Heather L. Beal AEM
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EDUCATION

PhD Public Policy & Administration-Emergency Management
Walden University, Minneapolis, Minnesota   ABD/Est.2018

Master of Science-Emergency Management
Millersville University, Millersville, Pennsylvania   2013

Master of Science-Cyber Security Policy
University of Maryland University College, Adelphi, Maryland   2013

Master of Arts-Diplomacy (Conflict Resolution)
Norwich University, Northfield, Vermont   2007

Master of Arts-Asian Studies (China)
University of Hawaii, Honolulu, Hawaii   1996

Bachelor of Science-Political Science
Western Michigan University, Kalamazoo, Michigan   1992

Federal Emergency Management Agency Courses
Emergency Management Institute, Emmitsburg Maryland   2011-2015
(Over 360 hours of Coursework)

TEACHING EXPERIENCE

Navy College Program for Afloat College Education (NCPACE) Instructor
Central Texas College   2006
   • Taught face-to-face courses to undergraduate students on U.S. Navy ships deployed for
     operations. Course topics included government.

COURSES TAUGHT

GOVT 2301   American Government I
GOVT 2304   Introducing Political Science

OTHER EXPERIENCE

BLOCKS Inc.
President and Chief Executive Officer, Silverdale, WA   2014-present
• Developing national disaster preparedness certification program for childcare organizations.
• Implementing and training to emergency operational plans preparing childcare facilities for
  disaster and enabling stronger community resiliency through state and federal emergency
  management organizations integration.

United State Navy
Combat Targets Branch Chief   2013-2015
United States Cyber Command, Fort G. Meade, MD
- Oversaw development of a cyber forces target system analysis culminating in an over 300% expansion of intelligence content. Scoped and initiated development of a second target system analysis providing critical baseline intelligence of adversary capabilities and composition.
- Recognized subject matter expert. Selected as division and command officer of the year in 2013 and 2014 respectively.
- Pivotal member of contingency planning teams. Provided critical input and vision recommendations; resulting in whole-scale acceptance of proposed objectives and effects.
- Key player in large-scale cyber emergency exercises; responsible for training and execution of target development process and adherence to doctrine.

Non-Lethal Targeting Chief
Commander Pacific Fleet, Makalapa, HI   2010 – 2013
- Created the only non-lethal targeting job qualification requirement in existence in the Pacific Theater, adopted across the Department of Defense as the standard to train officers in complex nonlethal targeting issues.
- Drafted/Revised of 200+ pages of crisis planning documents. Fused IO capabilities into operational crisis planning.
- Developed operational continuity of operations policies
- Lead planner for three large-scale strategic defense and contingency (200+ personnel) exercises. Developed and tested emergency operational policy and built resilience into standard operating procedures to mitigate identified problems.
- Led non-lethal targeting for a 98-person cell during four key exercises and maintained real-world operational readiness.

Administrative Officer/Deputy Division Chief
 NIOC Hawaii, Wahiawa, HI   2006 – 2010
- Conceived and actualized command instruction for disaster accountability and assessment, providing emergency contact training to over 2,800 personnel and their family members. Achieved 100% accountability during two recall exercises.
- Deputy Chief of a 262 multi-service team that produced over thousands of time sensitive reports and increased situational awareness across the intelligence community.
- Oversaw command indoctrination and in/out processing division, comprising an average of 150 personnel at a time
- Managed 30-man team responsible for administrative oversight of over 1,200 personnel. Maintained a $35K budget; improved awards processing time by 30%.
- Instituted leadership initiatives and mentoring that resulted in a 92% advancement rate, 98% physical fitness pass rate and an 89% retention rate for over 200 personnel.
- Built intelligence resource allocation tools and trained personnel in their utilization. Tools provided an ability to track and prioritize requests, analyze trends and predict shortfalls; resulted in an intelligence resource fill rate improvement of over 200%.

INFORMAL TEACHING ACTIVITIES

United States Navy
- Mentor to junior sailors for over 20 years, provided career and educational advice
- Ran officer commissioning program; counseled over 60 Sailors and resulted in five enlisted personnel being selected for commissioning.
- Recognized by leadership as a mentor for all crew members; credited with turning around command climate.

COMMUNITY SERVICE

BLOCKS-Childcare Disaster Preparedness Nonprofit	2014-present
Home Owners Association Board of Directors	2015

PUBLICATION

Beal, H. (2015)."Emergency management on trial: Implications of the 2009 L'Aquila earthquake convictions" IAEM Bulletin.

Beal, H. (2015). "Military foreign humanitarian assistance and disaster relief (FHA/FDR) evolution: Lessons learned for civilian emergency management response and recovery operations." International Journal of Mass Emergencies and Disasters, 33(2), pp. 274-309.

CERTIFICATION

Certified Associate Emergency Manager (AEM)
International Association of Emergency Managers (IAEM)   2014

PROFESSIONAL PRESENTATIONS

Beal, H. (2016). Childcare Recovery Failure – A Significant Impact on Community Recovery, a speech prevented at the 2016 International Emergency Management Association Annual Conference (EMVision Talk).

Beal, H. (2017) Successful Business Resiliency Includes Childcare, a speech presented at the 2017 Continuity Planners Association of the Carolinas (CPAC).

PROFESSIONAL AFFILIATIONS

Member, Phi Kappa Phi Honor Society	2013-Present
Member, Epsilon Pi Phi Honor Society	2013-Present
Member, International Association of Emergency Managers	2014-Present
Member, Golden Key International Honour Society	2016-Present
Member, Pi Alpha Alpha Honor Society	2016-Present

REFERENCES

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