

NCEMSFS NEWS



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"The network of friends and colleagues that you build today will allow you to strengthen your organization tomorrow"

Message from the President

Dr. George J. Koenig, Jr., NCEMSFS President

Welcome to the 20th Annual NCEMSFS Conference! This year marks a milestone for our organization. This year marks 20 years of campus EMS groups gathering to learn from each other, to listen to lectures, and to discuss new ideas. However, more importantly than marking 20 years of annual national conferences, it marks 20 years of continued growth for our organization. An organization that started to promote networking among campus EMS groups has grown into an organization recognized for its education and for its leadership in the greater EMS community.

This year we continue to set the standard for quality EMS care. In addition to our "Striving for Excellence" program, we are introducing two new components to the program. The first is "HEARTSafe Campus", a program that mirrors HEARTSafe Communities, but is geared specifically toward college and university campuses. It represents a standard that all of us strive to achieve. It is not just about public access to AEDs. It is ensuring that all of the elements of the Chain of Survival are in place to improve the chances of survival and recovery for victims of heart attack, stroke, and other emergencies. The second program is "EMS Ready Campus." This program recognizes organizations and individuals that complete trainings and participate in activities related to emergency and disaster preparedness. The program outlines a minimum basic standard that each of us should attain and a step wise progression for attaining more knowledge.

In addition to these programs, we continue to raise the bar with our conference's educational offerings. We have packed over 100 lectures presented by experts in their fields into 36 hours. Each of these faculty members has graciously donated their time because they understand the vital importance of educating the leaders of tomorrow. We hope that our program exposes you to skills that are relevant to you today, but also skills that will be relevant to you in the future.

There are several exciting additions to the program this year. In an effort to increase interaction among attendees and facilitate intersquad networking, we have added more panels to our conference format. We hope that the panels coupled with our new audience response system will promote interactive discussions. On Friday night, we will hold a chiefs and presidents panel to allow leadership to discuss challenges and ways that other campus organizations have solved them. On Saturday morning our lecture series starts with a rapid fire review of current trends in EMS followed by a panel discussion on Hot Topics in Campus EMS. Later in the day, our Maj. John P. Pryor, MD Memorial lecture will highlight the importance of your role as part of the overall healthcare team as Dr. Babak Sarani discusses crew resource management. On Sunday, in addition to the morning lectures, we will conclude our conference with a closing keynote on responding to the active shooter.

We continue to strive to raise the bar for our conference, but we can only do it with your help. During the conference weekend, please take a few moments to reflect on your conference experience by filling out an evaluation form, which can be found in your conference packet. We value your comments, and will attempt to incorporate your suggestions at future conferences and throughout the year.

I look forward to meeting each of you. I hope that we exceed your conference expectations. I thank our NCEMSFS friends for their support and the Regional Coordinators and Board of Directors for their never-ending dedication and assistance.

The network of friends and colleagues that you build today will allow you to strengthen your organization tomorrow. If there is anything with which I directly can assist you, please do not hesitate to ask during the conference or email me at president@ncemsf.org.



Professionalism in EMS - The Elephant in the Room

Les Polk, NCEMSF Director-At-Large

It is frequently discussed in ambulance cabs, many well-worn couches in dimly lit stations, and ambulance bays in every county, town and village...I refer to it as the "Us vs. Them" complaint and I believe it is one of the great elephants in the room that is impeding our profession's development and affecting our professionalism, both real and perceived.

Round 1: EMS vs. Fire and Police.

Too often, I hear fellow EMS providers, disgruntled and disappointed, complain about the lack of respect the EMS field has received compared to the other public safety professions.

Lesson 1: Advocate. As an EMS professional, you must be ready to educate the public about EMS. Teach your patients and your neighbors. Talk to spectators at stand-by events. Be a cheerleader for the profession, the career, and our mission.

Lesson 2: Be kind. In order to receive respect and recognition, let us be sure we share that same respect with our partners in providing care. Speak highly of all of our fellow public safety professionals. Show them the respect we desire they show us. It will rub off and our collective professionalism will become well known. Fair compensation will then follow as well.

Round 2: Volunteer vs. Paid

Lesson 3: We share the same common goals. The service we provide must be timely, efficient, responsible, accountable, and economical. The care must be high-quality. The providers must be uniformed, caring, knowledgeable, clinically competent, safe, and intelligent. Paid or volunteer, our goal is to provide excellent patient care to ensure the health and safety of patients and our communities. We must look and act the part such that the distinction between the compensation that providers receive becomes irrelevant.

Lesson 4: It's not a badge. Saying you are "paid" does not make you more professional, nor does being paid mean you are a better provider. Being a volunteer does not mean you care more about your patients or are more selfless. The work is professional and the job you perform is professional, regardless of being paid or volunteer.

Round 3: ALS vs. BLS

Lesson 5: No call is beneath us. Be a partner in delivering care. Paramedics are EMTs too. Paramedics can care for BLS level patients. If the system needs it, then do it. Our goal is excellent patient care. We should not let our patients wait for unavailable units and must serve the patient currently in need whenever feasible. Recall where we all began and our initial training and do not forget how to perform it.

Lesson 6: More BLS interventions have been shown to save lives than ALS. BLS interventions shown to save lives: BVM, chest compressions, rapid transport for trauma patients to trauma centers, rapid transport for stroke patients to stroke centers, CPAP. ALS interventions shown to save lives: early STEMI identification and rapid transport to a PCI center, post-arrest therapeutic hypothermia. ALS interventions known to cause harm: IV saline therapy in trauma patients, endotracheal intubation in trauma and cardiac arrest patients. Patients benefit from the increased knowledge and assessment abilities of paramedics, but paramedics can save lives by providing BLS-level interventions. We are all on the same team - care should be coordinated and team-oriented. We should not point fingers, blame others or create unnecessary barriers.

Round 4: 911 vs. Transport

Lesson 7: We all care for sick patients; we all care for the sub-acute as well. Transport EMS provides transportation for nursing home patients who are not acutely ill to their physician appointments. 911 services respond to calls for bloody noses, sore throats and stubbed toes. In many instances the non-emergent patient needed and benefited more from our services than many of the 911 patients we encounter. As a profession, we must ensure that the standard of care does not differ based on the agency providing the service. If the patches on the providers' sleeves look the same as the ones you are wearing, then we must ensure that the care is always meeting the standard on both sides. We exist to provide an essential service.

Round 5: Urban vs. Rural

Lesson 8: What's in a name - its who we are! Let us make sure the public knows what job we do and pick a name for our

profession and level of licensure and use it consistently so people are not confused. Ambulance, first aid squad, rescue squad, ambulance corps, emergency medical service, volunteer medical service corps, mobile health service, mobile intensive care unit, and emergency squad, are far too many options.

Let us be proud, continue to raise the bar, and always be a profession staffed by true professionals. Let us stand above the fray. EMS or Fire, Volunteer or Paid, ALS or BLS, 911 or Transport, Urban or Rural: We are in it for the patients. Let us all come to work, do the job, and do it well. Our patients are counting on us!



NEW CAMPUS EMS VEHICLES ACQUIRED FALL 2012

1. University of Richmond
2. Case Western
3. University of Dayton



Alumni at the 20th Anniversary Conference

Joshua E. Glick, NCEMSF Alumni Coordinator

The NCEMSF Board is very excited to be celebrating the Foundation's 20th Anniversary at this year's annual conference back where it all started! Over the years, NCEMSF has proudly represented thousands of collegiate EMS providers and has served as a constant support for collegiate EMS organizations across North America. Our organization would not be what it is today without the commitment and dedication of our broad network of alumni members.

Alumni not only provide a rich source of advice on organizational management for new board members, but can also serve as a valuable career development tool for seniors and undergraduate members who are looking for academic and professional opportunities during the summer months and after graduation.

A well-maintained alumni network can serve as an important resource for a collegiate squad. NCEMSF recognizes

that the initial development of such a program can be difficult for both young and old organizations. In order to facilitate the creation of these networks, we have developed a helpful packet of information on the website that provides step-by-step instructions on how to set up a network as well as a list of activities and methods to keep in touch with alumni. Please feel free to use this resource and provide us with some of your own ideas on successful alumni programming!

Each year, a strong proportion of our conference presenters are collegiate EMS alumni who have donated their time and acquired expertise to the Foundation and future generations of campus EMS providers. As NCEMSF reaches this milestone in its history, I personally invite you to reconnect with the Foundation and your former collegiate organization. We continue to provide an increasingly diverse set of educational lectures, hands-on simulations, and social networking

opportunities. We are confident that with our alumni involvement and continued support this year's conference will be yet another great success.

I look forward to seeing you around the conference. Please feel free to approach me with any questions regarding alumni affairs!

Attention Alumni:

Please join me on Saturday evening at 7:00 PM for our annual Alumni Social. All campus EMS alumni are invited to join our organization's leadership for an hour of refreshments. The event is a great opportunity to network with speakers and catch up with old friends.

Please remember your alumni badge and an ID. See the conference program for more details.



NCEMSF Member Benefits

Karolina A. Schabbes, NCEMSF Membership Coordinator

Do you wonder what benefits your NCEMSF membership provides? In addition to making a continued commitment to the advancement of existing collegiate emergency medical services and the development of new response groups, your membership provides financial support to promote Collegiate EMS Week, help support our annual conference, produce publications including *NCEMSF News*, honor outstanding collegiate EMS organizations and personnel through our awards program, and advocate for collegiate EMS throughout the country.

Your membership in NCEMSF also entitles you to a host of member discounts. These offers and discounts are detailed in their entirety on our Web site and are available only to NCEMSF members. Skyscape is a leading provider of medical references for mobile devices, carrying hundreds of different titles across multiple specialties that are all cross-linked with each other. Skyscape, in collaboration with NCEMSF, offers you a 20% discount on the purchase of these references. Savelives.com / Common Cents EMS Supply, offers a 10% discount to NCEMSF members on many of its products. Galls also offers discounts.

Emergency Training Associates / The NCEMSF Store, offers up to a 26% discount for EMS texts and NCEMSF apparel. Purchases through the NCEMSF store also support the Foundation. *JEMS* offers discount subscription to members. *Emergency Medical Services Magazine* is available to personal NCEMSF members free of charge.

Your NCEMSF membership adds to the collective strength of hundreds of members throughout the nation - those participating in and advocating for collegiate EMS. If you weren't already a personal member of NCEMSF before this conference, your conference fees included membership for the rest of this academic year. Renewing your NCEMSF membership in June for the 2013-2014 academic year shows your continuing commitment to collegiate EMS. Don't let your enthusiasm for collegiate EMS diminish just because your college graduation is imminent. NCEMSF also offers life memberships that keep you in touch with the world of collegiate EMS.

More information about our membership categories and rates can be found online at www.ncemf.org/membership.



Campus EMS Startups Resources

Every year, NCEMSF receives a flurry of inquiries from eager and enthusiastic EMTs on campuses across the country desiring to establish squads of their own on their college campus. One of the most challenging aspects of starting a collegiate EMS organization is developing a network of experienced providers at peer institutions who can give advice, answer questions, and serve as a sounding board for ideas. NCEMSF provides many resources to help new startup groups tackle this issue include our annual conference.

NCEMSF, our Startup Coordinator and Regional Coordinator Network are available to assist and help guide those interested through the difficult yet rewarding process. It is best to contact NCEMSF early in the process before sitting down with key decision makers and formulating specific plans.

Consult our website to read our startup philosophy and then email us (startup@ncemf.org) to request our official startup packet, which outlines a general step-by-step process for establishing a campus based EMS group.



Regional Roundup

News from Around the NCEMSF Regions

From the National Coordinator

The Regional Coordinator (RC) network facilitates communication between NCEMSF and its constituents. It is through the Regional Coordinators that NCEMSF is best able to accomplish its mission of advocating and supporting campus based EMS. The Regional Coordinators are equipped to assist each squad with the day-to-day issues it faces and to help publicize squad achievements. There are few issues that the NCEMSF leadership has not seen before and for which it is not equipped to offer advice and guidance.

This winter, we welcomed the addition of Zachary Matuzsan as the new Mid-Atlantic Regional Coordinator. Regional Coordinator vacancies still exist, however, in the New York, Northern New England, and Southeast regions. If interested in applying please find me at conference and email me (Stephen Lanieri - nc@ncemsf.org) your application (available online).

Please join your RC at the regional roundtable discussions on Saturday morning and chat informally with your RC and other squads and leaders from your region throughout the conference weekend.

Central

University of Arizona Student EMS has now expanded coverage to seven nights a week.

Mid Atlantic

University of Richmond EMS had an exceptionally busy fall semester attacking and revamping nearly every facet of its organization from retooling its SOGs and other governing documents, to the rebranding of its logo and redesigning of its uniforms, to the acquisition of a new first response vehicle. UREMS' also improved its public presence with new web resources and its first ever newsletter sent to all university departments with which it interacts.

Midwest

2012 was very much an exciting year for *Case Western Reserve University EMS*, seeing not only the acquisition of its very own ambulance but also the implementation of a new, more professional uniform. Furthermore, a devoted effort in membership recruitment targeted towards Case Western Reserve University's largest freshman class in university history paid off in equally record breaking interest in service and training opportunities provided by Case EMS, such as its annual fall semester

Mass Casualty Incident drill in collaboration with local emergency units as well as a spring semester EMT course being offered through Case EMS.

University of Dayton Rescue Squad is happy to announce the arrival of its new ambulance! With its 14-year old ambulance starting to wear down, this new ambulance will be the perfect addition to the organization. UD Rescue Squad also just graduated 23 new members as EMT-Bs. They held a training session for them where they worked on writing computer reports, practiced using immobilization equipment, and responded to mock calls.

Northeast

Montclair State University EMS was extremely active during the response to Superstorm Sandy. Collectively members volunteered over a thousand hours during the week of the storm and assisted the University with moving students out of the six residence halls that lost power. In addition, the group provided mutual aid to area municipalities, supported NJ EMS Task Force operations, including the evacuation of a local nursing home that had been damaged in the storm when the roof was partially blown off, and staffed a field hospital that had been set up in the parking lot of Ocean County Medical Center in order to provide EMS coverage to the area.

NCEMSF was proud to help sponsor the Clinton New Jersey First Aid & Rescue Squad's 1st Annual CFARS Future Stars of EMS Junior EMS Competition on Dec. 8. This one day event brought together high school EMS personnel from around NJ for a collaborative training experience that taught and emphasized the professionalism of these Junior EMS members. According to CFARS Operations Chief and NCEMSF sponsor and friend, Bucky Buchanan, "The event was a huge success and I know we opened the eyes of many young EMTs to the ideas and possibilities of collegiate EMS."



Do you have news about your squad you'd like to share? Contact your RC and look for it in the next issue of NCEMSF News.

Become More Involved!

NCEMSF Leadership Positions Available

The NCEMSF Board of Directors is accepting applications for several collegiate EMS leadership positions including:

EMS Week Coordinator
New York Regional Coordinator
Northern New England Regional Coordinator
Southeast Regional Coordinator

Interested candidates for the EMS Week Coordinator should submit a current resume/curriculum vitae along with a brief essay (max 250 words) highlighting prior leadership experience, goals of being involved and specific ideas for the position to secretary@ncemsf.org. Additional opportunities may also exist; email to see how you might get involved.

Prospective RCs should contact nc@ncemsf.org introducing yourself and to request a formal application.

The Board desires to fill all openings by March 31, 2013

We Want You...to be an EMS Researcher!

Dr. Michael T. Hilton,
NCEMSF Director-at-Large

NCEMSF certainly has grown in size, scope and mission since our founding in 1993. Most recently, we have expanded our role in "creating safer and healthier environments on college and university campuses" by focusing on research and helping to contribute to the greater body of knowledge and define the future of EMS care.

Our support of research comes in many forms, from providing research mentors to constituent members, to connecting undergraduate EMS researchers with NCEMSF alumni researchers, to research sessions at our conferences.

Last year, our conference featured a lightning research presentation session with undergraduate EMS researcher original presentations that ran parallel to our Vomacka Speaker Series and a research roundtable discussion. This year, a research panel is planned, with experienced EMS researchers responding to moderated questions from the audience, so that you can learn from NCEMSF's featured researchers. In future years we hope to continue to encourage original research presentations by our members and highlight the EMS academic pursuits of our Foundation.

To further that effort, NCEMSF is collaborating with industry to create and sponsor an undergraduate EMS research internship that will provide directed research guidance on specific projects - stay tuned for details on this exciting initiative. NCEMSF leadership is also available during the year to discuss any of your research ideas and can help guide you in your own academic pursuits.

Why get involved in EMS research? It is not only fun and intellectually stimulating, but establishes you as leader helping to advance the science and practice of EMS and furthers our mission of creating safer and healthier environments on our campuses. Of course, research also helps enhance your personal CV for the next phase of your career.

Have a research idea or question? Talk to any NCEMSF leader; NCEMSF exists to support you.



PUSH YOUR LIMITS—TAKE YOUR SKILLS INTO THE WILDERNESS!



NOLS WILDERNESS MEDICINE INSTITUTE COURSES FOR EMTs



CONTINUING EDUCATION

BUILD ON YOUR BACKGROUND IN URBAN EMERGENCY CARE—EARN YOUR WEMT.

Wilderness Upgrade for Medical Professionals (WUMP)

Learn how to improvise equipment, deal with challenging environments, and make difficult medical decisions in remote locations with confidence. Apply your urban emergency care knowledge as our seasoned instructors guide you through five days of intense, hands-on learning. The WUMP course will keep you engaged in wilderness medicine curriculum through case studies and practical scenarios with mock patients.

"The large scenarios and SAR were the highlights of this class because I was able to practice skills that I don't otherwise get to use on a daily basis in the ambulance, yet I have a great interest in them." —WUMP grad, Paonia, Colorado

FIND MORE INFORMATION AND A COMPLETE COURSE SCHEDULE AT NOLS.EDU/WMI/COURSES, WMI@NOLS.EDU, OR (866) 831-9001.

Time Management and Setting Priorities

Dr. Joshua A. Marks, NCEMSF Secretary

Unfortunately there are only 24 hours in a day and demands on our time are often infinite. How each of us allocates our time is a necessary acquired skill.

As a resident, I am told that I am permitted to work a maximum of 80 hours per week in the hospital performing clinical duties. All the aspects of my job far exceed 80 hours, however. Beyond my training, there are also outside interests as well as making time for family, friends, and self. An occasional few hours set aside for sleep are not optional either. For the collegiate EMS provider, the balancing act is just as tricky - focusing on course work, career path and social life while covering duty shifts and handling the responsibility of leading an EMS organization is daunting.

Effective time management is important for success and personal happiness. However, being successful does not imply effective time management. One must strive to strike a balanced life and set appropriate priorities. In evaluating priorities it is helpful to ask, "Why am I doing this? What is the goal? What is my definition of success? And what happens if I chose not to do it?" Doing the right

things ends up being more important than doing things right.

Stephen Covey, author of *The Seven Habits of Highly Effective People* and *First Things First* popularized the concept of a Time Management Matrix for prioritizing. The system advocates the use of four quadrants to determine the tasks you "need" to do and deciding what should be a priority. Quadrant 1 contains important, urgent items that need to be dealt with immediately; Quadrant 2 are important, but not urgent items that need to be planned for. This is the quadrant on which people should focus for long term achievement of goals; Quadrant 3 are urgent, but unimportant items that are simple time sucks. Quadrant 4 are unimportant and also not urgent items that don't have to be done anytime soon. Quadrant 3 and 4 tasks should be minimized or eliminated as possible.

In otherwise successful people, procrastination is typically due to misplaced perfectionism, not sloth. Learning to delegate well is yet another key to time management success. Hopefully these tips assist in navigating the numerous demands on your time. 

Plans Going Sideways - A Brief Glimpse at Superstorm Sandy

Eric Pohl, NCEMSF NY Regional Coordinator

The New York Metro area is one of the most proactive regions in the country when it comes to preparing for disasters and foreseeing eventualities. New York has been a target of multiple terrorist attacks and the site of major disasters in the past several years, including 9/11, US Airways Flight 1549, and that one unexpected time when a steam pipe ruptured underground in Midtown Manhattan - scattering city residents for blocks with the streets opening up and swallowing entire vehicles whole on a warm summer afternoon. With all these incidents, it stands to reason that New Yorkers are used to planning for the worst and reacting with patience and fortitude when the unexpected is unleashed upon this vibrant coastal hub.

Why then did Superstorm Sandy take so many by surprise? With ample forewarning, most residents were aware of the impending storm. Numerous governmental entities took action to prepare and harden against nature's wind and water. Some were more successful than others. The Metropolitan Transportation Authority, the operator of critical transit infrastructure including buses and the entire subway system, shut down services well in advance of the storm's landfall. The MTA stored their equipment in higher elevation zones in their underground tunnels so that trains wouldn't be battered by the elements. After the storm finished blowing through, the system was in remarkably good shape. Aside from the extensive flooding and damage to tracks and electrical system, relatively little actual moving equipment was damaged. In contrast, NJ Transit lost a number of commuter trains to storm damage after storing them in open air sidings located at low-lying points along the New Jersey coast.

The New York City Police Department, sustained equipment losses after the precinct nearest Coney Island flooded, along with all the patrol vehicles parked outside the station house. However, contingencies were in place and temporary command trailers were set up with full communications, generators, and flood lighting. The 34,000 police officers of the NYPD, larger than the military forces of many countries, was still in business. Conversely, after the realization that orders to evacuate the Rockaway Peninsula were never issued

to Members Of Service, ambulance crews found themselves trapped standing on the roofs of their apparatus to escape the rising storm surge in the midst of the hurricane. Later, the membership of the union representing Fire Department EMTs and Paramedics issued a vote of no confidence in the leadership of the FDNY Chief of EMS Operations.

Some plans are easier to implement than others. I personally found myself with ample clean water after drawing a few buckets prior to the storm. My failing was with other simple plans when after the third day without power, I had to empty my fridge of spoiling supplies, and resort to a dwindling supply of ramen noodles and a single candle until the blessed eighth day when the electricity and heat in my freezing apartment returned. On October 31, Halloween Night, I went with my partner in a heavy-duty patrol vehicle and surveyed the streets of Lower Manhattan. Instead of the usual ruckus of a rowdy parade and copious supplies of drunk denizens, the blacked-out city was an abandoned network of concrete canyons. The only lights came from the occasional flashes of a traffic agent on foot directing a few courageous drivers risking the absolute dearth of illumination. And yet through the normal command cycle of the Police Department, two days after the storm, working in challenging conditions, there were battalions of police presence in this area: assisting those in the process of recovering what belongings they could salvage, and preventing looting or violence. Who could have expected that power would be denied to millions of people, and billions of dollars in commerce including the New York Stock Exchange, when such things usually don't happen more than once a decade (remember 2003?).

There are other plans that are more difficult to implement and contingencies more difficult to mitigate. New York University Hospital closed for months because its electrical systems were flooded in the basement. 30,000 gallons of heating oil spewed onto a city street after the pressure applied to the outside walls of its tanks caused them to burst. Over a hundred homes burned as their natural gas connections flowed freely. Thousands waited in line for gasoline for over 12 hours, only to realize that supplies were out.

It's difficult to plan for every possibility and eventuality, so don't get discouraged when your plans don't work. However, careful planning can save resources and enable continued operations in a disaster. Ask questions. Identify weaknesses. Think, plan, and act. Where will you get fuel for your vehicles if access is suddenly cut off? What about a generator and maintenance for the generator? Training? When there's a disaster how are you going to coordinate people? Recall them from home? What if cell phones are down? Accountability? Ask questions ad infinitum, consult with people, brainstorm. Then, don't just talk. DO. Put your plans in action and move the roadblocks you encounter. Then when something happens that disrupts all your plans, react. Continue planning, even in the middle of the event.

FEMA teaches us that there are four phases of disaster management: Preparedness, Response, Recovery, and Mitigation. Then Preparedness again. The four phases continue on in an endless loop awaiting each new event.

The Recovery phase is ongoing, nearly four months following Superstorm Sandy, and the Mitigation phase is just beginning. In this next period, an overview of the incident will be examined and we will begin to understand all that went right, and all that went wrong. Just as it is important to put out the fires and rebuild, it is equally important to take the lessons learned to heart and identify our weaknesses. Just because something we had hoped would go the right way went sideways instead, doesn't mean that someone is at fault or we made a mistake. The only mistake would be to experience a tragedy and let it happen to us exactly the same way again.

For all incidents, major and minor, some version of the disaster cycle exists. Recognize that and apply it to your own agency. The phase that most of us are in during most periods of our lives is Preparedness. Are you sure you have enough training to meet the problems you will encounter? You might be surprised at your own resilience, but the only way to find out is if you take the time and examine your operations. Remember the old adage: Hope for the best, plan for the worst.



How were Collegiate EMS Week and CPR Day celebrated on your campus???

We still want to hear - Email stories, photos, videos, and local press coverage:

**emsweek
@ncemsf.org**

About This Publication

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E-mail articles to be considered for publication to info@ncemsf.org

Putting the "Success" in Succession Planning

Dr. Scott C. Savett, NCEMS Vice-President

There is an old saying that the only sure things in life are death and taxes. If the person who penned that quote were involved in campus EMS, they'd also definitely mention something about leadership changes.

While it's late February now and it may seem like the semester is just getting up to full steam, it will be May before you know it. With the end of the academic year comes the change of the guard at most campus EMS squads. New chiefs, captains, presidents, and other squad leaders are elected or appointed in preparation for the fall semester. As if by the wave of a magic wand, at the end of May the old leadership may be gone, with all of their knowledge and experience traveling with them into the workforce, medical school, graduate school, or perhaps the Peace Corps.

Fast forward a few months to the beginning of the new academic year. It's late August or early September and it's back to business at the campus squad. Budgets have to be made (don't forget to include the 2014 NCEMS Conference in your budget), supplies have to be ordered, and the training calendar must be planned. It can be a bumpy road until logistics are figured out.

But what if you had a resource to help get that stuff done? Succession planning can aid in keeping a campus EMS organization running smoothly despite large disturbances in the Force.

In an ideal world, succession planning consists of four parts:

Shadowing – As soon as incoming officers are identified by election or appointment, they should begin learning the ropes from their predecessor. Incoming officers should accompany outgoing officers at meetings and during their routine administrative squad duties.

Introductions – Campus officials who interact with the squad are introduced by the outgoing officers to the incoming officers. This could include the university president, deans, student health service, campus security/police, student activities, physical plant, or other associated departments. It may take some time, but it's certainly worth the effort to proactively achieve some familiarity with the relevant players before something critical happens.

Written Procedures or Guidelines – Certainly not everything can be experienced during the

shadowing or overlap period. Standard operation procedures (SOPs) or guidelines (SOGs) aren't just for the medical care provided on campus. Something as seemingly simple, such as advertising an upcoming EMT class, can be daunting if you don't have the right resources and don't know where to start.

There should be documented procedures for all aspects of a group's operations including:

- supply procurement (preferred vendors, account logins, and passwords)
- funding allocation (student activities account numbers, how to access the accounts)
- education and training (con-ed provider information, how to register for the NCEMS conference, evaluation forms, and procedures)
- public relations (how to submit articles to local news outlets, campus media)
- scheduling (Excel spreadsheet file or login to online service)
- online presence (Web site login and how to update the page, group's e-mail password)
- connections to the outside world (NCEMS account login, how to contact your governing EMS council, local squad information)

Access to Past Officers – Perhaps the most valuable resource that an outgoing officer can provide is access to their knowledge after they have left campus. By the end of a term in an office, it's easy to forget what it felt like at the beginning. The awkward initial fumbling eventually morphs into actions that are second nature. New officers shouldn't feel shy about a quick consult with a past officer via phone, e-mail, or Facebook to save time, effort, and frustration. There's no need to reinvent the wheel.

As you enjoy the activities of the 20th Annual NCEMS Conference, I would encourage you to start thinking about succession planning and how it could help your squad. If you have questions, feel free to ask any of the NCEMS board members or your regional coordinator (RC) for advice.

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Please visit the Membership section of the NCEMSF Web site to keep your contact information up-to-date. By virtue of your attendance at the 20th Annual Conference, you are now a NCEMSF Personal Member through the completion of the 2012-2013 academic year (May 31st). Thank you for your ongoing support of campus based EMS and NCEMSF!

The NCEMSF Database of Collegiate EMS Providers is an excellent resource in the event of natural disaster or other public health emergency. Please keep your information up-to-date so that should the situation arise, we can contact you and collectively as campus based EMS answer the call to act!

HEARTSafe CAMPUS

The National Collegiate Emergency Medical Services Foundation (NCEMSF), American Heart Association (AHA) and the Sudden Cardiac Arrest Association (SCAA) encourage and promote community awareness of the potential for saving the lives of sudden cardiac arrest victims through the use of cardiopulmonary resuscitation (CPR) and increased public access to defibrillation.

In order to increase this awareness, NCEMSF, together with AHA, SCAA and industry partners, has developed an initiative to designate college communities as "HEARTSafe Campuses." NCEMSF affirms that the cornerstone of any HEARTSafe Campus is a vibrant campus-based emergency medical response organization.



"HEARTSafe Campuses," like HEARTSafe Communities, promote and support:

- Rapid Response by CPR and AED Trained First Responders
- Rapid Public Access to Defibrillation
- Early Access to Advanced Care
- Public CPR and AED Training for the Community
- Engagement in Preventative Cardiovascular Healthcare Activities

The intent of this program is to recognize quality campus based EMS organizations and their communities and hold them out as examples to other campuses as a means to improve overall cardiac arrest care. Information from this program may be shared by NCEMSF with other campus EMS organizations in consulting, seminars, and written material for the purpose of helping organizations improve the quality of EMS and overall cardiac care on campuses.

Campus EMS organizations completing and submitting this self-assessment and verification packet on behalf of their campuses and fulfilling all required criteria herein will be acknowledged by NCEMSF at our annual conference and recognized for a three-year period with a "HEARTSafe Campus" award. HEARTSafe Campuses will need to recertify ever three years by updating and refilling this application. All applications (available online) must be received at least two-weeks prior to the start of the annual NCEMSF conference for the year in which the campus is to be considered for the award or renewal of the award. Please e-mail heartsafecampus@ncemsf.org with any questions regarding the application process or the designation.



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