

PRESIDENT'S LETTER

The Value of Values-Based Leadership



**Ernest Wang,
MD, FACEP**

A warm hello to all of you, my fellow Illinois emergency physicians, and huge thank you for all of the heroic work you do for the patients you care for.

I always tell people that one of the greatest things about being an emergency physician is the opportunity to learn something new every day.

Those opportunities can come from other physicians we work with, our nurses, our staff, our residents, our students, and probably most importantly, our patients.

I recently had the good fortune of listening to Harry Kraemer, Chairman of the Board of NorthShore University HealthSystem, talk about Values-Based Leadership. Mr. Kraemer is a Clinical Professor of Leadership at Northwestern University's Kellogg School of Management, former CEO of Baxter, and author of the book *From Values to Action: The Four Principles of Values-Based Leadership*.

"Values" in this context refers to principles such as your beliefs, attitudes, ideals, conduct, and ethics.

The four principles of Values-Based Leader-

ship are: self-reflection, balance, true self-confidence, and genuine humility.

As I listened to the talk, the question that clearly arose was this: What is the value of Values-Based Leadership in emergency medicine?

It dawned upon me that these principles are exceptionally applicable to emergency physicians and can help us be more successful in our daily practice. Let me explain how.

The first naked truth that you must embrace as an emergency physician is that you are a leader: whether you think you are or not, whether you have a title or not, whether you like it or not.

You may have gone into medicine to help people and heal patients, but the reality is that — if you want to be the best you can be at your profession and fully enjoy your work — your nurses, your staff, your consultants, and most importantly, your patients depend on you to be their leader.

The order of the principles, according to Mr. Kraemer, is intentional and must be explored in sequence.

SELF-REFLECTION

The first principle, self-reflection, is the critical first step to leading with those guiding values that are most important to you.

Too often, however, because of the nature of our work and lives, we don't ever take the time

to intentionally stop what we are doing day to day, unplug, and think. The next thing you know, you're like me, starting your 20th year in emergency medicine practice and wondering where the years went!

Some of the key questions you must answer for yourself include:

- What are my values?
- What do I stand for?
- What really matters?
- What example do I want to set?
- What is my purpose?

These questions will help you understand your "why" — of all the things that you do at work and outside of work. And when you have clarity about what is meaningful to you and what gives you purpose, you won't question your resolve or hesitate to step up in times of crisis. You will always be able to do the right thing for your patients and for the right reason. What will your legacy in emergency medicine be?

BALANCE

The second principle, balance, requires the ability to see things from many points of view and to seek understanding of others' perspectives. The most effective leaders are able to "walk in others' shoes." I would argue that as an emergency physician, this is one of the most crucial skills that you can develop during your career.

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The Value of Values-Based Leadership

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It serves as the foundation for an empathetic patient-physician relationship. It allows you to work effectively as the leader of your ED team. It helps you negotiate and manage difficult conversations with your consultants. It allows you to see the house of medicine from the rooftop — from the eyes of administrators, payors, government, and the lay public.

More than any class in medical school or rotation in residency, this fundamental life skill can make the difference between a good career and a great career in our specialty.

TRUE SELF-CONFIDENCE

The third principle, true self-confidence, is the ability to “accept yourself as you are.” It is achieved by developing your self-reflection and balance skills. You will be comfortable knowing where your clinical strengths and weaknesses (i.e., diagnostic and procedural skills) lie. You will be able to say, “I don’t know” honestly, but have the strength to be a life-long learner and improve your skills throughout the course of your career.

GENUINE HUMILITY

The fourth principle, genuine humility, is achieved by being able to remember where you started. Remember what it was like to be a 3rd year medical student on your first rotation? Your first night on call as an intern? Or your first shift as an attending? More importantly, if you’ve ever been a patient — do you remember what that felt like? Staying grounded in your roots will allow you to have the capacity to show compassion and demonstrate understanding for your patients, your peers, and yourself.

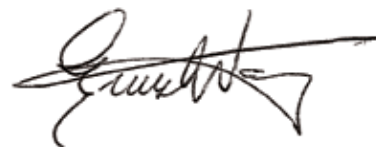
ICEP exists to serve the needs of the practicing emergency physicians in the state of Illinois. The accomplishments and influence of the organization depends on participation from physicians like you — who work on the front lines, who train the next generation of physicians, who lead administratively, and who advocate legislatively.

The true “value” of Values-Based Leadership in emergency medicine is the ability for us to develop our self-awareness, seek understanding from everyone we interact with, commit to life-

long learning and self-improvement, and align ourselves around the core principle of humanity that brought us into the profession.

In this way, we position ourselves to be the physician-leaders capable of improving emergency care for our colleagues and our patients.

In the words of Mr. Kraemer, “So what are your values and what are you going to do about it?”



— Ernest Wang, MD, FACEP
ICEP President

Reference:

<https://harrykraemer.files.wordpress.com/2016/03/2011-04-forbes-the-only-true-leadership-is-values-based-leadership.pdf>

ICEP Submits 4 ACEP Council Resolutions

Four resolutions have been authored by ICEP and submitted to the ACEP Council for consideration at the annual meeting in October:

- In Support of the American Foundation for Firearm Injury Reduction in Medicine (AFFIRM)
- Supporting Physicians to Seek Care for Mental Health and Substance Use Disorders
- Supporting Vaccination for Preventable Diseases
- Memorial Resolution in Honor of Dr. Tamara O’Neal

The AFFIRM resolution asks ACEP to support a public health approach to firearms-related vio-

lence and the prevention of firearm injuries and deaths as enumerated in the 2018 American College of Physicians Position Paper. It also asks ACEP to support the mission and vision of AFFIRM and partner with AFFIRM to advocate for the allocation of federal and private research dollars to further their agenda.

ICEP’s resolution on mental health and substance use disorders among physicians asks ACEP to promote awareness of current ACEP policy statement that supports decreasing the barriers, perceived or real, to physicians to feel safe seeking treatment for mental health, substance use and other issues. It also encourages ACEP to work with the AMA and state medical societies

to advocate for a change at state medical boards for protections for licensure for physicians to seek help and treatment for mental health, substance use and other disorders.

The vaccination resolution requests that that ACEP support the elimination of non-medical exclusions for vaccines and make a public statement of support for the safety and efficacy of vaccines in preventing disease.

A memorial resolution honoring Dr. Tamara O’Neal, the ICEP member physician who was shot and killed in a domestic violence incident at Mercy Hospital & Medical Center in November 2018, was also submitted.



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State Creates Adult Use Cannabis Health Advisory Committee; ICEP Recommends Appointment of Two Member Physicians

In response to the recently passed legislation that makes recreational marijuana use legal for adults in Illinois effective January 1, 2020, the Office of the Governor has established the Adult Use Cannabis Health Advisory Committee to monitor changes in drug use and assess the emerging science and medical effects associated with the use of cannabis.

ICEP has submitted recommendations for two of its member physicians for appointment to the Advisory Committee. Notification of appointment has not yet been made by the Governor's Office.

Recommended by ICEP are:

- Jenna K. Nikolaidis, MD, MA, FACEP – Emergency Physician Position
- Steven E. Aks, DO, FACMT, FACEP – Medical Toxicologist Position

As an Emergency Physician who also works clinically as a Medical Toxicologist and Addiction Medicine Provider, Dr. Nikolaidis has been clinically and academically involved in

the field of marijuana use. At the most recent North American Congress of Clinical Toxicology in Chicago, she participated in an open discussion with representatives from the Illinois State Senate, physicians, and cannabis dispensary representatives about issues raised by the Compassionate Use of Medical Cannabis Pilot Program Act. She also has been involved in national public health meetings to discuss the risks and benefits of cannabis legalization across disciplines.

Dr. Aks, Director of The Toxikon Consortium and Director, Division of Toxicology; Department of Emergency Medicine, Cook County Health and Hospitals System, has over 25 years of experience as a medical toxicologist and emergency physician. He has lectured nationally on topics including the opioid epidemic, pain management, and alternative medicines. He has been a member of ICEP for the same period and is an active participant in the College's educational programs and mentoring activities.

The Cannabis Regulation and Tax Act was

signed into law by Gov. J.B. Pritzker in June. It ends cannabis prohibition and replaces it with a system to tax and regulate cannabis for adults 21 and over.

Key provisions of the act include:

- Legalizes possession, use, and purchase in licensed stores for adults, limited to 30 grams of raw cannabis; cannabis-infused product or products containing no more than 500 mg of THC; and five grams of cannabis product in concentrated form.
- Automatic expungement of criminal records for cannabis offenses of up to 30 grams, and clemency for all convictions for amounts of 30-500 grams upon petition of the court
- Adds the ability for medical patients to grow cannabis at home
- Creates a social equity program for business applicants, access to financial resources for start-up costs, and resources to communities that were hardest hit from the war on cannabis, called the 3R Program (the Restore, Reinvest, and Renew Program)

Congratulations to ACEP, EMRA Award Winners

Two ICEP members have been recognized with National Emergency Medicine Junior Faculty Teaching Awards, and two ICEP members have been recognized with EMRA honors.

Michael Gottlieb, MD, of Rush University Medical Center, and Sara Krzyzaniak, MD, FACEP, of OSF Healthcare Saint Francis Medical Center Peoria, are both recipients of the 2019 National EM Junior Faculty Teaching Award. This award supports EM faculty in their efforts to achieve academic advancement. It recognizes superior teaching activities including didactic lectures, clinical instruction, the development of innovative educational programs, community education, and contributions to regional and



Michael Gottlieb, MD



Sara Krzyzaniak, MD, FACEP



Tehreem Rehman, MD, MPH



Seth Trueger, MD, MPH, FACEP

global programs, as well as the endorsement by faculty, residents, and students. Five individuals were recognized with this award in 2019.

Tehreem Rehman, MD, MPH, a resident at Advocate Christ Medical Center, is the recipient of the EDPMA scholarship awarded through EMRA. The program is an opportunity for resident and fellow leaders with an interest in the

management and business issues involved in running a successful emergency medicine practice; to serve on a committee of the Emergency Department Practice Management Association (EDPMA), receive mentorship from EDPMA leaders, and attend the annual EDPMA Solutions Summit.

Seth Trueger, MD, MPH, FACEP, was named to EMRA's 45 Under 45 Influencers list, an honor that recognizes outstanding young physicians whose contributions embody the spirit of the specialty as EMRA celebrates 45 years of supporting the future of emergency medicine. He is the only Illinois physician named to the list.

Registration Open for 5-Day Practical Medical Spanish Course at ICEP in Oct.

Do you feel confident examining Spanish-speaking patients with limited English proficiency? ICEP's Medical Spanish in the Emergency Department course will help you get there.

The 5-day course will teach practical medical Spanish to allow providers to obtain a basic medical history, examine patients without assistance, and provide simple discharge instructions to limited English proficiency Spanish-speaking patients.

The course will be held October 15-19 at the ICEP Conference Center in Downers Grove. It is structured as interactive half-day lessons, with afternoons free for practice or working shifts.

Each half day offers a complaint-based series of lectures and practical exercises. Common health-related Hispanic cultural beliefs and practices will also be discussed. On the last day of the course, participants will perform scenarios with simulated patients for hands-on practice.

The goal of the course is to assist providers in building a rapport with Spanish-speaking patients. It will not make one proficient in Medical Spanish and is not intended to replace the use of interpreter services when needed.

The course is appropriate for physicians, PAs, nurses, residents, and other health care personnel. The cost for ACEP members is \$395; \$425 for non-member physicians; and \$299 for residents, PAs, nurses, and other personnel.

Participants are expected to have a basic knowledge of Spanish (high school level, familiarity with basic conjugation of verbs and sentence structure).

Pilar Guerrero, MD, Attending Physician in the Department of Emergency Medicine at Cook County Health, serves as the course director. Isam Nasr, MD, Rosaura Fernandez, MD, and Francisco Chai-dez, also of Cook County Health, will teach as well.



¿hablas español?

MEDICAL SPANISH

IN THE EMERGENCY DEPARTMENT

October 15-19, 2019 ♦ Downers Grove, IL



5 days of practical medical Spanish!

what providers need to know to feel confident examining Spanish-speaking patients with limited English proficiency

Register online now at ICEP.org or call 630-495-6400, ext 200, to register by phone. The course is approved for a maximum of 18.0 *AMA PRA Category 1 Credits*™.

eTrauma Online Course Offers 8 Hours of Trauma CME to Help Meet Requirements

Do you need trauma CME hours to fulfill your annual requirements? ICEP has partnered with International Trauma Life Support to secure 8.0 *AMA PRA Category 1 Credits*™ for the 8th Edition ITLS eTrauma online course.

ITLS' online trauma course is an easy opportunity to earn trauma hours with 13 topic-focused lessons (head, spinal, thoracic trauma, and more). New course content focuses on updated SMR guidelines, hemorrhage control and TXA, mass shooting events, and more. The program is flexible and self-paced to complete on your own timeline.

ITLS is the world's leading provider of emergency trauma care education. ITLS training stresses rap-

id assessment, appropriate intervention and identification of immediate life threats. The ITLS framework for rapid, appropriate and effective trauma care is a global standard that works in any situation.

There are three options for purchasing eTrauma to earn CME: a value pack that includes course access, hard copy textbook, and eTextbook for \$133; course access with the eTextbook embedded for \$107; and course access only for \$75. Get started now at ITRAUMA.org/etrauma.

Note that two purchases are required to obtain CME. You must purchase one of the course options noted above, and then you must purchase



Need trauma CME hours?

8th Edition ITLS

eTrauma

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Join ICEP for 2 Free CME Lunch Product Showcases

There are two upcoming opportunities to earn CME at complimentary product showcase lunch presentations at the ICEP Conference Center in Downers Grove.

Both presentations will be held in conjunction with the quarterly ICEP Board meetings. Join us on October 7, December 9, or both! There is no cost to attend, and a box lunch is included.

The October 7 seminar is “No Mask. No Problem™. Mask-Free NIV™ for Spontaneously Breathing Patients.” Aditya Ahlawat, MD, of Greencastle, Ind., will share the latest clinical research on High Velocity Nasal Insufflation (HVNI) as a front line tool for treating undifferentiated respiratory distress in the emergency department.

RSVP online at: ICEP.org/oct7CMElunch

The December 9 seminar is “Emergency Medicine and Immuno-Oncology Intersect: Recognizing and Managing Cancer Immunotherapy-Related Adverse Effects in the Emergency Department.” Daniel Pallin, MD, MPH, of Cambridge, Mass., will describe the spectrum of the more and less common immune-related adverse effects (irAEs) associated with the immune checkpoint inhibitors and combinations, including incidence and presentation, with emphasis on those most likely to be encountered in the emergency department.

RSVP online at: ICEP.org/dec9CMElunch

Each program is approved for a maximum of 1.0 *AMA PRA Category 1 Credit*™. Registration is free and open to all who are interested in attending; please feel free to bring a colleague!

ICEP Seeks Input on Sexual Assault Survivor Education

ICEP has extended its deadline to complete a brief survey about education options related to treatment of sexual assault survivors. Please share your input by Friday, September 27.

Take the survey online now at: <http://ICEP.MemberSurveySexualAssaultEducation.sgizmo.com/s3/>

Background

Illinois amended the Sexual Assault Survivors Emergency Treatment Act (SASETA) in August 2018 and the changes significantly affect emergency treatment of sexual assault survivors.

One of the most important changes is the requirement for a Qualified Medical Provider (QMP) available to do a medical forensic exam on a sexual assault survivor. This requirement takes effect January 1, 2022.

A QMP for adult and adolescent patients can be an adult/adolescent Sexual Assault Nurse Examiner (SANE) or a Sexual Assault Forensic Examiner (SAFE), which is a physician or phy-

sician assistant who obtained training equivalent to SANE training.

The current education to become a SANE is offered by the Office of the Illinois Attorney General at no cost. It consists of 16 hours of online coursework, 24 hours (3 days) of classroom education, and completing additional activities. The program is approximately 60 hours in total. This option is also open to physicians who wish to be certified. (The full list of requirements to become a SAFE will be available after January 1, 2020.)

Physicians who choose not to become certified will be required to obtain 2 hours of education related to the care of sexual assault survivors every 2 years.

ICEP is researching the option of an online educational offering on the care of sexual assault survivors, to serve our members and help them meet these requirements. We are looking for your feedback to gauge interest and thank you in advance for sharing your input.



National Registry of
Emergency Medical Technicians®
THE NATION'S EMS CERTIFICATION™

NREMT Staff to Speak at EMS Forum on October 3

Staff from the National Registry of Emergency Medical Technicians (NREMT) will lead the EMS Forum on October 3 at the ICEP Conference Center to discuss the transition to the National Registry exam for EMS certification in the state of Illinois.

The meeting will be held from 1:15 PM to 3:30 PM and will also be available to join by videoconference.

NREMT staff members will discuss the expanded test network in Illinois, the question development process, how to become a proctor exam representative, and the role of the program director.

The meeting will conclude with a half hour dedicated to a questions and answers panel. The Forum will be moderated by Leslee Stein-Spencer, Acting Chief of the Division of EMS and Highway Safety for the Illinois Department of Public Health.

The meeting is open to all who wish to attend. If you wish to join by videoconference, the Zoom meeting link is: <https://zoom.us/j/6837532427>. Or join by phone by calling 646-876-9923 and using Meeting ID 683 753 2427.

The ICEP EMS Committee will meet before the EMS Forum, from 11:00 AM to 1:00 PM. NREMT staff will not be in attendance at this committee meeting.





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ICEP Calendar *of* Events 2019

September 27, 2019
**Emergent Procedures
Simulation Skills Lab**
NorthShore University
HealthSystem, Evanston

September 27, 2019
**ITLS Illinois Advisory
Committee Meeting**
10:00 AM - 12:00 PM
ICEP Board Room
Downers Grove

October 3, 2019
EMS Committee Meeting
11:00 AM - 1:00 PM
ICEP Board Room
Downers Grove

October 3, 2019
EMS Forum
1:15 PM - 3:00 PM
ICEP Conference Center
Downers Grove

October 7, 2019
Finance Committee Meeting
9:30 AM - 10:30 AM
ICEP Board Room
Downers Grove

October 7, 2019
Board of Directors Meeting
10:30 AM - 2:30 PM
ICEP Board Room
Downers Grove

October 8, 2019
**ICEP Research Committee
Conference Call**
10:00 AM - 11:00 AM

October 15-19, 2019
**Medical Spanish in the
Emergency Department**
ICEP Conference Center
Downers Grove

November 19, 2019
**EM4LIFE 2019 LLSA Article
Review Course**
ICEP Conference Center
Downers Grove

November 28-29, 2019
Thanksgiving Holiday
ICEP Office Closed

December 2, 2019
**ICEP Education Committee
Conference Call**
12:00 PM - 2:00 PM

December 4, 2019
**Ultrasound for Emergency
Medicine Workshop**
ICEP Conference Center
Downers Grove

December 6, 2019
**ITLS Illinois Advisory
Committee Meeting**
10:00 AM - 12:00 PM
ICEP Board Room
Downers Grove

December 9, 2019
Finance Committee Meeting
9:30 AM - 10:30 AM
ICEP Board Room
Downers Grove

December 9, 2019
Board of Directors Meeting
10:30 AM - 2:30 PM
ICEP Board Room
Downers Grove

December 10, 2019
**Make It a Pain-Free ED:
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ICEP Conference Center
Downers Grove

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