

FINAL RECOMMENDATION

April 12, 2001

Recommendation of the Action Plan Team: CORE Mission

Statement of Issue #: 10-16 The current on- and off-campus student population may not reflect the geographic and demographic diversity of the United States fire service.

Recommendation #R-42

Summary: Develop more avenues of access (i.e., “entry points”) to allow more students to take advantage of the NFA courses and to encourage diversity.

Recommendation: Investigate more avenues for offering courses to a more diverse student population.

Background: NFA has historically reached out to under-represented populations in the fire service to encourage their participation in the Academy’s programs as students and faculty. Some of the standard procedures include advertising all opportunities, making sure that special interest groups are made aware of the opportunities that exist at NFA (Women in the Fire Service, International Association of Black Professional Firefighters, National Association of Hispanic Firefighters). In addition, with the advent of the NFA web page all program notices are quickly and widely available. U.S. Fire Administrator Carrye B. Brown spearheaded the latest initiative with a nationwide FEMA press release (No. 79-038, March 3, 1993) highlighting the Academy’s effort to “...foster a diverse and qualified pool of applicants.”

In 1994 FEMA sent a report to Congress titled National Fire Academy Initiatives to Promote Cultural Diversity in the Executive Fire Officer Program (EFOP). This program has resulted in an increased participation of women and minorities in the EFOP.

Finally, the U.S. Fire Administration (USFA) is planning a nationwide demographic analysis of the fire service. A study of this kind has never been conducted at USFA. Therefore, the result will serve as an overall benchmark on the cultural and organizational makeup of the American fire service.

Some avenues that NFA has already incorporated more student access to the NFA Courses include the following:

- Residential Programs
- Off Campus Programs
- Regional Deliveries
- Direct Delivery
- Degrees at a Distance
- Hand-Off
- Self Study
- Endorsed Courses.

1. Priority: High
2. Step(s) to Achieve: Seek input from students, stakeholders, State Training Systems, Fire Service Leadership, Federal Fire Working Group and other partners.
2. Estimated Time Frame: On-going
3. Estimated Cost: Staff time
5. Outcomes:
1. More avenues will allow a more diverse student population to take NFA courses.
 2. A National “system” can begin to emerge from endorsement.
- Conclusion: The Core Mission supports this recommendation.

Submitted by:

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APPROVED/Date

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