



ARKANSAS STATE
UNIVERSITY

Fall 2025 Fire Drills

After-Action Report/Improvement Plan

September 23, 2025

This After-Action Report/Improvement Plan (AAR/IP) aligns exercise objectives with preparedness doctrine and related frameworks and guidance. This AAR meets Homeland Security Exercise and Evaluation Program (HSEEP) guidelines. Exercise information required for preparedness reporting and trend analysis is included.

Non-Confidential (NC): This document does not contain sensitive and/or confidential information. It is available for public inspection.

EXERCISE OVERVIEW

Exercise Name	Fall 2025 Fire Drills
Exercise Dates	September 22 & 23, 2025
Planning Date	August 11, 2025
Hotwash Date	N/A
Scope	This exercise is a drill, planned for approximately 5 minutes at each residence hall. Exercise play is limited to activating the fire notification system in each building, monitoring the receipt and response by occupants, examining the notification system for any failures, and documenting all observations.
Focus Areas¹	Protection, Mitigation, Response
Capabilities²	- Community Resilience - Infrastructure Systems - Operational Coordination - Planning - Public Information and Warning
Objectives	- Determine the operational status of fire notification systems - Examine the ability of occupants to recognize hazard communication messaging - Examine the occupant's response to hazard communication messaging - Examine the ability of staff to encourage and guide evacuation efforts - Evaluate the effectiveness of previous public information programs - Examine for hazards that may compound fire risk/consequence
Hazard	Uncontained Fire
Scenario	Fire alarm activation signals the potential for a fire in the respective residence hall or living quarters.
Sponsor	Arkansas State University
Participating Organizations	Office of Emergency Management, University Housing, University Police Department Dispatch
Point of Contact	Wyatt Reed , Emergency Operations and Occupational Safety Specialist Office of Emergency Management Arkansas State University WReed@AState.edu or (870) 972-3352

¹ Selected from National Preparedness Goal's Five Mission Areas (DHS, 2015)

² Selected from National Preparedness Goal List of Core Capabilities (DHS, 2015)

Analysis of Capabilities

Table 1 includes the exercise objectives, aligned capabilities, and performance ratings for each capability as observed during the exercise and determined by the evaluation team.

Objective	Capability ³	Performed without Challenges (P)	Performed with Some Challenges (S)	Performed with Major Challenges (M)	Unable to be Performed (U)
Determine the operational status of fire notification systems	Community Resilience	X			
	Infrastructure Systems	X			
	Public Information and Warning	X			
Examine the ability of occupants to recognize hazard communication messaging	Community Resilience	X			
	Infrastructure Systems	X			
	Planning	X			
	Public Information and Warning	X			
Examine the occupant's response to hazard communication messaging	Community Resilience	X			
	Planning	X			
Examine the ability of staff to encourage and guide evacuation efforts	Community Resilience	X			
	Operational Coordination	X			
	Planning	X			
Evaluate the effectiveness of previous public information programs	Community Resilience	X			
	Planning	X			
	Operational Coordination	X			
Examine for hazards that may compound fire risk/consequence	Community Resilience	X			

Table 1. Summary of Core Capability Performance

³ Selected from National Preparedness Goal List of Core Capabilities (DHS, 2015)

Rating Definitions:

Performed without Challenges (P): The targets and critical tasks associated with the capability were completed in a manner that achieved the objective(s) and did not negatively impact the performance of other activities. The performance of this activity did not contribute to additional health and/or safety risks for the public or for emergency workers, and it was conducted in accordance with applicable plans, policies, procedures, regulations, and laws.

Performed with Some Challenges (S): The targets and critical tasks associated with the capability were completed in a manner that achieved the objective(s) and did not negatively impact the performance of other activities. The performance of this activity did not contribute to additional health and/or safety risks for the public or for emergency workers, and it was conducted in accordance with applicable plans, policies, procedures, regulations, and laws. However, opportunities to enhance effectiveness and/or efficiency were identified.

Performed with Major Challenges (M): The targets and critical tasks associated with the capability were completed in a manner that achieved the objective(s), but some or all of the following were observed: demonstrated performance had a negative impact on the performance of other activities; contributed to additional health and/or safety risks for the public or for emergency workers; and/or was not conducted in accordance with applicable plans, policies, procedures, regulations, and laws.

Unable to be Performed (U): The targets and critical tasks associated with the capability were not performed in a manner that achieved the objective(s).

The following sections provide an overview of the performance related to each exercise objective and associated capability, highlighting strengths and areas for improvement.

Capability Definitions:

Community Resilience: Enable the recognition, understanding, communication of, and planning for risk and empower individuals and communities to make informed risk management decisions necessary to adapt to, withstand, and quickly recover from future incidents.

Infrastructure Systems: Stabilize critical infrastructure functions, minimize health and safety threats, and efficiently restore and revitalize systems and services to support a viable, resilient community.

Operational Coordination: Establish and maintain a unified and coordinated operational structure and process that appropriately integrates all critical stakeholders and supports the execution of core capabilities.

Planning: Conduct a systematic process engaging the whole community as appropriate in the development of executable strategic, operational, and/or tactical-level approaches to meet defined objectives.

Public Information and Warning: Deliver coordinated, prompt, reliable, and actionable information to the whole community through the use of clear, consistent, accessible, and culturally and linguistically appropriate methods to effectively relay information regarding any threat or hazard, as well as the actions being taken and the assistance being made available, as appropriate.

Residence Hall Breakdowns:

This area will identify the strengths and weaknesses of each residence hall as it relates to exercise objectives and core capabilities.

Living-Learning Communities (LLCs)

Living-Learning Community (LLC) #1

Time: 2:47 | Number Evacuated: 24

- **Observations:** Exercise exceeded all requirements.

Living-Learning Community (LLC) #2

Time: 2:40 | Number Evacuated: 26

- **Observations:** Exercise exceeded all requirements.

Living-Learning Community (LLC) #3

Time: 3:45 | Number Evacuated: 27

- **Observations:** Exercise exceeded all requirements.

Living-Learning Community (LLC) #4

Time: 3:40 | Number Evacuated: 33

- **Observations:** Exercise exceeded all requirements.

Living-Learning Community (LLC) #5

Time: 5:24 | Number Evacuated: 21

- **Observations:** Exercise exceeded all requirements.

Living-Learning Community (LLC) #6

Time: 3:27 | Number Evacuated: 29

- **Observations:** Exercise exceeded all requirements.

Miscellaneous Residence Halls

Arkansas Hall

Time: 8:10 | **Number Evacuated:** 34

- **Observations:** Exercise exceeded all requirements.

Kays Hall

Time: 6:01 | **Number Evacuated:** 80

- **Observations:** A car was parked unattended in the fire lane. Additionally, heavy rain impacted the ability to safely exercise at the very end. The exercise was suspended due to safety, although most occupants had already exited.

University Hall

Time: 4:13 | **Number Evacuated:** 71

- **Observations:** Residents had to be reminded several times to move to the correct assembly area, but staff did an excellent job of noticing this and implementing corrections without facilitator intervention!

Northpark Quads

Northpark Quad #1

Time: 6:12 | **Number Evacuated:** 38

- **Observations:** Floor 1 both Center Mag, Floor 2 Center Stairwell, North Stairwell, and North Mag, Floor 3 South Stairwell doors not latching.
- **Response:** OEM will work with University Housing and FM for corrections.

Northpark Quad #2

Time: 4:52 | **Number Evacuated:** 35

- **Observations:** Floor 1 North Stairwell, Floor 2 South Stairwell, Floor 3 North Stairwell and Center Stairwell doors propped. Floor 1 North Mag and Floor 3 Center Stairwell doors are not latching. Floor 1 South Mag door bracket is missing. Floor 3 Mag doors did not release.
- **Response:** OEM will work with University Housing and FM for corrections. OEM will work with Life Safety to correct the missing bracket/no release.

Northpark Quad #3

Time: 4:29 | **Number Evacuated:** 41

- **Observations:** Floor 1 East Stairwell and West Mag door does not latch. Floor 2 West door is propped. Floor 3 Center Stairwell auto-closer broken.
- **Response:** OEM will work with University Housing and FM for corrections.

Northpark Quad #4

Time: 4:23 | **Number Evacuated:** 52

- **Observations:** All 3 Center Stairwell doors propped. Floor 1 South Stairwell, Floor 2 South & North Stairwell, and Floor 3 South Mag doors do not latch.
- **Response:** OEM will work with University Housing and FM for corrections.

Northpark Quad #5

Time: 5:09 | **Number Evacuated:** 62

- **Observations:** Floor 1 & 3 center stairwell fire doors propped. Floor 3 center door hangs on the door stop. Floor 2 South Mag, North Stairwell, and Floor 3 North Stairwell doors do not latch.
- **Response:** OEM will work with University Housing and FM for corrections.

Pack Place

Pack Place #1

Time: 4:37 | **Number Evacuated:** 50

- **Observations:** Exercise exceeded all requirements. Scooter was being stored under the stairwell. This is a fire hazard and a violation of University Housing policy.
- **Response:** A picture and report were sent to UPD, who will follow up with the REC to identify the owner and refer to OSC.

Pack Place #2

Time: 8:22 | **Number Evacuated:** 55

- **Observations:** Resident did not evacuate. The resident and an involved person were reported to OSC by the REC.

Red Wolf Den

Red Wolf Den #1

Time: 3:10 | **Number Evacuated:** 16

- **Observations:** Exercise exceeded all requirements.

Red Wolf Den #2

Time: 4:43 | **Number Evacuated:** 19

- **Observations:** Exercise exceeded all requirements.

Red Wolf Den #3

Time: 3:36 | **Number Evacuated:** 13

- **Observations:** Exercise exceeded all requirements.

Sorority Houses

Zeta Tau Alpha

Time: 2:35 | **Number Evacuated:** 13

- **Observations:** Exercise exceeded all requirements.

Alpha Gamma Delta

Time: 1:08 | **Number Evacuated:** 6

- **Observations:** Exercise exceeded all requirements.

Alpha Omicron Pi

Time: 1:26 | **Number Evacuated:** 14

- **Observations:** Exercise exceeded all requirements.

Chi Omega

Time: 1:17 | **Number Evacuated:** 4

- **Observations:** Exercise exceeded all requirements.

Delta Zeta

Time: 2:10 | **Number Evacuated:** 7

- **Observations:** Exercise exceeded all requirements.

The Circle:

The Circle Building #1

Time: 4:23 | **Number Evacuated:** 31

- **Observations:** Exercise exceeded all requirements.

The Circle Building #2

Time: 4:13 | **Number Evacuated:** 13

- **Observations:** Exercise exceeded all requirements.

The Circle Building #3

Time: 4:27 | **Number Evacuated:** 20

- **Observations:** Exercise exceeded all requirements.

The Circle Building #4

Time: 3:47 | **Number Evacuated:** 12

Observations: 3 individuals reported due to failing to evacuate.

Strengths

Strength 1 (Staff Leadership): University Housing staff effectively controlled the response to drills by directing residents, notifying UPD, and following established procedures. The facilitator rarely (if ever) had to assist in directing residents or assisting University Housing Staff.

(Capability: Community Resilience, Operational Coordination, Planning)

Strength 2 (Knowledge of and Adherence to Procedures): Fewer issues are noted of failure to comply with established procedures and increased usage of assembly areas. Few student conduct referrals were needed in this exercise. Staff were receptive and engaged in fulfilling exercise needs and requirements. **(Capability: Community Resilience, Planning)**

Areas for Improvement

Area for Improvement 1 (Passive Systems Maintenance): Many passive fire protection systems are not being adequately maintained in residential facilities. Kays Hall was an example of this, and A-State facilitated a recent upgrade to come back into compliance. More buildings are at risk of this if adherence is not obtained soon. **(Capability: Community Resilience, Infrastructure Systems, Planning)**

Appendix A: Improvement Plan

This IP is developed specifically for Arkansas State University as a result of the drills conducted in the Fall of 2025:

Area for Improvement	Corrective Item	Implementation Plan	Primary Responsible Organization	Organization POC
Passive Systems Maintenance	Assess Status of Current Passive Systems	All passive fire protection systems in university-owned housing need to be assessed to determine their state.	Emergency Management (Primary)	Emergency Management: Ronnie Gilley or Doug Mayhugh
	Identify Needed Repairs or Projects for Compliance	Based on the assessment performed, a plan for repairs or projects to repair to bring systems back in compliance should be created and carried out.	Facilities Management (Primary) Emergency Management (Secondary)	Facilities Management: Brian Lasey or Petree Buford Emergency Management: Ronnie Gilley or Wyatt Reed
	Create a Preventive Maintenance Program and Training Plan	Once compliance is ensured, attention to maintaining that compliance through preventive maintenance and training proper use of the systems should be done.	Facilities Management (Primary) University Housing (Secondary)	Facilities Management: Brian Lasey University Housing: Natalie Eskew and Jenny Keller