ensuring a safe and secure environment for our future leaders. - I. Baker



FAMU Students

## Master of Mayhem – ECSU CERT Program Helps with Preparedness Through Special Effects Makeup

Come visit Elizabeth City State University (ECSU) and you might be shocked to see students sporting a wide array of injuries resembling a major disaster or even the set of a zombie movie. Do not worry though, the injuries are not real, and neither are the zombies, The injuries, however, look very real due to the hard work of ECSU CERT students. The team has taken on specialized training and regularly practices the art of Special Effects Makeup (SPFX) referred to in the Emergency Management world as moulage.

These moulage skills have made ECSU CERT popular. The organization hosted a campus “Zombie Disaster Day” recently promoting awareness of disaster preparedness. CERT members used their moulage skills to make students look like post-disaster zombies. It was a huge hit not only around campus but also in the community. The ECSU CERT has been asked to attend different local events to talk on disaster preparedness while teaching moulage skills to local school students and community members. The ECSU CERT has also been asked to help participate in local and area full-scale exercises to help design patient scenarios and then incorporate moulage to make the injuries and exercises more realistic.

Moulage is a great skill to have in EM. It promotes preparedness and response skills to community members as well as responders. Dr. Kupietz, the ECSU CERT faculty advisor and instructor, recommends all CERT programs add moulage skills to their toolbox to help with the services that they offer but also to motivate membership into the CERT. It is a fun and useful tool for students to have. If you have questions on how to integrate moulage into your program feel free to contact Dr. Kupietz at [kdkupietz@ecsu.edu](mailto:kdkupietz@ecsu.edu) or visit ECSU EM Facebook at <https://www.facebook.com/ECSUEmergencyManagement/> - K. Kupietz



ECSU EM major Krystina Cato applies makeup to simulate a compound ulna fracture to CERT member Elizabeth Beadle in preparation for a regional exercise.



ECSU CERT members practice moulage techniques on each other before doing moulage for an upcoming exercise.

# Lincoln University Advances Security Sciences with New Institute

In a significant advancement in the field of security sciences, Lincoln University has established the Security Sciences Institute (SSI). This initiative expands on the success of the Lincoln University Law Enforcement Training Academy and furthers the institution's commitment to preparing skilled professionals for an array of careers in public safety and security.

The Security Sciences Institute offers specialized certificate programs in cybersecurity, Geographic Information Systems (GIS), Mental Health for First Responders, and Emergency Medical Technician (EMT) training. Future plans for the SSI include growth from the certificate programs to a full interdisciplinary bachelor's degree program in emergency management.

Under the leadership of Dr. Darius Watson, Assistant Provost for Academic Innovation, Outreach and Research and Executive Director of the Security Sciences Institute, the program has been in development since 2020, supported by over \$40 million in grants and funding from state and private supporters. This support has allowed for the development of new curriculum, as well as the renovation and construction of labs and instructional space to include a fully operational Emergency Operations Training Center (EOTC).

Among the key highlights of the institute's early achievements is the development of the annual Safety & Security Career Expo, which attracts industry leaders, prospective students, and job seekers. The event underscores the SSI's dedication to bridging education and industry needs.

Lincoln University's partnership with St. Louis University through the Intelligence Community Centers for Academic Excellence (IC CAE) further enhances SSI offerings through an enriched academic curriculum that provides students unique engagement opportunities with intelligence community professionals.

Additionally, the institute's collaboration with the mid-Missouri K-12 Cybersecurity Consortium, supported by Project REACH as a program of the Critical Infrastructure Security Agency (CISA), aims to introduce younger students to cybersecurity concepts, fostering early interest in educational and employment opportunities for the next generation of cybersecurity professionals.

The development of the Security Sciences Institute is backed by a diverse array of public and private partners, including the Missouri Department of Public Safety, Missouri Department of Homeland Security, Ameren Missouri, and World Wide Technology. These partnerships ensure that the institute remains at the forefront of security science education and continues to respond to the evolving needs of the community and industry.

Lincoln University's Security Sciences Institute is poised to become a lasting and impactful leader in security education, producing graduates who are well-equipped to meet the challenges of modern and future public safety and security. - D. Watson



Dr. Darius Watson

## Did you Know?

Did you know that the number of HBCUs within a 10-mile radius of a train station is 23 and that 65 HBCUs are located within a 20-mile radius of a train station? This brings into context, the implications for health for the 88 HBCUs (88%) in these locations, especially if there are accidents or incidents. - *Research conducted by Dataya Resenois, HBCU EMWC Intern*

# Stakeholders Committee Update

On June 3, 2024, the HBCU Emergency Management Workforce Consortium gathered with faculty, students, and stakeholders at the 26th Annual Federal Emergency Management Agency Higher Education Symposium in Emmitsburg, Maryland. The symposium fostered academic collaboration with emergency management practitioners. The panel discussions focused on creating resilient college campuses, CERT funding, internships, enhancing coordination, communication, and resource allocations during incidents. Stakeholders, including governmental agencies and private sector partners, emphasized the imperative of collaborative partnerships in building resilient college campuses. Discussions focused on leveraging resources, enhancing mutual aid agreements, and integrating community feedback to strengthen disaster preparedness and response efforts.

In my role as Consortium lead for the Stakeholder Committee, I spoke about FEMA's internship process and how students should leverage their personal experiences, and individual skill sets in resumes and during the interview process. Discussion around creating partnerships and collaborating with our academic institutions well before a disaster or crisis occurs was also discussed. I used Jackson State JSU as an example. FEMA had a relationship with JSU before their water crisis, which led to a town hall when Mississippi had a disaster declaration last year. – *D. Cortes-Devito*



HBCU Emergency Management Workforce Consortium Members and Students at Previous FEMA Higher Ed Symposium



Mr. Meldon Hollis

## HBCU EMWC PARTNERSHIPS

Thanks to Director Marcus T. Coleman of the DHS Center for Faith-Based and Neighborhood Partnerships, for his leadership in strengthening collaborations between FEMA and our communities who guide academia, non-profit, government and faith-based organizations in all areas of disaster preparedness and recovery. This year's in-person "Climate Resilience and Disaster Readiness Roundtable" exemplified his ongoing effort for our collaborative partnership on Strengthening Climate Resilience and Promoting Disasters Readiness. Federal agencies entrenched in the climate outreach and engagement ecosystem participated in the discussion and offered a plethora of resources including disaster readiness tools and opportunities for technical resistance. Our goal as HBCU EMWC members is to keep abreast of available tools and share them with the communities we serve.



Dr. Goulda Downer and Dr. Harvey McMurray from North Carolina Central University



Climate Resistance and Disaster Readiness Roundtable

## Congratulations to Mr. Meldon Hollis/Texas Southern University

The HBCU Special Interest Group (SIG) of FEMA Higher Education had its inaugural award, the Meldon Hollis award, presented to Prof. Meldon Hollis. The award will be hosted in the emergency management and homeland security program at Texas Southern University. The call for nominations will go out every year, starting from 2024) and the selected recipient will receive the award at the annual FEMA Higher Education Symposium in Emmitsburg. Dr. Olonilua also received the inaugural Social Equity award presented by the Jacksonville State University's Department of Emergency Management and Public Administration.

The Texas Southern University team has been busy this Summer. Dr. Oluponmile Olonilua is currently participating in the DHS Summer Research program administered by ORISE (Oak Ridge Institute for Science and Education). She is affiliated with the Critical Infrastructure Research Institute at the University of Illinois, Urbana-Champaign. Dr. Olonilua is there with one of her graduate students conducting research on teaching critical infrastructure interdependencies to K-12. The team will develop games and activities that can be used in classrooms. – *O. Olonilua*

## Jackson State University

Visit this link to read about Jackson State University's effort to cultivating the next generation to help with disaster preparedness and awareness. [https://www.jsumsnews.com/jsus-project-create-is-cultivating-the-next-generation-to-help-with-disaster-preparedness-awareness/?utm\\_source=rss&utm\\_medium=rss&utm\\_campaign=jsus-project-create-is-cultivating-the-next-generation-to-help-with-disaster-preparedness-awareness](https://www.jsumsnews.com/jsus-project-create-is-cultivating-the-next-generation-to-help-with-disaster-preparedness-awareness/?utm_source=rss&utm_medium=rss&utm_campaign=jsus-project-create-is-cultivating-the-next-generation-to-help-with-disaster-preparedness-awareness).

–*J. Murphy*

18 HBCUS Have Emergency Management Programs

Click the link below to find out which ones they are!

<https://acrobat.adobe.com/link/track?uri=urn:aaid:scds:US:b3cedf53-8da9-3c35-944e-305234581724>

## Newsletter Committee

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## Stakeholders

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American Red Cross  
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(FEMA)  
United States Environmental Protection  
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