



2022 Questions to NAEMT Board Candidates

Please include your response below each question. Please limit each answer to 500 words or less. Thanks.

Candidate: D. Troy Tuke, BSN NREMT-P, NAEMT Board Secretary

Questions for 2022 Election Candidates

1. Define what you believe are the key characteristics of good leadership and describe the leadership qualities that you will bring to the position for which you are running.

The two most important characteristics of great leadership are transparency and integrity. Doing the right thing for the right reason, no matter the circumstance, has served me well during my career in EMS. Following through on commitments with my team and involving them in the entire process of change and improvement is also very important.

Great leadership is the ability of an individual to motivate, influence and inspire those on a team to contribute in a positive way to the success of the organization. Leaders are also able to build and mold their team members into future leaders. Managers use power and control to attain goals while leaders use influence, motivation, inspiration, and shared power through delegation.

I have always tried to be a servant leader. A servant leader uses the tools noted above and puts the needs of others first. Focusing on the growth of each individual to help them perform at their highest level is also a primary concern. A good servant leader is able to explain the why behind any goal or objective. When this happens, the organization and community that they serve benefit. The better the leadership the less managing there is to do. When the team understands the why, it becomes very easy to motivate and inspire the team to do their best work.

2. What do you believe are the top issues facing the EMS profession right now, and what role should NAEMT play in addressing these issues?

I believe that the top issues facing our profession right now are the workforce shortage, reimbursement, provider safety, quality leadership training, improved education for all levels of providers, and good data collection.

The NAEMT should continue to investigate, support, and assist all agencies and EMS colleagues in finding the root causes and possible solutions to the issues noted above. Currently, NAEMT is doing just that with

these issues through committee work. The advocacy, workforce, education, safety, membership and the lighthouse leadership group are just a few of the committees of the NAEMT that have responsibility for directing the NAEMT Board on actions to take to help solve and mitigate these issues. These committees are the avenue for all members of the NAEMT to voice their concerns and also possible solutions for consideration and implementation when approved. In order to make the committee work as efficiently as possible it will be necessary to improve data collection methods and review in order to base decisions on fact and not anecdotal conversations.

One other item that is up for vote this election cycle by the general membership is the composition of the board. The proposal set to be voted on is to increase the number of regions from four to ten. This action is aimed at better one on one representation so that more voices are heard. The strength of the NAEMT has always been its members. We have many talented and passionate members who want to see the EMS profession continue to grow and improve. I fully support this action and know that if passed will allow a larger avenue for members to voice concerns and possible solutions to those concerns.

3. With additional stress on an already overburdened workforce, what steps can NAEMT take to support the health, wellbeing and resilience of our EMS practitioners?

Our profession is one of caring for others and helping them in their time of need. Being there for our patients and their families is what we do. Until recently, we have done a poor job of being there for each other as we handle and are involved in many tough situations that can and does cause increased stress and sometimes trauma to each of us. We can and must continue to do better at taking care of ourselves and co-workers. One of the chief reasons noted for those leaving our profession early is related to the risks of infection, physical harm by others, and the emotional strain the job can take on an individual if the correct interventions are not initiated in a timely manner.

The NAEMT takes this rapidly evolving issue seriously. The NAEMT website contains many resources that can be used to intervene on behalf of individual caregivers. Topics include, EMS physical fitness and mental health. There are links to treatment and prevention programs, awareness and education training, community and family resources, and the most current research and data available. There are also examples of great policy and protocols that agencies can use and implement to improve their level of service to their most vital asset. The NAEMT will continue to provide the most up to date information and encourage all members to remember that it is ok not to be ok. There is help easily available for all of those looking to manage their health, wellbeing, and improve resilience. Hopefully, this type of intervention can help more providers have long and healthy careers.

4. How would you explain the value of NAEMT membership to both prospective members and existing members?

The NAEMT was established in 1975 with the mission of educating EMS providers. It is now the largest professional association representing EMS practitioners in the United States and in many countries across the world. Since its inception, NAEMT has always looked for ways to better serve and represent its members. Today the NAEMT does this through education, advocacy, and supporting other pertinent EMS initiatives.

Education- The mission of NAEMT education is to improve patient care through high quality, cost effective, evidence-based education that strengthens and enhances the knowledge and skills of EMS

practitioners. Each of the courses are developed by EMS practitioners, doctors, and EMS educators, working as a team to provide the best and most current information for practical application in the field.

Advocacy- The purpose of advocacy is to represent our members on issues that impact their daily work and safety. NAEMT is constantly looking for new ways to advance our profession and improve the care delivered by our members to their patients. The education of local, state, and federal representatives on current EMS issues is and has to be a top priority. These representatives need good information in order to make good decisions about funding and supporting bills that will help to advance our profession. Without proper education on the issues the actions of our elected officials may have an adverse effect on the NAEMT members and patients whom we serve.

EMS Initiatives- The mission is to target critical issues that directly affect the ability of members to provide quality patient care. Some of the current initiatives include EMS workforce, mental health of providers, physical fitness, research, reimbursement, mobile integrated health, ongoing Covid-19 and other potential pandemic response and preparedness plans.

NAEMT values the expertise and opinions of its members. In fact, the strength of the association comes from the members. Many members serve on committees that have been formed to accomplish the goals outlined in education, advocacy, and initiatives. Another strength of the NAEMT is its willingness to work side by side with other EMS agencies like the American Ambulance Association (AAA), The International Association of Fire Chiefs and Firefighters (IAFC, IAFF), and the National Registry of Emergency Medical Technicians (NREMT). Focusing on the issues that all of these agencies have in common sends a strong consistent message to elected officials who make policy, allowing for many of the accomplishments that have been made over the past few years.

Maintaining an active membership in the NAEMT is one of the ways individual providers can make their voice heard. Working on a committee allows each provider the chance to assist in making meaningful change in our profession. I would encourage all members to volunteer for a committee that interests you and provide your knowledge and passion to help us solve these issues. If you are not a member, I would encourage you to become a member and lend a hand as well. There is strength in numbers and experience.