

# EMERGENCY SERVICES MANAGEMENT

## Associate in Applied Science (AAS)

**Program Code: 10-503-5**

**Total Credits: 61**

Mid-State's Emergency Services Management program will strengthen and advance the knowledge and skills needed for firefighters and paramedics to become supervisors. The program focuses on topics such as personnel management, risk management, OSHA, legal aspects, and community relations. Fire and EMS tracks are available to allow students an opportunity to pursue additional knowledge in their area of interest or career path. This program is online, thus the experiences will be different from a traditional course. Activities in class will strengthen collaboration, problem-solving, critical thinking, and research.

To learn more about this program, visit [mstc.edu/programs](https://mstc.edu/programs).

### ACADEMIC ADVISOR

To schedule an appointment with an academic advisor, call 715-422-5300. Academic advisors will travel to other campuses as necessary to accommodate student needs. For more information about advising, visit [mstc.edu/advising](https://mstc.edu/advising).

### NEW STUDENT CHECKLIST

Complete the following steps to prepare for your New Student Advising appointment with your academic advisor:

- Submit a Mid-State application at [mstc.edu/apply](https://mstc.edu/apply).
- Send official transcripts to:  
Mid-State Technical College  
Student Services  
500 32nd Street North  
Wisconsin Rapids, WI 54494
- Complete the Free Application for Federal Student Aid (FAFSA) at [fafsa.gov](https://fafsa.gov). Mid-State's Financial Aid team is available to assist with your FAFSA application and to answer your financial aid questions. Contact Financial Aid or schedule an appointment at [mstc.edu/financial-aid](https://mstc.edu/financial-aid).
- Set up student MyCampus account at [mstc.edu/mycampus-assistance](https://mstc.edu/mycampus-assistance).
- Schedule a New Student Advising appointment at [mstc.edu/advising](https://mstc.edu/advising).

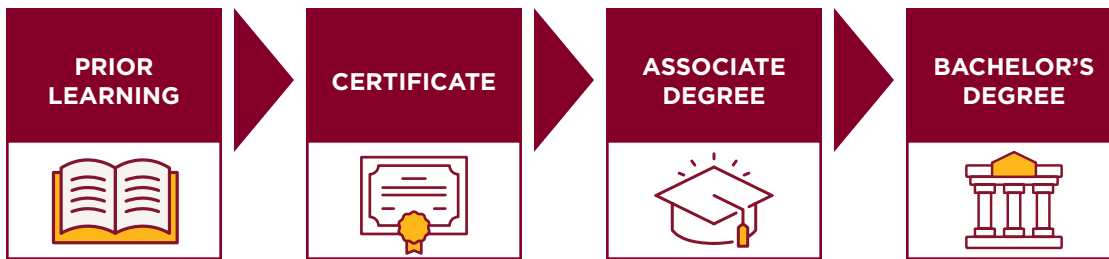
[mstc.edu](https://mstc.edu) • 888-575-6782 • TTY: 711



Adams Campus • Marshfield Campus • Stevens Point Downtown Campus • Wisconsin Rapids Campus • Virtual Campus • AMETA® Center

Mid-State does not discriminate on the basis of race, color, national origin, sex, disability, or age in its program, activity, or employment. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Vice President – Human Resources; 500 32nd Street North, Wisconsin Rapids, WI 54494; 715-422-5325 • AAEO@mstc.edu. 3/2026-AC

## CAREER PATHWAY



Career pathways help you build your education step by step. Each stage offers one or more credentials that are recognized by employers and lead to real jobs—and you can keep building toward your career goals as you go.

**Begin at any point.**

### **Prior Learning**

#### **Credit for Prior Learning**

- Certifications and Licenses
- Military Experience
- National/Standardized Exams
- Transfer Credit
- Work and Life Experience

Learn about Credit for Prior Learning at [mstc.edu/cpl](https://mstc.edu/cpl).

### **High School Credit**

- High School Dual Credit
- Mid-State Fast Track

Learn about High School Credit at [mstc.edu/dc](https://mstc.edu/dc).

### **Certificate**

- EMS Wellness Technician (6 Credits)

### **Associate Degree**

- Emergency Services Management (61 Credits)  
Start Your Career: Assistant Chief, Captain/Lieutenant, Chief, EMS Supervisor

### **Bachelor's Degree**

For those interested in continuing their education, Mid-State offers transfer guides with various four-year colleges and universities. For more information, visit [mstc.edu/transfer](https://mstc.edu/transfer).

### **Other Options**

Related Programs: Advanced Emergency Medical Technician, Emergency Medical Technician, Fire Service Certification, Jail Officer Academy, Paramedic, Paramedic Technician

## OUTCOMES

Employers will expect you, as an Emergency Services Management graduate, to be able to:

- Demonstrate the professional responsibilities of a fire or emergency services manager.
- Demonstrate critical and creative thinking in the problem-solving process.
- Apply research and best practices in the fire or emergency services professions.
- Demonstrate the professional attributes necessary for a fire or emergency services manager to lead effectively.
- Apply the legal, ethical, and regulatory standards that relate to the fire or emergency services.

## TECHNICAL SKILLS ATTAINMENT

The Wisconsin Technical College System (WTCS) has implemented a requirement that all technical colleges measure outcomes attained by students. This requirement is called Technical Skills Attainment (TSA). The main objective of TSA is to ensure graduates have the technical skills needed by employers. Faculty will let students know when and how the TSA is being assessed in the program.

## TECHNICAL STANDARDS

A list of specific physical, emotional, and mental tasks needed to function in emergency services management is available at [mstc.edu/programs/emergency-services-management](http://mstc.edu/programs/emergency-services-management). Contact the Accessibility Services Coordinator in the Student Services & Information Center to receive assistance.

## PROGRAM PROGRESSION

Students must receive a grade of “C” or better in each of the technical and general education courses in order to qualify for graduation.

## STUDENT HANDBOOK

Visit [mstc.edu/studenthandbook](http://mstc.edu/studenthandbook) to view Mid-State’s student handbook, which contains information about admissions, enrollment, appeals processes, services for people with disabilities, financial aid, graduation, privacy, Mid-State’s Student Code of Conduct, and technology.

## GRADUATION REQUIREMENT

The GPS for Student Success course is required for all Mid-State program students and is recommended to be completed before obtaining 12 credits. Some students are exempt from this requirement. Please see your academic advisor for more information.

## ADDITIONAL COURSES AS NEEDED

The following courses may be recommended or required if the student does not achieve minimum placement scores.

### College Reading and Writing 1 10831104

#### 3 credits

Provides learners with opportunities to develop and expand reading and writing skills to prepare for college-level academic work. Students will employ critical reading strategies to improve comprehension, analysis, and retention of texts. Students will apply the writing process to produce well-developed, coherent, and unified written work.

### Pre-Algebra 10834109

#### 3 credits

Provides an introduction to algebra. Includes operations on real numbers, solving linear equations, percent and proportion, and an introduction to polynomials and statistics. Prepares students for elementary algebra and subsequent algebra-related courses.

## MULTIPLE MEASURES

Students can place into courses using high school GPA and completed classes. Placement can be determined in the following ways:

- **Multiple Measures Writing (MMW)**  
High school GPA of 2.6 & successful completion of 2.0 credits of high school writing courses with a “C” or better
- **Multiple Measures Reading (MMR)**  
High school GPA of 2.6 & successful completion of 2.0 credits of high school literature courses with a “C” or better
- **Multiple Measures Math 1 (MMM\_1)**  
High school GPA of 2.6 & successful completion of 1.0 credit of high school math (Algebra 1 or equivalent) with a “C” or better
- **Multiple Measures Math 2 (MMM\_2)**  
High school GPA of 2.6 & successful completion of 2.0 credits of high school math including Algebra 1 and Algebra 2 with a “C” or better
- **Multiple Measures Science 1 (MMS\_1)**  
High school GPA of 2.6 & successful completion of 1.0 credit of high school lab science course with a “C” or better
- **Multiple Measures Science 2 (MMS\_2)**  
High school GPA of 2.6 & successful completion of 1.0 credit of high school chemistry with a “C” or better

*Past high school and college transcripts are used in making course placement decisions.*

**SAMPLE FULL-TIME CURRICULUM OPTION**  
**Emergency Services Management • 61 Total Credits**

<b>Term 17 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503123	Occupational Safety and Health for Emergency Services	No	3
	10503121	Emergency Services Safety and Survival	No	2
	10503143 or 10531170	Building Construction for Fire Protection or Intro to Evidence-Based EMS	No	3
	10196135	Conflict Resolution	No	3
	10546112	Mental Wellness for Emergency Services	No	2
	10801136	English Composition 1	Yes	3
	10890102	GPS for Student Success	Yes	1

<b>Term 16 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503122	Principles of Emergency Services Administration	Yes	4
	10546100	Essential Concepts for Health and Wellness	No	3
	10503195 or 10531171	Fire Behavior & Combustion or EMS Leadership Challenges	No	3
	10804107 or 10806189	College Mathematics or Basic Anatomy	Yes or No	3
	10809166	Introduction to Ethics: Theory & Application	Yes	3

<b>Term 15 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503124	Emergency Services Instructor	Yes	3
	10503125	Personnel Management for Emergency Services	No	3
	10503126	Legal Aspects of Emergency Services	No	3
	10503127	Community Risk Reduction	No	3
	10809198	Introduction to Psychology	Yes	3

<b>Term 13 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503128	Public Information and Community Relations	No	3
	10503156 or 10531173	Strategies, Tactics, & Incident Management or Complex Mass Casualty Incidents	No	4
	10801198 or 10801196	Speech or Oral/Interpersonal Communication	Yes	3
	10809122 or 10809172 or 10809196	Introduction to American Government or Introduction to Diversity Studies or Introduction to Sociology	Yes	3

**Please Note**

- Credit for Prior Learning (CPL) options are available for some courses. You can visit [mstc.edu/cpl](http://mstc.edu/cpl) or contact your academic advisor for details.
- This curriculum sequence is only for student planning. Actual student schedules will vary depending on course availability.
- Program completion time may vary based on student scheduling and course availability. For details, go to [mstc.edu/schedule](http://mstc.edu/schedule).
- Get the latest updates online at [mstc.edu](http://mstc.edu).

**SAMPLE PART-TIME CURRICULUM OPTION**  
**Emergency Services Management • 61 Total Credits**

<b>Term 11 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503123	Occupational Safety and Health for Emergency Services	No	3
	10503121	Emergency Services Safety and Survival	No	2
	10503143 or 10531170	Building Construction for Fire Protection or Intro to Evidence-Based EMS	No	3
	10546112	Mental Wellness for Emergency Services	No	2
	10890102	GPS for Student Success	Yes	1
<b>Term 9 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10546100	Essential Concepts for Health and Wellness	No	3
	10503195 or 10531171	Fire Behavior & Combustion or EMS Leadership Challenges	No	3
	10809166	Introduction to Ethics: Theory & Application	Yes	3
<b>Term 6 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10196135	Conflict Resolution	No	3
	10801136	English Composition 1	Yes	3
<b>Term 7 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503122	Principles of Emergency Services Administration	Yes	4
	10804107 or 10806189	College Mathematics or Basic Anatomy	Yes or No	3
<b>Term 9 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503126	Legal Aspects of Emergency Services	No	3
	10503127	Community Risk Reduction	No	3
	10809198	Introduction to Psychology	Yes	3
<b>Term 7 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503156 or 10531173	Strategies, Tactics, & Incident Management or Complex Mass Casualty Incidents	No	4
	10801198 or 10801196	Speech or Oral/Interpersonal Communication	Yes	3
<b>Term 6 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503124	Emergency Services Instructor	Yes	3
	10503125	Personnel Management for Emergency Services	No	3
<b>Term 6 Credits</b>	<b>Course Number</b>	<b>Course Name</b>	<b>CPL</b>	<b>Credits</b>
	10503128	Public Information and Community Relations	No	3
	10809122 or 10809172 or 10809196	Introduction to American Government or Introduction to Diversity Studies or Introduction to Sociology	Yes	3

### **Basic Anatomy**

**10806189**

**3 credits**

Examines concepts of anatomy and physiology as they relate to health careers. Learners correlate anatomical and physiological terminology to all body systems.

*Prerequisite: High School GPA of 2.6 and MMM\_1 or MMS\_1 or Accuplacer QAS 246 or Accuplacer Reading Skills of 249 or ACT Math 19 or ACT Reading score of 15*

### **Building Construction for Fire Protection**

**10503143**

**3 credits**

Provides the components of building construction related to firefighter and life safety. The elements of construction and design of structures are shown to be key factors when inspecting buildings, pre-planning fire operations, and operating at emergencies.

*Prerequisite: Admission to Fire Service Certification program 305032 or Emergency Services Management program 105035*

### **College Mathematics**

**10804107**

**3 credits**

This course is designed to review and develop fundamental concepts of mathematics in the areas of algebra, geometry, trigonometry, measurement and data. Algebra topics emphasize simplifying algebraic expressions, solving linear equations and inequalities with one variable, solving proportions and percent applications. Geometry and trigonometry topics include; finding areas and volumes of geometric figures, applying similar and congruent triangles, applying Pythagorean Theorem, and solving right triangles using trigonometric ratios. Measurement topics emphasize the application of measurement concepts and conversion techniques within and between U.S. customary and metric system to solve problems. Data topics emphasize data organization and summarization skills, including: frequency distributions, central tendency, relative position and measures of dispersion. Special emphasis is placed on problem solving, critical thinking and logical reasoning, making connections, and using calculators.

*Prerequisite: High School GPA of 2.6 and MMM\_1 or Accuplacer Arithmetic of 250 and QAS 234 or ACT Math score of 17 or Pre-Algebra 10834109 with a "C" or better*

### **Community Risk Reduction**

**10503127**

**3 credits**

Prepares the student to understand the assessment of community risk, the analysis of risk, risk communication, risk problem-solving, and mitigation efforts.

*Prerequisite: Intro to Emergency Services 10503102*

### **Complex Mass Casualty Incidents**

**10531173**

**3 credits**

The learner will review general incident command and mass casualty principles. The course will build into more complex issues of an MCI, primarily centered around triage, treatment, and transport responsibilities for an EMS supervisor.

### **Conflict Resolution**

**10196135**

**3 credits**

Students will apply different conflict resolution techniques that can be used by a manager or leader within an organization given real-world scenarios. Students will also evaluate the importance of consultation, team building, trust, and win-win outcomes from a managerial standpoint in the resolution of organizational conflict.

### **Emergency Services Instructor**

**10503124**

**3 credits**

Introduces the emergency services professional to the education system as it relates to fire and EMS education. Students explore issues in curriculum development, teaching, program direction, and development.

*Prerequisite: Intro to Emergency Services 10503102*

### **Emergency Services Safety and Survival**

**10503121**

**2 credits**

Broadens the scope of the national firefighter life safety initiatives and emphasizes their importance at the supervisory and managerial levels. The life safety initiatives are examined from firefighter and EMS provider perspectives.

*Prerequisite: Intro to Emergency Services 10503102*

### **EMS Leadership Challenges**

**10531171**

**3 credits**

Explores the unique challenges that face EMS leaders in today's environment. Emphasizes key issues such as recruitment, retention, education, and mental health.

### **English Composition 1**

**10801136**

**3 credits**

Learners develop and apply skills in all aspects of the writing process. Through a variety of learning activities and written documents, learners employ rhetorical strategies, plan, organize and revise content, apply critical reading strategies, locate and evaluate information, integrate and document sources, and apply standardized English language conventions.

*Prerequisite: High School GPA of 2.6 and MMW or Accuplacer Writing of 262 or Accuplacer Reading 253 or ACT English score of 20 or ACT Reading 21 or completion of College Reading and Writing 1 10831104 with a "C" or better*

### **Essential Concepts for Health and Wellness**

**10546100**

**3 credits**

This class introduces the student to basic health and wellness promotion principles at the individual level including the six dimensions of wellness, determinants of health and behavior change theory. Students explore a holistic view of health and wellness concepts covering healthy lifestyle choices, managing stress, individual wellness perspective and how economics can positively and negatively impact the health and wellness of an individual.

**Fire Behavior & Combustion**

**10503195**

**3 credits**

Explores the theories and fundamentals of how and why fires start, spread, and are controlled.

*Prerequisite: Building Construction for Fire Protection 10503143 or Intro to Emergency Services 10503102*

**GPS for Student Success**

**10890102**

**1 credit**

Integrate necessary skills for student success by developing an academic plan, identifying interpersonal attributes for success, adopting efficient and effective learning strategies, and utilizing Mid-State resources, policies, and processes.

This course is recommended to be completed prior to obtaining 12 credits and is a graduation requirement unless you receive an exemption from your program advisor.

**Introduction to American Government**

**10809122**

**3 credits**

Introduces American political processes and institutions. Focuses on rights and responsibilities of citizens and the process of participatory democracy. Learners examine the complexity of the separation of powers and checks and balances. Explores the role of the media, interest groups, political parties, and public opinion in the political process. Also explores the role of state and national government in our federal system.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English*

**Intro to Evidence-Based EMS**

**10531170**

**3 credits**

Examines evidence-based medicine and its application to EMS operations. Topics of study include airway management, cardiac resuscitation, prehospital ultrasound, dispatch policies, and others.

**Introduction to Diversity Studies**

**10809172**

**3 credits**

This course introduces the study of diversity from a local to a global perspective using a holistic, interdisciplinary approach that encourages exploration and prepares students to work in a diverse environment. The course introduces basic diversity concepts, examines the impact of bias and power differentials among groups, explores the use of culturally responsive communication strategies, and compares forces that shape diversity in an international context.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English*

**Introduction to Ethics: Theory & Application**

**10809166**

**3 credits**

Provides a basic understanding of the theoretical foundations of ethical thought. Diverse ethical perspectives are used to analyze and compare relevant issues. Students critically evaluate individual, social, and/or professional standards of behavior, and apply a systemic decision-making process to these situations.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English*

**Introduction to Psychology**

**10809198**

**3 credits**

This science of psychology course is a survey of multiple aspects of behavior and mental processes. It provides an overview of topics such as research methods, theoretical perspectives, learning, cognition, memory, motivation, emotions, personality, abnormal psychology, physiological factors, social influences, and development.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English*

**Introduction to Sociology**

**10809196**

**3 credits**

Introduces students to the basic concepts of sociology: culture, socialization, social stratification, multi-culturalism, and the five institutions of family, politics, economics, religion, and education. Other topics include demography, deviance, technology, environment, social issues, social change, social organization, and workplace issues.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English*

**Legal Aspects of Emergency Services**

**10503126**

**3 credits**

Addresses the federal, state, and local laws that regulate emergency services and includes a review of national standards, regulations, and consensus standards.

*Prerequisite: Intro to Emergency Services 10503102*

**Mental Wellness for Emergency Services**

**10546112**

**2 credits**

Learners in this course will examine the issues that affect employees' mental health. They will study important concepts, such as recognizing mental health issues, improving work/life balance, creating a healthy work culture, and the managers' role in supporting the mental health of their staff.

**Occupational Safety and Health for Emergency Services**

**10503123**

**3 credits**

Introduces the basic concepts of occupational health and safety as it relates to emergency services organizations. Topics include risk and hazard evaluation and control procedures for emergency service organizations.

*Prerequisite: Intro to Emergency Services 10503102*

**Oral/Interpersonal Communication**

**10801196**

**3 credits**

Focuses on developing effective listening techniques and verbal and nonverbal communication skills through oral presentation, group activity, and other projects. The study of self, conflict, and cultural contexts will be explored, as well as their impact on communication.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 236 and Writing of 237 or ACT of 15 Reading/16 English or College Reading and Writing with a C or better*

**Personnel Management for Emergency Services**

**10503125**

**3 credits**

Examines personnel administration and the development of human resources. Topics of study include personnel management, organizational development, productivity, recruitment and selection, performance management systems, discipline, and collective bargaining.

*Prerequisite: Intro to Emergency Services 10503102*

**Principles of Emergency Services Administration**

**10503122**

**4 credits**

Demonstrates the importance of the following skills necessary to manage and lead a fire and emergency services department through the challenges and changes of the 21st century: persuasion and influence, accountable budgeting, anticipation of challenges and the need for change, and using specific management tools for analyzing and solving problems.

*Prerequisite: Intro to Emergency Services 10503102*

**Public Information and Community Relations**

**10503128**

**3 credits**

Introduces the emergency services professional to the benefits of community information and community relations. Students explore issues in marketing, developing the message, identifying the audience, developing programs, and creating press releases.

*Prerequisite: Intro to Emergency Services 10503102*

**Speech**

**10801198**

**3 credits**

Explores the fundamentals of effective oral presentation to small and large groups. Topic selection, audience analysis, methods of organization, research, structuring evidence and support, delivery techniques, and other essential elements of speaking successfully, including the listening process, form the basis of this course. Includes informative, persuasive, and occasion speech presentations.

*Prerequisite: High School GPA of 2.6 and MMR and MMW or Accuplacer Reading Skills of 253 and Writing of 262 or ACT of 21 Reading/19 English or completion of College Reading and Writing 1 10831104 with a "C" or better*

**Strategies, Tactics, & Incident Management**

**10503156**

**4 credits**

Provides the principles of fire ground control through use of personnel, equipment, and extinguishing agents.

*Prerequisite: Firefighting Principles 10503142 or Intro to Emergency Services 10503102*