

## **E. Scott Dunlap, EdD, CSP**

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Eastern Kentucky University  
521 Lancaster Avenue  
250 Stratton Building  
Richmond, KY 40475

859-622-7208

Scotty.Dunlap@eku.edu

### **Education:**

University of Memphis – Memphis, Tennessee  
Doctor of Education, Higher and Adult Education, December, 2009

Eastern Kentucky University – Richmond, Kentucky  
Master of Science, Loss Prevention and Safety, May, 1994

University of Tennessee at Chattanooga – Chattanooga, Tennessee  
Selected math and science courses, August 1991 to May 1992

Tennessee Temple University – Chattanooga, Tennessee  
Bachelor of Arts, Religious Studies, May 1991

### **Certifications:**

Board Certified Safety Professional (CSP) – Board of Certified Safety Professionals –  
Savoy, Illinois – [www.bcsp.org](http://www.bcsp.org)

### **Employment Experiences:**

Assistant Professor – Eastern Kentucky University – Richmond, Kentucky – 2009 to  
Present

- Teach online and on-campus graduate courses in the Department of Safety, Security and Emergency Management
- Design online courses in the Department of Safety, Security and Emergency Management
- Serve as the department Thesis Program Coordinator
- College of Justice and Safety representative on the University Service Learning Committee (Fall 2009 to Present)
- Graduate faculty representative on the Department of Safety, Security and Emergency Management Academic, Practices, Curriculum, and Grievances Committee (Fall 2009 to Present)
- Chair of the SSEM Outstanding Graduate Award Committee (Spring 2010)
- LEAF Fellow – integrate educational research, technology, and pedagogy in the contemporary higher education classroom (Summer 2010 to present)
- Quality Enhancement Program (QEP) Coach – teach critical thinking skills to fellow faculty members and design strategies to implement QEP strategies in the classroom and online

Memphis Environment Safety and Health Manager – Nike – Memphis, Tennessee – 2004 to 2008

- Developed a shared services health and safety management system between two distribution centers that employ approximately 1,600 people resulting in a 47% reduction in injury rate and implementation of numerous best practices.
- Lead a group composed of three industrial nurses and three health and safety professionals.
- Established metrics to effectively measure health and safety performance as a part of each location's balanced scorecard.
- Identified training needs for all members of management and hourly employees and established a strategy for completion.
- Developed an injury tracking mechanism that targeted opportunities for injury reduction by analyzing types of injuries and injury rates among departments and shifts.
- Directed the development of employee involvement opportunities.
- Reformatted the training mechanism and scope of responsibility for in-house medical care first responders.
- Worked with Industrial Nurses to effectively manage all aspects of worker's compensation cases.
- Interacted with Employee Relations personnel to ensure consistency in corrective action and accountability for all employees.
- Launched a health and safety web site that was used as a central posting point and conduit for health and safety communications.
- Implemented the use of computer-based training for partnership contract vendors that addressed health and safety orientation.
- Developed Emergency Response and Crisis Management components of the Business Continuity Program to ensure timely response to and management of anticipated disasters.
- Chaired a U.S. Supply Chain Safety Team charged with identifying best practices and developing health and safety management continuity among Nike-owned and subsidiary facilities.
- Served on a Corporate Environmental Team charged with creating global program development and implementation tools.
- Served on a Corporate Communications team charged with creating ESH branding and the creation of communication tools to further the ESH footprint within the organization.
- Served on a Corporate Global Standards Team charged with the development of 42 global health and safety standards.
- Chaired a Corporate Training Team charged with the development of 16 health and safety training programs.
- Led the Security Program for one year in which time a 3-year \$4.8 million third party security contract was negotiated, 18 security policies were created, the Security Management System was completely revised and efforts begun to establish metrics derived from internal auditing.

U.S. Health and Safety Manager – Grain Division – Archer Daniels Midland (ADM) – Decatur, Illinois – 2001 to 2004

- Coordinated the management of OSHA and DOT compliance programs and workers' compensation management among approximately 200-grain elevators within the continental United States and Canada.
- Led the implementation of an involvement-based strategy that was effective in lowering recordable injuries by 32%, restricted work cases by 32% and lost work day cases by 50% in the first two years of implementation.
- Implemented a turn-key system that allows location management to more efficiently manage health and safety while performing more direct business growth activity.
- Implemented a compliance and training program model that facilitates ease of location implementation that will save the Division approximately \$250,000 per year in time management as well as additional money saved through incident reduction and money earned through business development.
- Utilized numerous statistical analyses to determine future direction of health and safety efforts.
- Implemented and managed the use of a behavior-based process to address safe and at-risk behavior in an effort to further injury and illness reduction and increase employee involvement.
- Implemented the use of web-based tools, to include the creation and launch of a health and safety intranet site which was used to facilitate location management efforts in health and safety management.
- Led and professionally developed eight Regional Health and Safety Coordinators.
- Implemented the use of a comprehensive annual inspection process that quantitatively measures a location's health and safety management system.
- Implemented the use of a structured goals and strategy system and five-year health and safety vision statement to assist all Grain Division personnel to remain focused on critical development opportunities.
- Implemented security programs resulting from inter-agency communication with the Department of Homeland Security, to include the Department of Transportation, Department of Agriculture and the Coast Guard.
- Coordinated the response to all inspections conducted by the Occupational Safety and Health Administration.

U.S. Safety and Loss Control Coordinator – Grain Division – Cargill, Incorporated – Minneapolis, Minnesota – 1998 to 2001

- Coordinated the management of OSHA and DOT compliance programs and workers' compensation among approximately 200 grain elevators within the continental United States.
- Led the implementation of an involvement-based strategy that was effective in lowering recordable injuries by 25% and lost work day cases by 60% over a three year period.
- Successfully streamlined safety management strategies to better utilize available resources.

- Increased quality of supervisory safety management skills training.
- Introduced the use of web and other electronic applications for locations to more effectively manage health and safety initiatives.
- Managed the implementation of behavior-based safety throughout the Business Unit.
- Identified and communicated Business Unit trends to target accident and risk reduction measures.
- Conducted location DOT audits and health and safety assessments for the purpose of training and determining the level of compliance with corporate and governmental requirements.
- Served as the Drug and Alcohol Testing Program Administrator and reasonable suspicion trainer.
- Responded to location and area management inquiries regarding safety management and legal compliance issues.

Safety Manager – Distribution – AutoZone, Incorporated – Zanesville, Ohio – 1995-1998

- Managed the safety program that won both the AutoZone Distribution Safety Award and set the distribution record for days without a lost time accident during Fiscal Year 1997.
- Implemented all aspects of safety and environmental compliance.
- Trained employees as to their responsibilities with regard to all applicable safety programs. This included, but was not limited to, hazard communication, powered industrial equipment operation, lockout/tagout, emergency preparedness and response, chemical handling and disposal, first aid and CPR, personal protective equipment and hazardous materials.
- Managed the proper disposal of all hazardous, non-hazardous and recyclable material through a chemical handling plan.
- Submitted proposals with regard to safety and environmental issues to the DC Manager and the Corporate Safety Manager.
- Performed facility fire, safety and environmental inspections.
- Conducted trip tests on the facility dry pipe sprinkler system.
- Conducted fire pump testing to ensure proper operation.
- Wrote and implemented various safety and training programs as needed to improve the current distribution safety program.
- Interacted with healthcare facilities on workers' compensation cases and assisted in scheduling transitional return to work duty.
- Supervised a Safety Advisor who carried out all safety functions on third shift.
- Managed the site Security Program through activities such as scheduling and supervising nine proprietary security officers, conducting incident investigations and interacting with Regional Loss Prevention Managers.
- Investigated accidents and incidents to determine causes and preventive measures.
- Acted as liaison for all federal, state and local legal compliance inspections.
- Controlled and maintained the key and core pagination throughout the distribution center.

- Responsible for testing and maintenance of the facility fire and security alarm system.

Agency Health and Safety Specialist – State of Maryland – Sykesville, Maryland –1995

- Conducted safety orientation training for new hires at a psychiatric hospital.
- Performed monthly facility fire inspections on a campus of approximately 20 buildings.
- Conducted periodic testing on wet and dry pipe sprinkler systems.
- Responded to all fire emergency calls.
- Tested and assisted in correcting fire alarm system malfunctions.
- Created OSHA compliance programs and offered suggestions for improving existing programs.

### **Memberships:**

American Society of Safety Engineers (ASSE)

- Professional Member – 1996 to Present
- National Conference Speaker – 2006, 2008

Grain Elevator and Processing Society (GEAPS)

- Member – 1998 to 2004
- National Conference Speaker – 1999, 2001, 2002, 2004
- Safety, Health and Environment Committee Member – 1998 to 2003
- GEAPS/NGFA Joint Health and Safety Committee Advisory Subcommittee – 2003 to 2004
- Educational Programming Committee member – 1999 to 2003
- Fall Protection Task Force Chair – 2000 to 2002
- Grain Dust Explosion Task Force Chair – 2004
- Health and Safety Committee Vice Chair – 2002 to 2003

National Grain and Feed Association (NGFA)

- Member – 1998 to 2004
- National Conference Speaker – 2000, 2002, 2004
- Safety and Health Committee Substitute Member – 1998 to 2000

American Red Cross

- First Aid and CPR instructor – 1996 to 1998

### **Employment Committees:**

Environment, Safety and Health Steering Committee Member – Nike – 2004 to Present

U.S. Supply Chain Safety Team Chair – Nike – 2007 to Present

Environmental Team Member – Nike – 2007 to Present

Environment, Safety and Health Training Team Chair – Nike – 2005 to 2006

Environment, Safety and Health Global Standards Team Member – Nike – 2004 to 2005

Senior Management Health and Safety Committee Chair – ADM Grain Division – 2001 to 2004

Health and Safety Leadership Team – Archer Daniels Midland – 2003 to 2004

Personal Protective Equipment Corporate Strategic Sourcing Subcommittee – Archer Daniels Midland – 2003

Corporate Health and Safety Committee – Cargill – 2000 to 2001

Personal Protective Equipment Corporate Procurement Subcommittee – Cargill – 2000 to 2001

**Current Activities:**

Conducting research on Facilitator performance in a graduate online learning environment

Conducting research on the implementation of adult education principles in the higher education classroom

Under contract to write a textbook on school safety

**Teaching:**

Online Course Development

SSE 890 – Business Continuity (Spring 2010)

SSE 890 – Applied Research in Ergonomics (Fall 2009)

SSE 827 – Issues in Security Management (Fall 2009)

SSE 865 – Auditing in Safety, Security and Emergency Management (Spring 2009)

Eastern Kentucky University – Summer 2011

SSE 827 (campus) – Issues in Security Management

SSE 890 (online) – Business Continuity

Eastern Kentucky University – Spring 2011

SSE 824 (online) – Leadership in Safety, Security and Emergency Management

SSE 827 (online) – Issues in Security Management

SSE 865 (online) – Auditing in Safety, Security and Emergency Management

SSE 880 (campus) – Research in Safety, Security and Emergency Management

SSE890 (campus) – Business Continuity

Eastern Kentucky University – Fall 2010

SSE 826 (online) – Emergency Preparedness and Response

SSE 890 (online) – Ergonomics 4

SSE 822 (campus) – Workers' Compensation and Labor Law

SSE 826 (campus) – Emergency Preparedness and Response

SSE 865 (campus) – Auditing in Safety, Security and Emergency Management

Eastern Kentucky University – Summer 2010

SSE 827 (campus) – Issues in Security Management

SSE 890 (online) – Business Continuity

Eastern Kentucky University – Spring 2010

SSE 824 (online) – Leadership in Safety, Security and Emergency Management

SSE 834 (campus – independent study) – Corporate Compliance

SSE 827 (online) – Issues in Security Management

SSE 865 (campus) – Auditing in Safety, Security and Emergency Management

SSE 865 (online) – Auditing in Safety, Security and Emergency Management

SSE 880 (campus) – Research in Safety, Security and Emergency Management

FSE 489 (campus – independent study) – Worker’s Compensation II

Eastern Kentucky University – Fall 2009

SSE 826 (online) – Emergency Preparedness and Response

SSE 834 (online) – Corporate Compliance

SSE 890 (online) – Ergonomics 4

SSE 826 (campus) – Emergency Preparedness and Response

SSE 865 (campus) – Auditing in Safety, Security and Emergency Management

SSE 880 (campus – independent study) – Research in Safety, Security and  
Emergency Management

FSE 492 (campus – independent study) – Worker’s Compensation II

Eastern Kentucky University – Summer 2009

SSE 834 (campus) – Corporate Compliance

Eastern Kentucky University – Spring 2009

SSE 824 (online) – Leadership in Safety, Security and Emergency Management

SSE 865 (online) – Auditing in Safety, Security and Emergency Management

SSE 826 (campus) – Emergency Preparedness and Response

SSE 828 (campus) – Industrial Safety Management

SSE 865 (campus) – Auditing in Safety, Security and Emergency Management

SSE 880 (campus – independent study) – Research in Safety, Security and  
Emergency Management

Previous:

Guest Lecturer, APS 110 – Principles of Assets Protection, Eastern Kentucky  
University. Career path for the loss prevention and safety professional and  
current security issues. March 2006.



Guest Lecturer, APS 333 – Assets Protection Ethics and Policy, Eastern Kentucky University. Scope of security programs needed in a distribution environment. March 2006.

Guest Lecturer, APS 435 – Topical Assets Protection Seminar, Eastern Kentucky University. Reviewed Business Continuity components to be considered in disaster response, crisis management and business recovery operations. March 2006.

Guest Lecturer, APS 495 – Applied Assets Protection, Eastern Kentucky University. Overview of fundamentals to be a successful loss prevention and safety professional, leadership styles, organizational culture, budgeting and the spectrum of potential loss prevention and safety jobs. March 2006.

Guest Lecturer – Homeland Security, Eastern Kentucky University. Impact of Coast Guard, Department of Transportation and Department of Agriculture security program requirements on the grain industry. April 2004.

Guest Lecturer, S415 – Safety Education and Training, Indiana University. Reviewed challenges and solutions to health and safety training issues in the grain industry among multiple facilities. November 2001.

Instructor, ADM Grain Division Regional Health and Safety Coordinator Training Course. Taught health and safety management principles, program format and inspection skills to newly hired or promoted members of management. 2001 to 2004.

Instructor, Behavior-Based Safety. Taught behavior-based safety principles and practical applications to employees. 2001 to 2004.

Lecturer, Cargill Grain Division Plant Operations Training Course. Taught health and safety management principles to newly hired or promoted operations management. 1998 to 2001

Instructor, First Aid and CPR. Trained and certified all Security Officers and members of facility management in first aid and CPR through the Red Cross. AutoZone – 1996 to 1998.

Lecturer, FSE 201 – Sign Language. Created this course and taught basic sign language to fire safety, police administration and assets protection undergraduate students. Spring semester 1994

### **Presentations:**

Association for Linen Management Web Conference; June 2011 – *MSDS: What, Where, and How?*

Clean Show; June 2011; Las Vegas, Nevada – *Checklist for Laundry Safety*

National Safety Congress; October 2010; San Diego, California – *Industry Leader Perceptions of Workplace Safety*

Association for Linen Management Annual Educational Conference; June 2010; Louisville, Kentucky – *Job Hazard Analysis*

Sloan-C International Conference on Online Learning; October 2009; Orlando, Florida – Panel Member – *Enrollment Quality and Quantity*

Kentucky Governor's Safety & Health Conference; May 2009; Louisville, Kentucky – *Behavior-Based Safety: Bridging the Gap Between Compliance and Zero Injuries*

Kentucky Governor's Safety & Health Conference; May 2009; Louisville, Kentucky – *Safety Training: Compliance or Excellence?*

Kentucky Governor's Safety & Health Conference; May 2009; Louisville, Kentucky – *Business Continuity: A Value Added Competency for the ESH Professional*

American Society of Safety Engineers 2008 Professional Development Conference; Las Vegas, Nevada – *Safety Training: Compliance or Excellence?*

Eastern Kentucky University School of Business Ethics Awareness Week; November 2006; Richmond, Kentucky – *Ethical Impact of Counterfeiting Merchandise*

American Society of Safety Engineers 2006 Professional Development Conference; Seattle, Washington – *The Missing Link: Why Industry Leaders Are Not Fully Prepared for Total Loss Control*

Grain Elevator and Processing Society (GEAPS) regional conference; March 2004; Bloomington, Illinois – *Impact of Organizational Leadership on Developing a Safety Culture*

Grain Elevator and Processing Society (GEAPS) national conference; February 2004; Minneapolis, Minnesota – *Impact of Organizational Leadership on Developing a Safety Culture*

Association of Operative Millers (AOM) regional conference; October 2003; Nashville, Tennessee – *Behavior-Based Safety*

Grain Elevator and Processing Society (GEAPS) regional conference; April 2003; Angola, Indiana – *Behavior-Based Safety*

Grain Elevator and Processing Society (GEAPS) and National Grain and Feed Association (NGFA) joint health and safety conference; May 2002; St. Louis, Missouri – *Emergency Response Investigation Case Study*

Grain Elevator and Processing Society (GEAPS) regional conference; March 2002; Bloomington, Illinois – *Motivating Safe Work Behavior*

Grain Elevator and Processing Society (GEAPS) national conference; March 2002; Vancouver, British Columbia – *Motivating Safe Work Behavior*

Grain Elevator and Processing Society (GEAPS) national conference; March 2001; Phoenix, Arizona – *Behavior-Based Safety; Ergonomics*

Grain Elevator and Processing Society (GEAPS) and National Grain and Feed Association (NGFA) joint health and safety conference; July 2000; Kansas City, Missouri – *Fundamentals of an Effective Safety and Health Program; Personal Protective Equipment*

Grain Elevator and Processing Society (GEAPS) national conference; March 1999; Tampa, Florida – *Disaster and Emergency Response*

#### **Publications:**

Dunlap, S. (2011). Bloodborne pathogens: Protection and training. *ALM Journal*, 9(3).

*Academic Orientation Textbook*. 2011 Eastern Kentucky University. (contributed Quality Enhancement Plan material to chapters 3, 5-8)

Dunlap, S. & May, D. (2011). Assessing facilitator performance as an influence on student satisfaction. *Online Journal of Distance Learning Administration*. 14(2). (Awarded “Best Paper” by the Distance Learning Administration).

Dunlap, S. & May, D. (2011). Assessing facilitator performance as an influence on student satisfaction. *Distance Learning Administration Annual & Conference Proceedings*.

Dunlap, S. (2011). *Loss Control Auditing: A Guide for Conducting Fire, Safety and Security Audits*. CRC Press: Boca Raton. 223 pages.

Dunlap, S. (2011). Lockout/tagout. *ALM Journal*, 9(2).

Dunlap, S. (2011). OSHA and recordkeeping: A four step solution. *ALM Journal*, 9(1).

Dunlap, S. (2010). Averting hazards. *ALM Journal*, 8(6).

Friend, M. & Kohn, J. (2010). Fundamentals of occupational safety and health. Government Institutes: Lanham – Published the transportation safety chapter in this text on workplace safety management.

*Industry Leader Perceptions of Workplace Safety*. Doctoral Dissertation. The University of Memphis. December 2009

*Safety Training: Compliance or Excellence?* ASSE Professional Development Conference Proceedings. June 2008.

*The Missing Link: Why Industry Leaders Are Not Fully Prepared for Total Loss Control*. ASSE Professional Development Conference Proceedings. June 2006.

*Management's Role in Safety Culture*. World Grain Magazine. November 2004. Pages 36-42.

*The Role of Management: Influencing a Complete Safety Culture*. GEAPS Exchange Conference Proceedings. February 2004.

*Behavior-Based Safety – Motivating Safe Work Behavior: From the Workplace to the Home*. GEAPS Exchange Conference Proceedings. March 2002.

*Beyond Regulations: Behavior-Based Process Attacks Safety Issues from New Perspective*. World Grain Magazine. April 2001. Pages 67-73.

*Behavior-Based Safety – Bridging the Gap Between OSHA Compliance and Zero Injuries*. GEAPS Exchange Conference Proceedings. March 2001.

*Motor Carrier Safety: A Guide to Regulatory Compliance*. 2000 CRC Press. 313 pages.

*Deaf Medics and the ADA*. Journal of Emergency Medical Services. July 1996. Page 53.

## **Awards**

Best Paper – Distance Learning Administration – May 2011 – Dunlap, S. & May, D. (2011). Assessing facilitator performance as an influence on student satisfaction. *Online Journal of Distance Learning Administration*. 14, (2).

Critical Thinking Teacher of the Year – Eastern Kentucky University – May 2011

## **Other Professional Activities:**

Nike Running Start Orientation Presenter – Present ESH and Occupational Nurse services available for all Nike new hire employees, 2004 to present.

ADM Grain Division Plant Operations Management Training – Part of a group tasked with establishing the curriculum and training methodology for a two week operations management training program for newly hired or promoted members of management, 2003 to 2004.

Middle School E-Mentoring Program – E-mentored an at-risk student through Cargill in a Minneapolis metropolitan middle school, 1998-2001.

**Languages:**

Sign Language Interpreter – active interpreter in university and non-profit environments from 1987 through 1994; achieved advanced ranking on the Kentucky Interpreter Skills Screening for Signing Exact English (SEE) and American Sign Language (ASL); remain fluent.