

### **Kevin Clifford, BBA**

Divisional Chief Kevin Clifford is a thirty year, third generation firefighter responsible for Training & Professional Development for the Saint John Fire Department; New Brunswick. Kevin is an IFSAC certified: Instructor; Hazardous Materials Technician; and Fire Investigator. Kevin has a Business Degree from the University of New Brunswick in Saint John with a concentration in Adult Education and Finance. He has also received the Certificate in Incident Command from Dalhousie University College of Continuing Education.

Kevin has delivered fire service training (Firefighter I & II, Incident Command, Industrial Fire Brigade and Fire Service Instructor) throughout Atlantic Canada, Northern Quebec (Nunavik) and South America. During his twenty-two years riding the trucks, Kevin served as a firefighter, driver operator, and acting company officer. Kevin was also an active member with the Saint John Firefighter's Association as Vice-President and Secretary of local 771 and as such has participated on both sides of the bargaining table.

### **Robert (Bob) Cormier, BComm**

Bob has worked in the fire service for over thirty years. For the last thirteen years he has been Fire Marshal of the Province of Nova Scotia. In this capacity he has administered the Fire Safety Act which includes being the Director of 'Technical Safety'. In addition he has enhanced safety and training, particularly in the rural fire departments. He is a member of the Commission for the National Building and Fire Codes in Ottawa and serves as a voting member for CSA, ULC and UL.

Prior to becoming Fire Marshal, Bob was the Senior Prevention Officer in Sackville, NS. His experience there helped him to appreciate the fire risks associated with rapid suburbanization.

Bob has a Bachelor of Commerce from St. Mary's University and possesses a Certificate in Fire Service Administration. He is the co-author of Fire Prevention Management and has written for various trade magazines throughout North America.

### **Mario D'Angelo, MSc, B.A., S.E.M.**

Mario's extensive experience in Public Safety has included capacities in both full-time and volunteer Fire and EMS agencies. While he is currently serving as a Superintendent in the Special Operations Section of the Ottawa Paramedic Service, Mario's career in EMS has included frontline, frontline management, and mid level management positions, having spent an extensive amount of time in public safety communications.

Mario has been an instructor at the Canadian Emergency Management College (CEMC) since 2006, whereby he was involved in providing emergency and incident management training to emergency responders from across Canada. He recently completed a 15 month secondment to CEMC, where he served as the National Coordinator of Incident Site Management and Emergency Operations Center Management training programs. Mario continues to serve as a visiting staff member.

Mario has served as a volunteer firefighter for the former Township of West Carleton, where he also held the position of station training coordinator. Accordingly, he has much experience as an Incident Commander and Sector officer, both in routine emergencies as well as during state's of local emergency.

Mario has played significant roles in such events as the G7, G8, G20 Summits, Canada Day Operations, 1998 Ice Storm, West Carleton Interface Fire emergency, Y2K, and Lady Duck Sinking, and has had involvement in such projects as the City of Ottawa's CBRNE

(Chemical/Biological/Radiological/Nuclear/Explosive) task force, USAR (Urban Search and Rescue) team project, as well as the municipal evacuation plan. He has held key positions on various national, provincial, and local committees and working groups.

Mario has a Master's Degree in Emergency Management, and holds multiple certifications in the field. He is a U.S. Department of Homeland Security (FEMA) certified Incident Command System Instructor for levels 100-400, and has completed ICS training specific to structural collapse situations. Mario has delivered ICS training to emergency service personnel, and teaches Incident Command as part of the Algonquin College Emergency Management Certificate program. Mario has had his Emergency Management presentations delivered at various U.S. National Conferences. With multiple commendations, Mario is a recent recipient of the Ottawa Paramedic Service Medal.

### **Lydia Adisenu-Doe, BComm, MPA**

Lydia Adisenu-Doe is currently a Human Resources consultant with the Nova Scotia government. She is responsible for managing two government programs, The Diversity Talent Pool and the Career Starts program. This involves providing employment and employment related services to the public and government departments. She also works with other Federal, Provincial and Municipal funded service delivery organizations. She has a bachelor of Commerce degree and a certificate in Human resources management from St Mary's University. She is also a graduate of Dalhousie's Master of Public Administration Program. She is happy to share her knowledge and experience in service delivery in government.

### **Ken Eden, BComm**

Ken has a Bachelor of Commerce from Acadia University and is certified as a fire service instructor in Nova Scotia, New Brunswick and Ontario. He has served on several Ontario Fire Marshal committees and instructs with VFIS. He has been involved with Dalhousie's fire management programs since 1987, as well as his background in insurance and as Fire Chief in Lake Echo NS, Dalhousie NB, Tillsonburg ON, and now Niagara on the Lake ON, makes him highly informed to mark your assignments.

### **Rob Grimwood**

Rob is the Manager of Emergency Services/Fire Chief for Haldimand County. This position is a combined role of Fire Chief, Manager of Emergency Medical Services and Community Emergency Management Co-ordinator. Haldimand County is located on the shore of Lake Erie just South of Hamilton and just West of the Niagara Region and is one of the largest volunteer Fire Departments in Ontario comprised of 13 Stations and over 300 firefighters.

Prior to coming to Haldimand County Rob was employed as a professional firefighter with the Toronto Fire Services, a volunteer fire officer/training officer with the Niagara-on-the-Lake Fire Department and a paramedic with the Regional Municipality of Niagara. Rob is a graduate of the Dalhousie University Fire Service Management Program, the Ontario Fire College and the New York State Academy of Fire Science.

**Ken Harding, DPM**

Ken Harding has been involved in the municipal administration field for over 30 years, more than 20 of which, he has been employed by the Town of Woodstock, New Brunswick. He is presently the Chief Administrative Officer for the Town. He is an active member of the Board of Directors of seven regional and international agencies and commissions. Ken is actively involved in the New Brunswick Association of Municipal Administrators' Education Committee and Professional Certification Program. He has a Diploma in Public Management, and holds the highest level of Professional Certification in New Brunswick (Level 3).

**Pat Hartling, BCom, MPA, LLB**

Patrick Hartling has over 20 years of experience in the human resources profession and over fifteen years experience in facilitation, and the development and education of adults. In 2003 he founded S.P.L. Development Services, to promote and develop best practices in Strategy, People and Leadership.

Mr. Hartling has been Director of Human Resources with organizations ranging from 1000 to over 2000 employees in the public, health and service sectors, and has developed contemporary HR Strategies and Services, reflecting the best business practices available, as well as alignment with organizational interests. He has created and introduced Organizational Development Services, proactive Health and Wellness Strategies, contemporary HR services for Managers, such as Succession Planning and Performance Development, and developed and implemented employee surveys in a number of organizations to provide a basis for HR Programs and Services. Over the last fifteen years he has been actively developing and presenting and facilitating learning opportunities for working professionals in topics such as Organizational Behavior, Human Resources Management, and Program Evaluation.

He has taught university courses at Dalhousie and Mount Saint Vincent in the Business and Continuing Ed faculties, has both chaired and presented at HR conferences in Ottawa and in the Maritimes, and has taught courses on line for Dalhousie University College of Continuing Education, and the University of Alberta, and has also delivered courses as part of a Saint Mary's Program in Nunavut. Patrick is a certified Human Resources Professional, and possesses a Bachelor of Commerce, a Master in Public Administration, and a Bachelor of Law degree from Dalhousie University. He is currently an active member of several community Boards and is the elected Past President of the Human Resources Association of NS and PEI, as well as the incoming Chair and of the Executive of the Canadian Council of Human Resources Associations.

**Les Karpluk, BAppBus:ES**

Les joined the Prince Albert Fire Department in 1982 as an Alarm room operator and fire fighter. In his 28 years of service in the department he has received certificates in Fire Service Leadership and Fire Service Administration from Dalhousie University CCE, Bachelor of Applied Business: Emergency Services degree from Lakeland College, Chief Fire Officers designation from the Canadian Association of Fire Chiefs and in 2009 received the Full Time Fire Chief of the Year from the Canadian Association of Fire Chiefs.

### **Glen Maddess, MEMSM**

Glen is the retired Director of the Fire Safety Division, Justice Institute of British Columbia. He is also the retired fire chief from the Vancouver Fire and Rescue Services. When he was chief, he established a high performance emergency medical system, that included continuous quality improvement, and computer aided dispatch. Glen holds a Masters in Science (EHS) degree from the University of Maryland and a Bachelor of Science degree from Western Oregon University. He has worked as a consultant to the Province of BC, Ministry of Health Planning in establishing scopes of practice, governance and educational requirements for First Responders and Para Medics. In addition to being an instructor for Dalhousie University Fire Management Certificate Programs Glen is an adjunct faculty member of Western Oregon University, and the US Fire Administration, National Fire Academy. In 2008 Glen completed a rewrite of Emergency Medical Services Management and the Fire Department.

### **Ken McMullen, BA, MPA (in progress)**

Ken is the Fire Chief for the Rockyview County Fire Service. He has held other high level positions in the fire service including Fire Chief of Tecumseh Fire/Rescue Services, Deputy Fire Chief/ Support Services Oakville Ontario and Fire Chief for Lincoln Fire Services as well he is a former 27-year veteran Senior Captain/Academy Instructor with the Winnipeg Fire Paramedic Service. Ken served as rescue services coordinator in the fire suppression branch for 12 years, as a fire prevention officer, member of the arson strike force, and as the LAN manager for WebCT at various points in his career. Ken teaches in the areas of Human Resource Management, Organizational Behaviour, Conflict Resolution and Management Studies. He holds Bachelor of Arts in Political Studies and a Certificate in Public Sector Management from the University of Manitoba where he is currently completing his thesis in the Masters in Public Administration program.

### **Bill Mosher**

Bill has worked in the fire service for more than 30 years. In the former Halifax Fire Department, he served as a firefighter for 10 years, was then promoted to lieutenant, then captain, then district chief and deputy chief. As deputy chief he was responsible for human resources and administrative services. He became deputy director of administration at the point of municipal amalgamation into the Halifax Regional Fire and Emergency Service. Currently Bill is Chief Director of Halifax Regions Fire & Emergency. He holds a Certificate in Fire Service Administration, Local Government and Public Administration and has earned the Chief Fire Officer designation.

### **Cindy Payne, BAppBus:ES**

Cindy has recently stepped into a semi retirement role and is planning to take on contractual work relating to her background in the fire service, while planning for her retirement.

Cindy has gained significant expertise in the fire protection field during her time served as Deputy Fire Chief with a local Municipality before moving to CGI where she performed fire underwriter's surveys for insurance purposes. Cindy is also well versed in the field of public fire protection and operations of Fire Departments.

Cindy is a graduate of Dalhousie University's Certificate in Fire Service Administration and is using that certificate to attain advanced standing in Lakeland College's Bachelor of Applied Emergency Service. Cindy is certified as a level one investigator and inspector.

### **Denys Prevost, BEng**

Denys Prevost is the Chief of Welland Fire and Emergency Services composite department. He has been a full-time fire chief and ambulance director in Ontario since 1998 and before that was an industrial fire chief, municipal volunteer firefighter and a part-time firefighter in Nova Scotia and Ontario since 1978. Denys is also a professional engineer and has worked as a designer, construction manager, and engineering manager for 17 years in the petro-chemical and nuclear industries. He studied engineering, mathematics, and computer science at Acadia University and Nova Scotia Technical College in Nova Scotia. He is also a graduate of the Dalhousie Fire Management program, and has many other educational credits in the broader fields of firefighting and management. Denys has his CFO designation from the CAFC.

Denys has been an associate instructor in the Fire Service Leadership program for a number of years. He is also a contributor to the fire service in Ontario, in particular on volunteer firefighter issues and on broader important service delivery issues that are occurring in a developing fire service. He has been a member of a number of joint OFM-OAFC development teams, including Tiered Response, Pre-Hospital Care, and Shaping Fire Safe Communities projects. Denys is a past board member for Victim Crisis Assistance Services Haldimand-Norfolk and is a current board member of the Welland Safe Communities Partnership. He is currently the Provincial Fire Coordinator for the Niagara Region.

### **Lyle Quan, BAppBus:ES**

Lyle's career in the emergency services has spanned over 30 years. Prior to joining the Fire Service in 1987, Lyle was a police officer for several years.

His career with the Fire and Emergency Services began in Markham, Ontario where he progressed through the ranks to the position of Divisional Chief of Training. In May 2004, Lyle accepted the position of Deputy Fire Chief of Administration with Guelph Emergency Services – Fire/Ambulance, where he was also tasked with the management of a Volunteer Fire Department just east of Guelph; and in September 2010, Lyle accepted the position of General Manager/Fire Chief for the City of Waterloo Protective Service. In this capacity he is responsible for the operations of Fire Rescue, By-law Enforcement and Community Relations.

During his career he has also served on many committees that range from executive member of the local Firefighter's union to participating on the local College's Program Advisory Committee for the Ontario Firefighter's Curriculum.

Lyle is a graduate of Dalhousie's Fire Service Leadership and Fire Service Administration programs; he has a Bachelor of Applied Business in Emergency Services from Lakeland College and a bachelor's degree in Adult Education from Brock University.

### **Grace Temani, BComm, BComp**

Grace is the Program Director for the Fire Management Certificate Programs. She graduated from Dalhousie University in 1997 with a Bachelor of Commerce degree, and received a Computer Science degree from Dalhousie Technical University in 2003. Her involvement in the Fire Management Certificate Programs started in 1997. Her interests in computer assisted learning led her to design the CFSA and the CFSL courses to be offered online. She is currently working on certification in Project Management. Her areas of interest are organizational behaviour, change management and strategic planning.