

# SCOTT ROBERT MANNING

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## EDUCATION

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Doctor of Science (D.Sc.), Emergency Management, Jacksonville State University, 2017

Dissertation Title: *Strategic Planning in Emergency Management: Examining the State-of-the-Practice among County-Level Emergency Management Agencies.*

Committee Members: Dr. Jane Kushma (Chair), Dr. Tanveer Islam, and Dr. Shih-Kai Huang

Master of Science (M.Sc.), Emergency Management, Jacksonville State University, 2008

Graduate Certificate, Emergency Management, Jacksonville State University, 2006

Master of Public Administration (M.P.A.), Jacksonville State University, 2005

Bachelor of Science (B.Sc.), Environmental Studies, Old Dominion University, 2002

## ACADEMIC EXPERIENCE

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### **Assistant Professor and Assistant Program Director | 2023 – Present**

Jacksonville State University | Department of Emergency Management & Public Administration

Organize and lead program meetings and faculty discussions on program curriculum and qualifying exam development. Advise doctoral students on career paths, research topics, and course selections. Collaborate with program faculty to support and mentor doctoral students from program onboarding through the dissertation phases. Review program application materials and collaborate with faculty on admission decisions. Complete annual progress reports for student learning outcomes and participate in program assessment processes. Conduct research on various emergency management topics as needed. Provide graduate-and doctoral-level instruction on public administration theory and practice, disaster and emergency management policy, systems thinking and application, research methods, and leadership and organizational behavior. Courses taught include:

EM 411 – Disaster Response and Recovery

EM 461 – Critical Infrastructures

EM 481 – Research in Disasters and Emergency Management

EM 505 – Foundations of Emergency Management

EM 530 – Research Methods in Emergency Management

EM 598 – Emergency Management Leadership and Organizational Behavior

EM 802 – Integrative Doctoral Seminar I

EM 823 – Institutional Context and Emergency Management Policy

PA 532 – Budgeting and Finance in the Public Sector

### **Adjunct Faculty Member and Research Associate | 2017 – 2023**

Jacksonville State University | Department of Emergency Management & Public Administration

Conducted research on various emergency management topics as needed, including community resilience studies in conjunction with JSU's Center for Disaster and Community Resilience. Research focused on the 'lived' experiences of Alabama tornado survivors and community-based

applications of FEMA's Resilience Analysis and Planning Tool. Provided undergraduate- and graduate-level instruction on public administration theory and practice, emergency management planning and preparedness activities, research methods, disaster response and recovery, and leadership and organizational behavior. Conducted course-related research on various emergency management and homeland security topics. Courses taught included:

- EM 301 – Introduction to Disaster Management
- EM 371 – Public Administration and Policy in Emergency Management
- EM 411 – Disaster Response and Recovery
- EM 481 – Research in Disasters and Emergency Management
- EM 483 – Homeland Security Planning and Preparedness
- EM 505 – Foundations of Emergency Management

### **Adjunct Faculty Member and Research Assistant | 2012 – 2017**

Jacksonville State University | Department of Emergency Management & Public Administration

Conducted research on various emergency management topics as needed, including community resilience studies in conjunction with the Community and Regional Resilience Institute (CARRI) and evaluating the FEMA and Alabama Disaster Case Management Program. Previous research focus included Social Media Use in Emergency Management, Strategic Planning for Emergency Management, Disaster Case Management, and Post-Disaster Project Management Applications. Provided instruction on public administration and policy, disaster and emergency management, and homeland security planning and preparedness at the undergraduate level. Conducted course-related research on public administration, emergency management, and homeland security topics. Courses taught included:

- EM 301 – Introduction to Disaster Management
- EM 371 – Public Administration and Policy in Emergency Management
- EM 483 – Homeland Security Planning and Preparedness

## **PROFESSIONAL EXPERIENCE**

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### **Senior Operations Analyst and Special Projects Manager | 2020 – 2023**

Virginia Department of Transportation | Central Office Workforce Development Division

Provided assessment and evaluation services for more than forty workforce development programs statewide. Developed/administered surveys and questionnaires, conducted interviews and focus group discussions, and performed observational and case-specific studies to collect course- and program-related data. Provided quantitative and qualitative data analysis to evaluate employee reactions, learning, behavior, and outcomes/impacts and to determine the return on investment (ROI) and expectations (ROE) across all workforce development programs.

### **Engineering Specialist and Technical Training Consultant | 2002 – 2020**

Virginia Department of Transportation | Salem District Materials Division

Facilitated collaborative networking and relationship building to ensure effective project development and management. Conducted asphalt pavement evaluations and condition analyses to facilitate proper maintenance strategy and operations. Performed materials and construction cost forecasting for effective project estimating, budgeting, and contract development. Facilitated sound budgetary management and allocation of resources to ensure the maintenance of asset condition and performance targets. Facilitated effective project management services to ensure

construction quality, cost efficiency, and on-time project completion. Provided instruction on material properties, mix design requirements, construction processes, leadership, project management, and quality assurance/engineering. Provided instruction on situational leadership strategies, communication skills, conflict resolution, creative problem solving, decision-making, time management, team development, and customer service. Assisted with course design and instructional development for the State-Wide Materials Certification Program, Leadership Core Development Program, and Executive Leadership Program.

## **PROFESSIONAL CERTIFICATIONS**

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### **Project Management Professional (PMP) | Credential ID: 2564606**

Project Management Institute | Newtown Square, Pennsylvania

## **PUBLICATIONS**

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### **Book Reviews and Peer-Reviewed Journal Articles**

Manning, S. (2023). Strategic planning in emergency management: Highlighting the critical role (and impacts) of the planning process. *Journal of Homeland Security and Emergency Management*, 20(3), 209-238.

Wang, C., Rider, E., Manning, S., & Islam, T. (2023). Quantitative analysis of the lived experiences of tornado and factors affecting community resilience: A case study of an EF-3 tornado in Jacksonville, Alabama. *Weather, Climate, and Society*, 15(1), 133-144.

Manning, S. (2020). Exploring the process of strategic planning in emergency management. *International Journal of Emergency Management*, 16(2), 152-178.

Manning, S. (2020). Strategic Planning in Emergency Management: Evaluating the impacts on local program quality. *Journal of Homeland Security and Emergency Management*, 17(3), 1-37.

Manning, S. & Kushma, J. (2016). A systematic review of the international disaster case management literature in the aftermath of Hurricane Katrina. *International Journal of Emergency Management*, 12(3), 241-262.

Manning, S. (2013). Review of Emergency Management: The American Experience 1900-2010. *Journal of Homeland Security and Emergency Management*, 10(1), 405-410.

Manning, S. (2012). Review of Freedom and Order: How Democratic Governments Restrict Civil Liberties after Terrorist Attacks – and Why Sometimes They Don't. *Journal of Homeland Security and Emergency Management*, 9(1), 1-5.

### **Program and Policy Evaluations**

Kushma, J., Plotnick, L., Manning, S., & Ryan, M. (2013). *An evaluation of the Alabama Disaster Case Management Program*. Center for Disaster and Community Resilience (CDCR), Jacksonville State University.

### **Technical Reports**

Manning, Scott R. (2011). *From vision to implementation: Enhancing the recovery process through integrated knowledge, planning, and project management*. Project Management Institute Educational Foundation.

## **CONFERENCE PRESENTATIONS**

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Manning, S., Kushma, J. Keck, J. and Renda-Tanali, I. (2015, June) *Online Educational Programs for Emergency Management and Homeland Security*. Federal Emergency Management Agency: 17th Annual Higher Education Conference.

Manning, S. & Kushma, J. (2014, October). *The Hurricane Katrina Influence on Disaster Case Management Programs and Process*. Millersville University, Center for Disaster Research and Education: An International Research Symposium on the Global Katrina Effect.

Manning, S. & Kushma, J. (2014, June). *Towards an Evidence-Based Practice in Emergency Management: The Role of Evaluation Research*. Federal Emergency Management Agency: First Annual Emergency Management Theory & Research Workshop.

Manning, S. and Kushma, J. (2014, May). *Using Disaster Research: Towards Evidence-Based Practice for Emergency Management*. International Association of Emergency Management: Region 4 & 5 Training Summit.

Manning, S. (2014, March). *Review and Analysis of Longitudinal Joint Density Testing*. Virginia Department of Transportation: Western Virginia Regional Asphalt Conference.

Manning, S., Kushma, J., Finn, J., Reissman, S. & Barbera, J. (2012, June). *Generating Meaningful Research Questions*. Federal Emergency Management Agency: 15th Annual Higher Education Conference.

## **PROFESSIONAL ACTIVITIES**

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Peer Reviewer, Journal of Homeland Security and Emergency Management | 2011-Current

Peer Reviewer, Information Systems for Crisis Response and Management | 2011-2015

Chapter Secretary (JSU), International Association of Emergency Managers | 2013-2015

Executive Committee Member, American Society for Public Administration, Section on Complexity and Network Studies | 2012-2015

Committee Member, Project Management Methodology for Post-Disaster Reconstruction, Project Management Institute | 2012-2014.

## **AWARDS AND HONORS**

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Who's Who of American Colleges and Universities | Jacksonville State University

National Honor Society of Sigma Alpha Pi (Leadership) | Jacksonville State University

National Honor Society of Pi Sigma Alpha (Political Science) | Jacksonville State University

National Honor Society of Phi Kappa Phi (Multidisciplinary) | Old Dominion University

American Collegiate Scholar | Old Dominion University

## **MEMBERSHIPS AND AFFILIATIONS**

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American Political Science Association

American Society for Public Administration

International Association of Emergency Managers  
Project Management Institute

**PROFESSIONAL REFERENCES**

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Dr. Jane Kushma, Advisor and Mentor, Jacksonville State University

Dr. Tanveer Islam, Supporting Graduate Advisor and Supervisor, Jacksonville State University

Dr. Jameo Pollock, Supervisor, Workforce Development, Virginia Department of Transportation

David Lee, P.E., Former Supervisor, Materials Division, Virginia Department of Transportation