



2023 Questions to NAEMT Board Candidates

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

Candidate: Michael Kaduce

Questions for 2023 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.
 - a. The characteristics I look for in a leader, include integrity, communication, and courage. Additionally, I think I bring these three characteristics to the Board of Directors. To me, integrity means saying what you will do and doing what you say. In my candidacy documents, I indicated advocacy for our fellow EMS providers and EMS education were my two priorities. Those I represent will know where I stand on these issues and that I will be a vocal advocate for both. I live and sleep EMS, and am always available for a conversation, discussion, or email. If there is something more I can do for our EMS providers, I want to know. In communicating these areas, a leader must have the ability to clearly articulate why. This, more often than not, means keeping it simple. As an educator, I work daily to make the complex understandably simple, not the other way around. I spend most of my days educating which means my communication style is meant to get those around me thinking and exploring, and then get out of the way. Lastly, I will have the courage of my convictions to stand up for the NAEMT members whom I represent. If they are putting their trust in me to represent them, I will ensure their voices are heard.
2. With additional stress on an already overburdened workforce, what steps can NAEMT take to support the health, wellbeing and resilience of our EMS practitioners?
 - a. I believe the best thing the NAEMT can do to support EMS practitioner's mental health is advocacy. Our industry still faces the stigma of reporting continued stress, mental health concerns, and burnout; the stigma that if you can't handle it, you don't belong; and the stigma that says we are tougher than anything we may come across. The brain of an EMS worker functions the same as any other person, yet there is still a rationale that EMS providers should be strong enough

to manage the carnage they see on a daily basis and not take it home with them, not relive the incidents, and not speak up. Our brothers and sisters need most an organization that says, *you matter, and we are here to help*. Recognition and advocacy for all EMS providers so they feel safe and supported in speaking out. After that, we can share the multitude of resources available to EMS providers to meet them where they are, because if we stay healthy and passionate, they stay in EMS.

3. What do you believe EMS practitioners from younger generations are seeking from membership in a professional association, and how can NAEMT best respond to their needs?
 - a. Every generation is looking for an organization that shares their values and advocates on their behalf. Millennials, for which I am one, are no different. While I cannot speak for all 72 million of us, I can share what I hear. We are looking for an organization that has our best interests in mind. We are looking for a fulfilling future in a growing career field. This means we are looking for progressive, forward-thinking protocols and policies. This includes agencies that see us as people to be supported and developed, caregivers for our communities, in an emergency and in life, and cutting-edge in technology, research, and practices. The NAEMT has a huge role to play in this as we may not be looking to work for the biggest agency that treats us as a number but instead, the smaller agency that supports its people and community with the ability to be nimble and adapt to an ever-changing healthcare landscape.

4. Explain how you communicate the value of NAEMT membership to existing and potential members.
 - a. My view on the value of the NAEMT membership is simple, it will get you paid more. Through NAEMT Educational Courses and evidence-based practice, benchmarks are set. When agencies meet benchmarks, they improve quality. When quality improves, so do patients. The last step is to tie benchmarks and outcomes to reimbursement which means if you treat your patient well, your agency gets more money. That raises the standard for patients and in turn, leads to increased resources and pay.