

Introducing the Foundation for the Research and Advancement of Emergency Management (FRAEM) 2025 Spring Essay Competition

Sponsored by:

Leader's Intent and Theory-N2-Practice

Submission Deadline - April 15, 2025 at 11:59 pm (PST) info@fraem.org

What is FRAEM The Foundation for the Research and Advancement of Emergency Management (FRAEM) is a non-profit educational organization established by practitioners of emergency management who are naturally curious about the field and desire to see it thrive. Emergency management is an evolving field that requires cultivation and development, and the foundation was designed for that purpose.	Why hold a competition? <ul style="list-style-type: none">★ Stimulate new and support existing innovation in Emergency Management (EM)★ Support the next generation of Emergency Management leaders★ Build problem-solving and critical-thinking skills among Emergency Managers★ Guide the profession on where to shift energy and time★ Add to the EM body of knowledge★ Recruit new members to FRAEM
As a sponsor, what can I expect? <ul style="list-style-type: none">• Work with FRAEM to determine prize amounts and the best distribution method.• FRAEM will share information about the sponsor(s) in all documentation related to the competition, including the website, and at the next FRAEM Event.• Free admission to the next FRAEM Event.	
Who is the target audience? <ul style="list-style-type: none">❖ Open to individuals (except where void or prohibited by law).❖ Single or team entrants are eligible.❖ English-only submissions	What should submissions cover? <ul style="list-style-type: none">❖ A long-standing gap in emergency planning and management, with particular application to gaps in public-private partnerships❖ Proposed innovative solutions❖ Proposed communications strategies to ensure action❖ Graphically depict dependencies

OBJECTIVES OF COMPETITION

- Stimulate innovation in emergency management education.
- Support existing innovation in emergency management education
- Building problem-solving skills among emergency managers, primarily through critical thinking, systems thinking, and design thinking, with their benefits in other professional disciplines
- Enable individuals to transform more quickly into leaders through research-based innovation, guiding the profession on where to shift energy and time in the next calendar year for the FRAEM.
- Add to the EM body of knowledge
- Support the next generation of Emergency Management leaders

ELIGIBILITY AND PRIZES

- The contest is open to individuals, except where void or prohibited by law.
- Single or multiple authors are eligible.
- Immediate family members of the selection committee or those who work for the selection committee members are not eligible for this contest. Past first-place winners are not eligible for this contest.
- Winners are responsible for providing their mailing addresses and other necessary information under the law to receive prizes. Prizes must be claimed within six months of the results being announced.
- Prizes -
 - **1st place - \$1,000** and publication in FRAEM medium (e.g., website), which could serve to meet a requirement for the CEM
 - **2nd place – \$500** and publication in FRAEM medium (e.g., website), which could serve to meet a requirement for the CEM
 - **3rd place - \$250** and publication in FRAEM medium (e.g., website), which could serve to meet a requirement for the CEM

PROJECT TOPICS

Where are Emergency Managers located within an organization, and why? Establishing a contributive argument on why Emergency Management must be situated in administration with decision-making capabilities.

The essay topic is evaluated in two ways:

1. First, the substantive topic reflects a long-standing emergency planning and management gap. This may include essays that challenge prevailing views, explore and reveal the real problems, and point to better solutions.
 - a. An entrant should **emphasize innovation** in solutions, drawing on approaches common in incubators, accelerators, and hack-a-thons – including those sponsored by academic institutions, FEMA, and communities.
 - b. Thus, suggested solutions that merely recommend “more resources” do not reflect the spirit of innovation and different thinking.
2. Second, how findings are **communicated to be actionable** by those organizations, **overcoming past inaction** through the substance, style, and framing of those action recommendations; thus, it would be helpful for an entrant to:
 - Review past analyses of the perceived problem, recommendations made, and decision situations to **understand why proposed solutions were not implemented** (including the definition of a perceived problem, the definition of the solution, dependencies to implement a solution, how a solution was communicated, and why decision-makers reacted the way they did to the recommendation).
 - **Graphically illustrate the problem and solution** regarding dependencies and information flows, indicating where current practices break down due to an emergency management team's lack of a “single pane of glass” visibility. For these visualizations, an entrant might wish to draw on design ideas common to winners in academic poster conferences and online “explainers.” At the same time, an entrant should feel free and most welcome to reflect more creativity in creating an “explainer” than in an academic poster contest as **1)** the field of emergency management is expressly interdisciplinary and **2)** reviewers are primarily practitioners.
 - Visualization can be static diagrams integrated into papers, animated diagrams, or 2-5 minute videos.

In considering topics, entrants might wish to think about long-standing emergency planning and response complications such as:

- Understanding how an affected system works in advance of an emergency that consequent response, including **1)** the emergency management tendency to see only part of a system and **2)** the tendency to be bound by prevailing doctrine
- Understanding, in an unfolding situation, precisely what EM methods and physical infrastructure are broken and need improvement and restoration
- Having a “single pane of glass” situational awareness with which to view the current dynamics of a situation. This includes **1)** timely, accurate information and **2)** communication.
- Having a decision process designed and practiced for life-like “What if?” scenarios to enable decisions given **1)** situational awareness and **2)** change complexity and fatigue of a situation.
- How change, complexity, and fatigue diminish the quality of emergency management decisions
- The structural limitations of traditional emergency management team design are compared to team design in other areas of an organization, which is intended to rapidly solve complex problems such as new product management, operations, or logistics. Entrants are encouraged to consult with faculty in organizational behavior, psychology, sociology, anthropology, ethnology, and design thinking to bring common thinking to other professional disciplines to improve emergency management teams.
- Why don't we learn from lessons learned?

Entry Requirements

All entries must meet the following criteria:

- **Coauthorship:** Papers written by more than one Individual are permitted. Coauthored or multiple-authored winners will share the specified monetary awards.
- **Single Submission:** Only one paper entered by the author, whether as sole author or co-author.
- **Originality:** Each paper must be an original analysis of the author's work. Papers previously published are not eligible.
- **Preparation:** The paper adheres to preparation requirements.
- **Entry Form:** The entry form is completed and submitted.

Paper Preparation Requirements

The paper must be written in English and follow these requirements:

Length:

The paper should be between ten (10) and fifteen (15) double-spaced pages. Page limits include all charts/graphs, references, and any appendices.

Appearance and Format: (APA)

- Font should be Times New Roman — point size 12
- Margins of 1 inch (2.5 cm) all around
- Papers must be submitted in MS Word (DOC or DOCX) or Adobe Acrobat (PDF) format.

Charts and Citations:

- Charts and graphs should be “stylized”; exhibits should be appropriately developed, formatted, and inserted into the document.
- Datasets, publications, and other documentation must be properly cited. See FAQ, [Why and how should I cite data?](#); see [American Psychological Association Bibliographic Style, 6th Edition](#) for guides on citing publications. (Linked content provided by Purdue University's library site.)

Title Page and Abstract:

- The title page must include the author's name.
- An abstract of no more than 150 words must follow the title page. Title and abstract pages are not included in page limits.
- Page headers and footers should contain page numbers and a shortened paper title. They are not to include the author's name. This ensures anonymous review by the judges.

RULES AND CRITERIA:

- Papers must be submitted electronically. An alternate method will be identified if an electronic submission is not possible.
- One entry per student/team per contest.
- All submissions must be compliant in their digital form with Section 508 Accessibility; see <https://www.section508.gov/>.
- Papers must be submitted online by 11:59 p.m. Pacific Time on the entry deadline. FRAEM reserves the right to extend the contest deadline when deemed appropriate.
- Papers must be the sole work of the entrant. Plagiarism will result in disqualification. They must not infringe on any third-party rights or intellectual property of any person, company, or organization.
- FRAEM may independently publish the research paper or its results in other outlets and other media formats, provided that such publications:
 - Acknowledge the original authors of the publication;
 - Do not misrepresent or contradict the findings of the original paper;
 - Identify the contributions of each Party and the support of FRAEM.
- Questions can be submitted to info@fraem.org, and Judges will make every attempt to provide answers within a 72-hour turnaround time.
- We are using **APA style formatting for references**.
- By submitting an entry to this Contest, the entrant agrees to indemnify the FRAEM for any claim, demand, judgment, or other allegation arising from possible violation of someone's trademark, copyright, or other legally protected interest in any way in the entrant's essay.
- The decisions of the judges are final.
- All entries become the property of FRAEM and will not be returned.
- All participants will be notified of the results via email.
- Winners agree to allow FRAEM to post their names on any FRAEM-affiliated websites. The first-place essay may be posted on any of these websites, and full credit may be given to the entrant(s).
- Winners consent to participate in interviews and allow FRAEM to use quotes and take photographs, movies, or videotapes of them.
- Winners also grant FRAEM the right to edit, use, and reuse said products for non-profit purposes, including use in print, on the internet, and all other forms of media.
- Winners release FRAEM and its agents and employees from all claims, demands, and liabilities regarding the above.
- Winners will be solely responsible for federal, state, or local taxes.

SELECTING A WINNER(S)/JUDGES GUIDE:

- Essays will be reviewed by a panel of 3-5 professionals who represent the FRAEM and the FRAEM Board with academic and practical backgrounds
- Essays will be evaluated on:
 - Compliance with competition requirements
 - Addressing timely/future challenges
 - Statement of purpose
 - Thesis development
 - Quality of analysis
 - Supporting documentation
- Anonymity: The judges will not know the entrants' names or schools.