

## Introduction: A Lifelong Commitment to EMS and Service

For nearly five decades, I have devoted my life to emergency medical services—as a paramedic, educator, director, advocate, and leader. From my earliest days responding to emergencies in Cass County, Indiana, to my current role as the **Program Chair, Paramedic Science at Ivy Tech Community College** and **Midwest Regional Director for NAEMT**, I have seen the evolution of our profession firsthand. What has remained constant throughout is my belief in the power of EMS providers to change lives, strengthen communities, and serve with excellence in the face of great challenges.

My leadership philosophy is grounded in **servant leadership**. I believe our work as EMS leaders is not about titles or positions—it is about ensuring that frontline providers have the tools, support, and recognition they need to serve patients at the highest level. That has been my guiding principle as an EMS Director, educator, and NAEMT Board member. If entrusted with your vote once again, I will continue to carry that philosophy forward, serving as a strong, steady voice for all clinicians across our Midwest region.

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## Early Foundations and Building Local EMS Systems

My career began in 1974, when I first trained as an Emergency Medical Technician. By 1979, I had completed Paramedic certification through St. Vincent's Hospital and Butler University, placing me among the earliest generations of certified paramedics in Indiana. At a time when EMS was still in its formative years, I quickly saw that building sustainable systems was just as important as providing care in the field.

In 1977, I became the EMS Director for **Cass County EMS at Logansport Memorial Hospital**, where I helped develop a countywide EMS system that transformed patient care. We implemented the countywide Paramedic program, expanded first responder services through rural fire departments, and ensured 24/7 EMS coverage for the community. Additionally, we designed operational and educational standards that elevated the quality of care, setting a foundation that would serve as a model for years to come.

During this period, I also served as a **Reserve Deputy Sheriff** and later as **Deputy Coroner for Cass County**, gaining a broader view of public safety and the interconnectedness of emergency response systems. These early experiences taught me the importance of collaboration across agencies, a lesson that has informed my leadership style ever since.

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## Educator and Program Builder

Education has always been at the heart of my EMS career. Beginning as an educator at **St. Francis Hospital EMS Education** in 1990, I taught, implemented, and delivered EMS training at all levels. I worked closely with other instructors, medical staff, students, and affiliated providers, ensuring that instruction was both clinically sound and practical for real-world application.

In 1998, I was appointed **Director of the EMS Program at the University of Saint Francis**, where I developed and managed the university's EMT and Paramedic regional programs. I oversaw curriculum design, accreditation processes, budgeting, and faculty development, while continuing to teach and mentor students. My time at the University reinforced my conviction that strong educational foundations are the cornerstone of a successful EMS system.

In 2000, I transitioned to **Community Health Network in Indianapolis** as the **Network Director of EMS and EMS Education**. There, I oversaw a system serving five hospitals and ten affiliated EMS/fire agencies resulting in developing and managing one of Indiana's premier EMS education programs. Directing all aspects of education, accreditation, and operational support while providing leadership across a wide, complex network. I worked extensively with community partners, hospitals, and EMS providers to ensure seamless coordination of care.

Today, I continue this legacy as **Program Chair for Paramedic Science at Ivy Tech Community College in Indianapolis, IN**, where I lead one of the state's most influential programs in preparing the next generation of paramedics. In this role, I not only manage curriculum, faculty, and accreditation but also mentor students who will become tomorrow's EMS leaders.

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### Executive EMS Leadership

From 2019 through 2025, I served as **Director of Tippecanoe County Ambulance Service (TEAS)**, where I managed the day-to-day operations of the county's 911 EMS system. This included clinical oversight, staffing, budgeting, policy development, training, and representing the service at local, state, and national levels. In this role, I led initiatives to modernize operations, implement advanced clinical protocols, and strengthen quality assurance systems.

As an executive EMS leader, I have always prioritized **high-quality patient care, staff development, and system sustainability**. I understand the challenges of workforce shortages, funding pressures, and increasing service demands—challenges that mirror those faced by EMS agencies nationwide. My experience in navigating these realities equips me to advocate effectively for our profession at the national level through NAEMT.

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### NAEMT Leadership and Advocacy

My service on the **NAEMT Board of Directors as Midwest Regional Director** has been one of the most meaningful chapters of my career. I am proud to represent our region's members and to bring the voices of Midwest providers to the national stage.

In this role, I have worked to:

- **Champion clinicians** by advocating for pay equity, wellness resources, and recognition of EMS as an essential service.
- **Advance education** by promoting NAEMT's internationally respected training programs, ensuring instructors and providers have access to cutting-edge, evidence-based education.
- **Strengthen advocacy** by working with state and national partners to influence legislation that supports EMS sustainability and provider well-being.
- **Foster communication** by engaging Midwest members through outreach, updates, and direct dialogue, ensuring transparency and inclusivity in decision-making.

Additionally, I have served NAEMT as **Indiana State PHTLS Coordinator**, later becoming the **State Coordinator for all NAEMT programs**, and affiliate faculty. These roles reflect my long-standing commitment to advancing NAEMT's mission of education, advocacy, and professional development. Additionally, serving as your current Midwest Regional Director or the NAEMT Board.

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## State and National Service

Beyond NAEMT, I have served since 2010 as a **Commissioner on the Indiana State EMS Commission**, representing EMTs, Paramedics, training institutions and helping shape EMS rules, regulations and policy statewide. I have also represented Indiana as a **State and NREMT Examination Representative** for both Indiana and national EMS certification exams, ensuring fairness and quality in testing processes.

Over the years, I have held leadership positions including Chairman and Secretary of the **Indiana Association of EMS Instructors**, as well as roles on state education committees and regional councils. These positions reflect not only longevity but also a consistent willingness to step into leadership roles when needed for the advancement of EMS.

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## Accomplishments and Impact

Some highlights of my career include:

- Developing Cass County's EMS system from BLS to Paramedic level.
  - Expanding first responder systems to integrate rural fire departments.
  - Leading EMS education programs at multiple institutions, including universities and hospitals.
  - Directing one of Indiana's largest hospital-based EMS systems (Community Health Network).
  - Serving as Director of Tippecanoe County Ambulance Service, modernizing operations and enhancing patient care.
  - Mentoring countless EMS professionals who now serve in leadership, clinical, and educational roles across the Midwest.
  - Advocating at state and national levels for EMS funding, recognition, and professional development.
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## Vision for the Future of NAEMT and Midwest EMS

Looking ahead, I see both challenge and opportunity for EMS. My vision centers on five priorities:

1. **Workforce Sustainability** – Address recruitment and retention with strategies for compensation, career growth, and provider wellness.
  2. **Funding and Recognition** – Secure long-term funding solutions and elevate EMS as an essential, fully integrated healthcare service.
  3. **Education and Advancement** – Strengthen academic pathways and ensure access to high-quality continuing education.
  4. **Collaboration** – Expand partnerships with healthcare, social services, and public safety to better meet community needs.
  5. **Transparency and Engagement** – Ensure NAEMT members feel included, informed, and empowered in shaping the association's direction.
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## Closing Commitment

My candidacy is not about seeking a title—it is about continuing a lifetime of service to EMS. I have been privileged to serve as a paramedic, educator, director, commissioner, and NAEMT Regional Director. Each role has deepened my belief in the strength of EMS professionals and the importance of supporting them at every level.

If re-elected, I will continue to fight for our workforce, advocate for recognition and funding, advance our educational mission, and ensure Midwest members have a strong, respected voice at the national level.

I respectfully ask for your vote and your trust as we continue building a stronger future for EMS—together.

**John R. Zartman**

Candidate for NAEMT Midwest Regional Director