Master of Science (MS) in Emergency Management Degree Program

Effective October 9, 2017
Master of Science (MS) in Emergency Management Degree Program

The Master of Science in Emergency Management degree program prepares learners to understand and effectively address the complex issues surrounding the emergency management profession. The program is designed for learners who are currently emergency managers, public safety officials, planners, first responders, continuity professionals, and government agents prepared to advance their careers in the emergency management field. Learners acquire and apply knowledge concerning both foundational and contemporary issues, emergency management systems, and risk-based decision making. The program provides learners with opportunities for advanced study, leadership, and career advancement at the supervisory and administrative levels.
## Career Information

### RELATED EMPLOYMENT SETTINGS TO EXPLORE

- Business continuity department for private business such as railroads, hospitals, universities, and Fortune 500 companies
- Emergency medical service
- Private consulting firm
- Federal government agency
- Department of Homeland Security
- Preparedness directorate
- Federal, state, or local emergency management agency
- Emergency communications agency

### RELATED JOB TITLES TO EXPLORE

- Emergency operations center director
- Emergency preparedness specialist or coordinator
- Preparedness and incident management director
- Business continuity manager
- Homeland security coordinator/manager
- Instructor
- HSEEP training officer
- Director of emergency operations
- Mitigation planner/specialist
- Continuity of operations planner
- Risk management consultant
- Logistics coordinator
- Emergency management agency director, assistant director, or planner
- Disaster response consultant
- Crisis management consultant
- Crisis management training director

### PROGRAM OUTCOMES

- Evaluate how research in emergency management impacts policy in the evolution of emergency management administration
- Apply leadership models to contemporary emergency management issues
- Effectively lead and manage integrated emergency management organizations and agencies across all sectors
- Apply principles of strategic and tactical thinking in leadership and administrative roles in the emergency management system
- Apply valid, reliable, and ethical research to decision-making in the field of emergency management
- Apply professional and social ethics to make sound, ethical decisions
- Communicate in a manner that is scholarly, professional, and consistent with the expectations for members of the emergency management profession

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*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title.

†Some positions require licensure and/or other designations. We encourage you to research requirements for your job target and career goals.
## Curriculum

- **8 required courses**
- **4 elective courses**
- **Total program credits: 48 quarter credits**

### CORE COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>PSL7010</td>
<td>21st-Century Communication and Leadership</td>
<td>4</td>
</tr>
<tr>
<td>PSL7020*</td>
<td>Professional Practice and Collaboration in a Diverse and Dynamic World</td>
<td>4</td>
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<tr>
<td>PSL7030*</td>
<td>Introduction to Critical Analysis and Research</td>
<td>4</td>
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<tr>
<td>EMG7015*</td>
<td>Application of Emergency Management Theory</td>
<td>4</td>
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<tr>
<td>EMG7025*</td>
<td>Emergency Management Policy and the Administration of Emergencies and Disasters</td>
<td>4</td>
</tr>
<tr>
<td>EMG7035*</td>
<td>Emergency Management Systems</td>
<td>4</td>
</tr>
<tr>
<td>EMG7045*</td>
<td>Risk Management Application</td>
<td>4</td>
</tr>
<tr>
<td>EMG7095*</td>
<td>Integrative Project for Emergency Management</td>
<td>4</td>
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### FOUR ELECTIVE COURSES

Choose any graduate course(s).

*Denotes courses that have prerequisite(s). Refer to the course descriptions for further details.

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**TRANSFER CREDIT**

A maximum of 12 quarter credits from previous graduate coursework may be transferred and applied to your program’s requirements.

**ADMISSION REQUIREMENTS**

Bachelor’s degree from an institution accredited by a U.S. Department of Education-recognized accrediting agency or an internationally recognized institution

Grade point average of 2.3 or higher on a 4.0 scale

Learners can apply a significant number of the credits they earn in the MS in Emergency Management degree program toward the PhD in Emergency Management program or the Doctor of Emergency Management program.

The courses in this program may require live web conferencing activities and/or learner audio/video recordings. Learners who require assistive technology or alternative communication methods to participate in these activities should contact Disability Services to request accommodations.
Core Course Descriptions

PSL7010  21st-Century Communication and Leadership  4 QUARTER CREDITS
This course begins the three-course sequence designed to enhance professional communication, scholarly competencies, and leadership effectiveness. Learners apply theoretical models of leadership and interpersonal relations to practical situations in the workplace. Learners also use contemporary technology to communicate effectively as scholars and professionals in real-world situations. **Must be taken during the learner’s first quarter. Cannot be fulfilled by transfer or prior learning assessment.**

PSL7020  Professional Practice and Collaboration in a Diverse and Dynamic World  4 QUARTER CREDITS
Learners in this course apply a variety of social and professional situations to build their skills in effective and creative collaboration across an organization. Learners analyze and benchmark best practices from an organizational, team, and individual perspective to create an environment of inclusivity and collaborative results. In addition, learners examine conflict management, diversity management, group dynamics, cultural competence, ethical decision making, followership, and social responsibility. **Prerequisite(s): Completion of or concurrent registration in PSL7010.**

PSL7030  Introduction to Critical Analysis and Research  4 QUARTER CREDITS
This course reinforces the leadership knowledge and skills gained during previous coursework, and enables learners to be more effective consumers of data and to better utilize research in applied and academic endeavors. Learners develop and demonstrate skills to evaluate source quality, credibility, and relevance to practice; assess research concepts and strengthen their ability to critically analyze; and apply information literacy, research ethics, and methods of inquiry. **Prerequisite(s): PSL7010, completion of or concurrent registration in PSL7020.**

EMG7015  Application of Emergency Management Theory  4 QUARTER CREDITS
This course introduces learners to the application of emergency management theories by scholars and professionals in research, policy, and practice. Learners in the course identify and assess primary theoretical constructs and research methodologies commonly used in emergency management. Throughout the course, learners synthesize relevant theories and applicable methodologies in order to generate potential research topics, determine potential policy issues, and examine ways to inform emergency management administration. **Prerequisite(s): PSL7020, completion of or concurrent registration in PSL7030. Cannot be fulfilled by transfer.**

EMG7025  Emergency Management Policy and the Administration of Emergencies and Disasters  4 QUARTER CREDITS
This course focuses on the organizational challenges that emergency management leadership typically encounters in contemporary society. Learners critically examine the intended and unintended effects of political, social, and legal policies and pressures impacting the ways emergency management organizations function. Learners assess organizational and administrative theories, strategic models, and best practices for leadership and administration in emergency management. Learners also analyze innovative policies and change initiatives to achieve specific ethical and functional objectives. **Prerequisite(s): Completion of or concurrent registration in EMG7015; PSL7030.**

EMG7035  Emergency Management Systems  4 QUARTER CREDITS
Learners in this course identify best practices to coordinate and manage comprehensive emergency management systems. Learners examine technology and research-integrated applications, risk communication, risk-based decision making, application of theory, and monitoring and measurement of the programs analyzed. **Prerequisite(s): EMG7015, PSL7030.**
EMG7045  Risk Management Application  
In this course, learners determine best practices for risk assessment composed of hazard identification, vulnerability assessment, and impact analysis as an integrated process. Throughout the course, learners integrate the theoretical paradigm supporting the management of risk and risk-based decision making. Prerequisite(s): EMG7015, PSL7030.

EMG7095  Integrative Project for Emergency Management  
In this course, learners demonstrate proficiency in a specific area related to emergency management by applying learning from required and elective courses to develop an original project. Throughout the process, learners select an emergency management theoretical perspective and apply it to best practices and industry-specific approaches and methods. Using their project, learners write a paper to demonstrate knowledge they have gained throughout the program. For MS in Emergency Management learners only. Prerequisite(s): Completion of all required and elective coursework. Cannot be fulfilled by transfer or prior learning assessment.
Recommended Course Sequence

This recommended course sequence assumes learners take two courses per quarter. Some learners elect to take fewer or more based on workload and the amount of time available for graduate study. On-time completion for this program is nine active quarters.

<table>
<thead>
<tr>
<th>YEAR 1</th>
<th>COURSES</th>
</tr>
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<tbody>
<tr>
<td>Q1</td>
<td>PSL7010</td>
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<tr>
<td>Q2</td>
<td>PSL7020</td>
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<td></td>
<td>PSL7030</td>
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<tr>
<td>Q3</td>
<td>EMG7015</td>
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<td></td>
<td>EMG7025</td>
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<tr>
<td>Q4</td>
<td>Elective course</td>
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<td>Elective course</td>
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<tr>
<th>YEAR 2</th>
<th>COURSES</th>
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<tr>
<td>Q5</td>
<td>EMG7035</td>
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<tr>
<td>Q6</td>
<td>EMG7045</td>
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<tr>
<td>Q7</td>
<td>EMG7095</td>
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Financial Aid

Capella University offers assistance to learners who qualify and would like to secure educational funding to help finance their academic program. A number of options are available, given the diverse needs and backgrounds of prospective learners. Options include:

- Federal Direct Stafford Loan Program
- Federal Direct PLUS Loan Program
- Non-federal loans through preferred lenders and financial institutions
- Capella scholarships
- External scholarships
- Veterans’ educational benefits and U.S. armed forces discounts
- Corporate and higher education alliances
- Employer tuition reimbursement

Regarding loan programs, interest rates for Stafford student loans are low compared to other types of consumer loans, and repayment can be deferred until after graduation. In compliance with federal and state laws, Capella University has established policies for all learners regarding satisfactory academic progress, which is necessary for financial aid eligibility.
Academic Leadership

Charlyn A. Hilliman, PhD
Dean
Dr. Charlyn Hilliman serves as the dean of Capella University’s School of Public Service Leadership. Dr. Hilliman has worked for the university since 2006, having served on the Institutional Review Board (IRB) and as a scientific merit reviewer; a residency instructor; a subject matter expert in research, criminal justice, and public administration; and the comprehensive examination lead. Dr. Hilliman also spent her career in health care information technology leadership at Columbia University and Florida International University, and has worked as a director of community programs evaluations and policy initiatives for the NewYork-Presbyterian Hospital. Dr. Hilliman holds both a PhD and Master of Philosophy in Criminal Justice from the Graduate School and University Center of the City University of New York (CUNY), as well as a Master’s in Public Administration from John Jay College of Criminal Justice, CUNY.

Micheal Kemp, PhD, CEM
Faculty Chair
Micheal Kemp is faculty chair for the Emergency Management and Criminal Justice degree programs in Capella University’s School of Public Service Leadership and has served as a faculty member since 2010. Dr. Kemp is an original member of the Board of Directors for the Foundation of Comprehensive Emergency Management Research and a senior advisor with Integrated Solutions Consulting. His professional experience includes teaching undergraduate and graduate courses in emergency management and homeland security at American Military University, participating in a weapons of mass destruction civil support team, and serving in a security and anti-/counter-terrorism unit of the U.S. Marine Corps. Dr. Kemp has published and spoken on emergency management topics in numerous professional forums and worked on social and physical vulnerability, natural and technological hazard identification, critical infrastructure, asset protection, and physical and personal protection issues with several county and state entities. He holds a PhD and MS in Emergency Management, a College Teaching Certificate from North Dakota State University, and an MS in Criminal Justice from Minot State University; Dr. Kemp is also an IAEM Certified Emergency Manager.
Move Forward with Capella University

WORKING SCHOLARS
Capella provides an online, flexible learning environment for working adults who are also determined scholars. That connection between academic and professional work infuses the entire Capella experience—from the faculty we recruit to the course projects you complete. The theories discussed in the courseroom are designed to develop working knowledge for everyday situations.

AN ACCREDITED UNIVERSITY
Our accreditation* is an assurance to students, employers, and the public that Capella University meets or exceeds established standards for quality of faculty, curriculum, and learner services. It is also an important factor in the ability to transfer credits among higher education institutions. Regional accreditation, the type held by Capella, is the most common type for major public, state, and private institutions in the United States.

VALUING YOUR KNOWLEDGE AND EXPERIENCE
Adults bring a wealth of experience and learning to their education. Capella courses are designed to bring out your perspectives just as you gain from others’ ideas. Your knowledge can also be worth time and money: An enrollment counselor can help you estimate how much of your prior learning may apply toward your Capella degree program.

Important Information about the educational debt, earnings, and completion rates of students who attended this program: http://capellaresults.com/assets/includes/gainfulemployment/cta/GE/GE15/masters/MS_Emergency_Mgmt_gedt.html.