



A MESSAGE FROM THE DIRECTOR



Dear Technical Center Employees:

Now that a few weeks have passed since the tragic events of September 11, I want to offer my personal condolences to any member of the Technical Center family who lost a friend or loved one as a result

of these terrible events.

The outpouring of fire, medical, search and rescue services, and donations of food, clothing and blood from Americans everywhere, including many members of this community, remind us that the American spirit is alive and well. When you see our Flag displayed on homes, cars and places of employment everywhere, as it is today, you just know we are going to get through these tough times.

Things have changed for the FAA and the Technical Center since the terrorist attacks. The Technical Center has been involved in many initiatives ranging from stepping up facility security to hiring new air marshals and security research personnel. Our friends in the Air Guard have been on alert, flying more missions, and the Coast Guard has been patrolling the surrounding waters with determination.

Congressman Frank LoBiondo paid a visit to the Federal Air Marshals facility, followed by a visit to

the Federal Air Marshals by the national media. As you probably saw on TV news, the Federal Air Marshals conducted demonstrations at the shoot-house, the range, and on the L-1011, all part of the marshals' training center here.

You have heard me say often, in recent months, that this is not business as usual anymore at the Technical Center. That is even more true now, given current realities. We must take new steps to move people and commerce safely and efficiently. Each and every one of us has to work harder than ever to create innovative solutions that will shape the future of aviation and transportation systems. We can rise to these challenges only if we recognize that each of us here has a responsibility for helping to create a safer, more secure transportation system.

No doubt it is going to take a long time before all of us can fully digest what happened on September 11, and to understand how the terror this nation experienced will impact aviation and the work of the FAA in the future. So, be kind to yourself and those around you, especially during these trying times. If you want to speak confidentially with a professional counselor, I remind you that you can use the resources of our Employee Assistance Program.

-- Anne Harlan

SHUTTLE SERVICE HAS NEW CONTRACTOR

The Tech Center has awarded a contract to Boston-Maine Airways (BMA), a subsidiary of Pan American Airways Corporation, to provide air shuttle service from the Tech Center to Washington Reagan National Airport (FAA headquarters). BMA will provide two round trips on Tuesday, Wednesday, and Thursday each week, using a British Aerospace Jetstream 31, 19 seat turboprop. BMA begins service in October.

FAA's Technical Center is entering its 5th year of providing this service, and is looking forward to a long relationship with BMA and Pan Am, one of the oldest names in aviation history.

For additional information, or to make shuttle reservations, please visit the following web site:
<http://www.tc.faa.gov/shuttle>.



BMA's British Aerospace Jetstream 31

TECH CENTER AWARDS



Regretably, last month when we listed the Tech Center Award selectees we forget to include the NAFEC Volunteer of the Year Award. At the ceremony **Tina Fabrizio** was recognized for her outstanding volunteer efforts on behalf of NAFEC. Congratulations Tina on a job

well done!

Also, last month we did not yet have a photo of the Field Support Team of **Gary Baca** (AOS-260),

Joe Yannone (AOS-260), **Dan Trangone** (AOS-260), **Hank Brouwer** (AOS-270), and **Brian Higgins** (AOS-270). Well, here they are . . .



ROSANNE WEISS IS FAA'S MODEL WORK ENVIRONMENT EMPLOYEE OF THE YEAR

At an August 3 ceremony honoring the recipients of the Administrator's Awards for Excellence in EEO, Affirmative Employment, and Diversity, FAA Administrator Jane Garvey recognized **Rosanne Weiss** (AAR-420) as the Model Work Environment Employee of the Year.

This award recognizes exemplary achievements in equal employment opportunity, affirmative employment, and managing diversity through actions that demonstrate an awareness and commitment to the MWE principle. Among Rosanne's accomplishments:

- Serving as the lead mediator for 2 ADR panels, participating in mock mediation to demonstrate the value of the mediation process, and representing Civil Rights on numerous job bid panels.

- Providing numerous briefings, presentations, and discussion sessions in support of the agency's MWE and diversity policies.
- Serving as the nomination team lead for the Tech Center Awards program, and managing the entire nomination process from the establishment of rules, procedures, and criteria, and ensuring the process was fair and accurate.
- Serving as the AAR-420 focal point for the Resources Offered for Gifted and Talented Education (ROGATE) program.
- Undertaking a comprehensive marketing campaign for AAR-420.
- Supporting the Human Resources Division by serving

as the Center's GLOBE director.

- Representing the Tech Center at a variety of aviation education and career day events at local schools, conventions, and contests.
- Mentoring elementary school students, and judging a variety of science fair and education contests

In the summary section of her nomination, Rosanne's nominators praised her for exemplifying a model work employee. "In essence, the nominee practices what is preached."

Congratulations Rosanne!

STAY INFORMED

Don't forget -- you can now get to the VOICE webpage through the FAA intranet at interweb.faa.gov. Once in the VOICE page, click on Hot Topics, to see the latest agency news. The Hot Topics are updated daily. And, don't forget to call 1-877-888-4325 to keep informed about agency happenings. The message is updated weekly on Wednesdays.

DELIVERING THE WRIGHT STUFF . . .

On August 16, ARA held its seventh annual awards ceremony, recognizing the achievements of the ARA workforce. As always, the Tech Center community had many winners who "delivered the Wright stuff." Here are the Tech Center members of the winning teams.

Business Excellence

ARA LDR Implementation Team:

The members of the LDR implementation team assisted the Corporate LDR and Cost Accounting System Teams in reviewing, revising, and finalizing products to be used for the agency-wide LDR system. The contribution of this team ensures the LDR system will provide data that will help ARA managers in lead their organization more effectively.

Charlie Bilardo (ACT-32)

Mike Chappine (ACT-32)

Mary Storoz (ACT-32)

Cari Law (ACT-32)

Multiple Area Support Services

(MASS) Contract Team: This team introduced a new and different way of doing business at the Tech Center in the area of procurement. While obtaining the best value in both price and quality, the successful implementation of this methodology reduced lead-time for the award of new contracts from several months to approximately four weeks, enabling the organization to exceed the prime contract goals for small businesses.

Jack Bernstein (ACT-223)
Richard M. Coughlin (ACT-250)
Courtney K. Dudley (ACT-240)
Patrick S. Hyle (ACT-206)
Nannette Gordner Kalani (ACT-320)
Alan J. Kopala (ACT-233)
Bonnie E. Leek (ACT-240)
Frank D. Mierzjewski (ACT-50)
Joseph J. Salvatore (ACT-202)
Howard Seiver (ACT-210)
William R. Sheehan (ACT-7)
Ann Marie Ternay (ACT-51)
Laurel Tootell (ACT-340)

Display System Replacement In-Service Management Team

(ISMT): This cross-organizational team of ACT and AOS personnel provides 2nd-level engineering and maintenance services for DSR. They achieved FAA iCMM Level 2 Maturity in October 2000 and are well underway with activities leading to a Level 3 appraisal. They are providing improved service to the ARTCC's by integrating DSR deployment schedule and problem trouble reports with other En Route and Free Flight products such as the User Requested Evaluation Tool (URET).

Daniel P. McGovern (ACT-231)
Tracey M. Madonna (ACT-231)
Pattie Dee McNeill (ACT-231)
Walter D. Abilla (ACT-231)
Joyce L. Robertson (ACT-231)
Blair A. Badger (ACT-231)
Marlene Clinkscale (ACT-231)
Phillip J. Askins (ACT-231)
Vincent J. Delguercio (ACT-231)
Tauheedah W. Muniir-Ali (ACT-231)

Carmen Belton (ACT-231)
Shellie A. Price (ACT-231)
Merkia J. Weathers (ACT-231)
David B. Dotsey (ACT-231)
Thomas J. Rubino (ACT-231)
Carol Widerker (ACT-231)
Norm Hichner (ACT-231)
Luan Jones (AOS-350)
Thomas Ackermann (AOS-350)
Fred Breen (AOS-350)
Vanessa Lovelace (AOS-350)
Jim Hunt (AOS-350)
Sheila Mathis (AOS-350)
David Pew (AOS-350)
Steven Oliver (AOS-350)
Larry Weisman (AOS-350)
Maggie Lydon (AOS-350)
Tuyen Ngo (AOS-350)
John Young (AOS-350)
Amy Transue (ACT-410)
Nancy Proctor (ACT-231)

Advanced Technologies and Oceanic Procedures (ATOP)

Product Team: An ARA performance measurement milestone, the award of the ATOP contract was completed cheaper and earlier than cost and schedule targets in the JRC baseline. Factors in this team's success included: pre-award union agreements, operational testing prior to the down-select decision, early human factors involvement, pre-negotiated licensing fee, and technology-refresh provisions built into the contract baseline.

Stacey Hamilton (ACT-240)
John Evans (AOS-350)
Angela Lewis (ACT-240)
Adam DiBartolo (ACT-240)

... ARA ANNUAL AWARDS CEREMONY

Efficiency of the NAS

WJHTC EnRoute Integration and Interoperability Facility Team:

This team conducts prototype evaluations, proofs of concept, and feasibility studies to expedite en route system enhancements to the field. In this award period the team accomplished several projects and tasks in support of the En Route IPT. These include evaluations of URET Core Capability Limited Deployment, HOCSR Phase 3 & 4 proof-of-concept, En Route Network Development Laboratory, DSR Display Generator assessment, and the En Route Communications Gateway.

Gayle J. Jones (ACT-233)
Stephen C. Souder (ACT-233)
William P. Monsour (ACT-233)
Hilda M. DiMeo (ACT-233)
Edward J. Marciano (ACT-233)

Air/Gound NEXCOM Support Team: This team is commended for its outstanding contributions to the NEXCOM acquisition program. These include: supporting development of the specification for the NEXCOM MultiMode Digital Radio; development of the T1 interface device provided to bidders; development of the radio evaluation testbed; and timely completion of the technical evaluation of bidders.

Andy Colon (ACT-330)
Timothy P. Henry (ACT-330)
John A. Petro (ACT-330)
Stephen D. That (ACT-330)
Edward P. Coleman (ACT-330)

Chokepoint Study Team: The Simulation Branch, ACT-510, is recognized for its work on the Administrator's Chokepoint Study. In the Newark portion of the project involved redesign of congested airspace around four major air traffic facilities and simulation of the newly designed airflows. This team collaborated closely with NATCA, and controllers from Newark and LaGuardia were highly satisfied with the results.

Dan Warburton (ACT-510)
Michael A. Pomykacz (ACT-510)
Scott Allen Doucett (ACT-510)
Robert G. Oliver (ACT-510)
Michael J. O'Donnell (ACT-510)
Mary J. Rozier-Wilkes (ACT-510)
Adam Greco (ACT-510)

Runway Visual Range Team: This team accomplished the integration of the Runway Visual Range System and the Enhanced Traffic Management System. The Collaborative Decision Making Process, which uses these integrated systems, provides real-time RVR data to the airlines. In this awards period, this team established RVR connectivity to the airlines at 29 sites, which surpassed the Administrator's FY 2001 goal by 500%. As a result, Northwest Airlines has praised the FAA for providing them with the ability to take more effective operational actions under conditions of reduced visibility at the airport.

Mike McKinney (ACT-320)

NAS Architecture Team: This team's development of implementation step drawings completed a critical first step toward populating the technical view of the NAS architecture. They were also able to successfully integrate the Operation Evaluation Plan into the architecture.

Jacqueline Rehmann (ACT-500)
Steve Stratoti (ACT-242)
Mary Szalay (ACT-560)

Terminal IPT - Existing Systems Product Team: This team played a leadership role in the commissioning of the Atlanta Consolidated TRACON, and also managed the installation and implementation of ARTS Color Displays at two large TRACONS (New York and Dallas-Ft. Worth) and at Reagan National. The gradients of color for weather on these displays enable controllers to route aircraft through the least intense areas of problematic weather. This team's intense spirit of cooperation enabled the facilities to achieve cutover times well within each site's schedule.

Virginia Gavin (AOS-400)
Joan Somogy (ACT-211)
Steve Frith (ACT-211)
Tim Ross (AOS-430)

Traffic Flow Management Team: This team deployed half a dozen products that significantly improved air traffic flow management operations. One of these products, Flight Schedule Monitor enhancements, reduced the flight schedule substitution input process from 17 minutes to 3 seconds.

ARA AWARD WINNERS

Another product, Ground Delay Program Enhancements, saved 17.4 million minutes in total flight delay. Their accomplishments represent a major contribution to air traffic delay reduction initiatives for the NAS.

Robert Fietkiewicz (ACT-200)

The Weather & Radar Processor (WARP) Product Team: Since completion of WARP's Independent Test & Evaluation in November, this team has completed installation and acceptance of Stage 1 systems at all 22 Air Route Traffic Control Centers. The deployment of the Weather Information Network Server, a WARP subsystem, at Kansas City supported completion of a Free Flight Phase 1 milestone in the Administrator's Performance Agreement.

Cyndy Windsor (AOS-540)

Carmen Bigio (AOS-540)

Tri Nguyen (ACT-320)

Model Workplace and Environment

Nelson Miller (AAR-420) exemplifies the values of diversity and a model workplace by the way he treats people both on and off the job. He shows trust toward the employees who work for him, and he fosters a safe environment to express their respective values and ideas. He serves on the Historically Black Colleges and Universities Executive Council, helps inner city youth in the Eagle Flight program, and spearheads monthly picnics for employees based around birthdays or holiday themes.

Culture Assessment Team:

Through numerous interviews and the review of previous culture survey data, this team identified values, behaviors, and practices embedded in ARA, some supporting and some hindering employee performance and organizational success. They probed the issues raised, identified desirable operating values, and recommended initiatives to foster improvement.

Rodger Mingo (ACT-2B)

Tom O'Brien (AAR-400)

Richard Mendell (ACT-410)

Diversity in Aviation Day Team:

Tasked with ARA's second quarter Diversity Forum, this team put together a forum based on the premise that diversity is not limited to race, ethnicity, religion, gender, and age, but encompasses everything and is found everywhere. To demonstrate diversity in aviation they coordinated a variety of exhibits and speakers including the Coast Guard, the Air Guard, a high school Air Force ROTC display, 'pilots' of model airplanes, balloonists from a local police dept., members of the 99ers, a home-built helicopter and its owner, a rocket hobbyist, and some parachutists. To top it all off, local middle school students were invited to the Tech Center to share this special day with the employees.

Kenneth W. Biesel (ACT-52)

Betty L. Ford (ACT-32)

Stacie D. Graves (AAR-421)

Paul E. Lawrence (ACT-640)

Rodger A. Mingo (ACT-1A)

Carolyn Pokres (ACT-70)

Raymond C. Stover (ACT-1A)

Kimberly A. Van Dongen (ACT-500)

Rosanne Weiss (AAR-424)

Thomas F. Wood (ACT-10)

Mission Excellence

Walter Wall (AAR-510) provided the guidance to AAR-510 that enabled them to meet our goal of improving threat detection and aircraft survivability. He pursued continuous improvement by implementing Earned Value Management, Risk Management, and iCMM in the oversight of 7 grants, 52 contracts, and 7 CRDAs. In the process, he also demonstrated a genuine concern for his colleagues and a commitment to honor the differences of people in the workplace.

OASIS Test Team for Seattle

AFSS IOC/IDU Deployment: The Operational & Supportability Implementation System (OASIS) Test Team is recognized for orchestrating the transition of Seattle's Automated Flight Service Station to operational use of OASIS. When faced with a significant budget cut, it seemed that the program was in jeopardy of cancellation. The OASIS test team stepped up and chaired a national working group which overcame many obstacles to meet Air Traffic's need date of September 2000.

James A. McCullough (ACT-223)

Robert P. Groot (ACT-223)

Eric J. Hoover (ACT-223)

Anthony F. James (ACT-223)

AND, MORE ARA AWARD WINNERS

Christ L. Medina (ACT-223)
Sharon M. Mitchell (ACT-223)
Richard M. Parkinson (ACT-223)
Jack R. Sackett (ACT-223)
William H. McNeil (AOS-540)
Alan W. Gregory (AOS-540)
Alanna B. Randazzo (AOS-540)
Michael J. Greco (AOS-540)

Flight Service System (FSS) Team:

This team developed an innovative, risk-reducing approach in implementing a phased In Service Decision for the OASIS system. This approach makes possible continuous OASIS upgrades at the Seattle Automatic Flight Service Station. The team is also commended for its extensive efforts to ensure that OASIS is fielded in compliance new orders covering Information System Security and Personnel Security.

Jim McCullough (ACT-223)
Tony James (ACT-223)
Bob Groot (ACT-223)
Christ Medina (ACT-223)
Rich Parkinson (ACT-223)
Eric Hoover (ACT-223)
William McNeil (AOS-540)
Gregory Alan (AOS-540)
Tess Gilliam (AOS-540)

Safety and Security

Aircraft Icing Pneumatic Boot Investigatory Team (AIPBIT): This team is recognized for its outstanding investigation of the performance of aircraft de-icing boots during operations in in-flight icing conditions. Their results substantiated the need for consideration of inter-cycle ice accretions during

the certification process. This change will enhance the safe operation of aircraft during icing conditions.

James T. Riley (AAR-421)
Christopher Dumont (AAR-421)
Manuel Rios (AAR-421)

Taxiway Deviation Study for New Large Aircraft Team:

At the Anchorage International Airport, this team collected data from taxiing 747's that will be used to determine geometry necessary for airports to accommodate the new Airbus A380's. The team designed and built steel stands for the laser rangefinders, and they designed their own software routines to run the system and transmit data back to the Tech Center. They accomplished this under often adverse conditions, including deep snow, freezing rain, and wind gusts in excess of 50 mph. **Jim Perham** was given posthumous recognition at the ceremony.

Peter Sparacino (AAR-411)
James White (AAR-411)
Jim Vena (ACT-630)
Hank Weber (ACT-630)

Dr. Sheldon Brunk (AAR-520) has been instrumental in the development of a liquid quality control used to validate Explosive Trace Detection Systems in airport checkpoints. While the old standards were costly, unstable, and unreliable, this new standard is much less expensive to produce, is stable longer, and is very reliable. Working effectively with AAR-500, ACP-400, ACS-20, and the

Security Equipment IPT, Dr. Brunk has led the way in deploying a product that enhances aviation security.

FAA Facility Security Management Team: To comply with FAA Order 1600.69, dated March 1999, this team had to develop a contract that would provide armed guards to protect the Tech Center's employees, contractors, visitors, and physical assets. The first of its kind in the FAA, this new armed security contract complies with the new order and establishes a better-trained guard force.

Alfred G. Lisicki (ACT-600)
Kathryn A. Herman (ACT-600)
Kenneth A. Lee (AAR-510)
William R. Sheehan (ACT-7)
Walter L. Vernon (ACT-8)

Airport Surface Products Team: This team is recognized for its accomplishments on the Airport Surface Detection Equipment - Model 3 (ASDE-3) and the Airport Movement Area Safety System (AMASS), systems which work together to predict possible accidents resulting from runway incursions. This team coordinated the relocation of an ASDE-3 from Reagan National to Charlotte/Douglas International Airport and satisfied AMASS's human interface requirements to achieve its In-Service Decision. AMASS has now been commissioned at San Francisco and Detroit in June of this year.

Dan Dellmyer (ACT-310)
Jeffery Livings (ACT-310)

MIKLOS SELECTED AS A COMMERCE DEPARTMENT FELLOW



Richard Micklos, a mechanical engineer in AAR-420, has been selected as a participant in the U.S. Commerce Department's Science and Technology Fellowship Program. This prestigious national program gives senior level executive branch employees the opportunity to study a broad range of complex national and international

issues relating to science and technology. It enhances their skills to plan and implement national programs dealing with these issues.

At the Tech Center, Micklos is a technical project manager responsible for research to improve non-destructive inspection techniques for critical jet engine components in the FAA's aging aircraft program. He manages a team of university and industry researchers that address complex problems in ultrasonic inspection, eddy current inspection and computer modeling. His program is funded at about \$4 million annually.

A licensed professional engineer with over 28 years engineering experience, Micklos was for-

merly a team leader, project manager and aerospace engineer at the Naval Air Warfare Center. Prior to that, he was a supervisory project engineer at the Philadelphia Naval Shipyard.

He holds both master's and bachelor's degrees in mechanical engineering from Drexel University, and has completed several federal management courses and programs. He is resident of Warminster, Pennsylvania.

The 10-month fellowship program began on September 4. It will include weekly seminars, tours of research facilities, a Congressional orientation and joint activities involving government, private industry and academia.

AAR-400 AND NCA&T JOIN FORCES

As part of the Division's special emphasis outreach efforts, AAR-400 supported five students from North Carolina A&T State University this summer to work in conjunction with the FAA Center of Excellence for Airport Technology (COE-AT, formerly the COE for Airport Pavement).

The students, while studying at the University of Illinois Urbana-Champaign (UIUC), attempted to find more durable runway materials. This effort supports an expansion project, which is intended to include construction of a 9,000-foot runway and a \$300M FedEx hub at the Piedmont

Triad International Airport, Greensboro, N.C.

In addition to research activities, the students attended courses at UIUC over a 12-week period, focusing on analyzing materials found in the soil close to the airport site, and to work with varieties of concrete and asphalt systems. They studied aggregates that have high strength and are similar in nature to most commonly used runway materials found at four local rock quarries. Their goal was to try to achieve quality parallel-runway systems at equal or better price with equal or better performance, lasting longer with less

maintenance. The students concentrated on materials such as aggregates found near Piedmont Triad International, that could lessen material costs. They also studied Boeing B-777's and their impact on runway design.

This month, they will return to North Carolina to present their findings to the Piedmont Triad Airport Authority. The Authority will consider those findings in its final design decisions for the new runway. In the initial design stages, construction on the runway expansion project should begin construction next spring.

Dr. Fred Coleman, UIUC,

A SAFETY MINUTE

FROM THE SAFETY OFFICE, ENVIRONMENTAL BRANCH (ACT-640)

Dangerously Clean

I suppose everyone's heard the phrase "It's sparkling clean" but I bet you haven't heard the phrase "It's dangerously clean" before have you? It's a phrase that comes to mind when I read about mishaps involving a common household cleaners and chlorine bleach. The need to make an item look clean often leads one to mixing cleaners and bleach together to make a "stronger solution". While mixing of cleaner and bleach is performed at work and in homes on a daily basis, it is important to understand that such action is dangerous.

You're probably thinking "How dangerous could it be?" after all we're talking about off-the-shelf products that you can find in a local grocery store. That type of

thinking unfortunately has resulted in thousands of employees and homemakers disabled or dead. It's hard to believe that common cleaners can cause serious harm but it's true!

To increase your awareness and understanding of the dangers involved with mixing chlorine bleach and cleaners together, take a moment to digest the following safety precautions.

- Never mix chlorine bleaches and cleaners that contain ammonia. The result of this mixture is an irritating gas (Chloroamine) that can be fatal.
- If the chemical listed on the label reads Chlorine Bleach (Sodium Hypochlorite) then never mix it with any other cleaner that contains an acid such as a toilet

bowel cleaner or an alkaline substance such as ammonia. Always read the label!

- When using chlorine products be aware that chlorine or chloroamine gas can cause severe upper respiratory difficulties, eye and nose irritations, or unconsciousness and even death. If such gas affects you or someone else administer oxygen or seek fresh outdoor air.

Hopefully, we have made a clear point. Always read the labels of the chemicals that you are using, and never mix cleaners together just to get an item really clean. From a safety perspective getting something clean should not wipe you out!

AAR-400 AND NCA&T CONT.

Center of Excellence in Airport Pavement Research



served as principal investigator for the summer program, working along with Dr. Barry Dempsey, UIUC Director,

COE-AT. **Chris Seher** sponsored this project through the Airport Technology R&D Branch under the direction of **Dr. Satish Agrawal**. For further information, please call the COE-AT Program Managers, **Dr. David Brill** at (609) 485-5198, or **Dr. Michel Hovan** at (609) 485-5552. For information regarding the FAA COE Program, contact **Patricia Watts** at (609) 485-5043.

ARA's DIVERSITY ADVOCATES . . .

The Office of Research and Acquisitions senior management is committed to creating an environment where all employees are able to contribute fully their talents and skills. The Office of Personnel Management recently noted that "federal diversity initiatives have historically focused on equal employment opportunity and affirmative employment. The Federal Government must now broaden its view of diversity. It must embrace the business, cultural, and demographic dimensions of diversity as well as the legal dimension. Recognizing the multiple frameworks underpinning diversity is important to shape and pursue the missions and goals of individual agencies and the federal government as a whole. "

ARA is leading the way in the FAA and has recently put into place a unique Diversity Advocates Program that provides a structured approach to all dimensions of diversity. ARA Diversity Advocates carry out a variety of diversity initiatives, including:

- assessing organizational climate, providing recommendations for improvement, and briefing ARA management on trends,
- analyzing data, developing metrics, recruiting new employees, and assisting in the resolution of organizational issues, and
- partnering with management and union representatives as necessary.

The ARA Diversity Advocates have something in common and that is a passion for what they do. Many have had years of experience in the field and now have the opportunity to serve their organization in a focused area as a collateral duty assignment.

The ARA Diversity Advocates are:

Diversity Advocates Program Manager -- Catherine L. Randall (ARA)

Organizational Development:

Jack Jackson (ABZ) -- Assess Organizational Culture

Rosanne Weiss (AAR) and **Ray Stover** (ACT) -- Analyze

Data/Develop Metrics

Jacqueline Rehmann (ASD) and

Rodger Mingo (ACT) -- Facilitate Resolution of Organization Issues

Training and Development:

Helen Woodland (ASU) --

Provide/Arrange Model Work Environment Training

Viscount Thurston (AND) --

Analyze Completed Training and Monitor Application in the Workforce

Sharon McMillan (AUA) --

Coordinator for Developmental Programs

Outreach and Recruitment:

Sabrina Saunders-Hodge (AAR) and Pat Weaver (AAR) --

Assessment Recruitment

Needs/Network with Internal and External Sources

Beverly Bond (ASU) --

Coordinator for People with

Disabilities Program

Vincent Nguyen (AND) --

Coordinator for Intern Programs

The ARA Diversity Advocates often work together on program areas and recruit folks from within their organizations as needed. For example, Sabrina Saunders-Hodge has a network of ARA folks who have provided support for recruitment events all over the country.

OPM notes that "the key to successfully building a diverse, high-quality workforce for tomorrow begins with a strong leadership commitment and knowledge of where the agency is today." ARA is fortunate to have such leadership and through the establishment of the diversity advocates program has been successful in positioning the organization for successful diversity initiatives.

Meet ACT's Diversity Advocates

Ray Stover (ACT1A) -- Ray Stover brings his 24 yrs of government experience with 5 Federal Agencies to the Diversity Program Office. His BS in Civil Engineering and near completion of a

MS in Aeronautical Science with Embry Riddle provides him with a solid analytical background. As a Diversity Program Analyst from 4/96 to present, Ray has acquired an in-depth knowledge of all aspects relating to diversity and MWE. He regularly hosts the Tech Center's Diversity Council by

. . . WORKING FOR YOU!



providing MWE and diversity awareness/training exercises and related discussions. He's also the ACT alternate for the ARA Diversity Council.

Ray has been an active EEO Counselor since April 1997. Some of his major highlights are: served as the team lead for the Center's MWE conference in June 1998; served as the lead for the 1997 Diversity Day Forum; and served as the lead for the January 2001 "Diversity in Aviation" day. He also created the Center's Diversity web page. He likes the statement: "Let us value and take advantage of our unique differences to bring about a better product & service to the FAA & its customers." In his spare time away from the office, Ray owns and operates a small day spa specializing in massage and body treatments.

Rosanne Weiss (AAR-420) -- recent recipient of the FAA Administrator's Award for Model Work Environment; ARA MWE Award for Diversity in Aviation Day Team, and Tech Center: Employee of the Year and Community Outreach Awards.

"I believe and act upon the belief that everyone has something to contribute and that everyone and his/her ideas and opinions are of value. I can learn from listening to other's ideas even if they are not the same as mine (even if they are foreign to me). No matter how much we might appear to differ (culturally, values, though processes, experiences, ideas, etc.) we can gain much by being open to the differences and can build a better team because of those differences. Plus we can learn that we may very well have a lot in common in spite of the obvious differences. I have been a mathematician at the TC for 26 years and have been on the TC's diversity council since 1995. I helped write the TC's Diversity Plan and have been instrumental in initiating discussions within my division around different diversity issues. I am currently working for AAR-424, Risk Analysis Section in the Aircraft Safety Branch (AAR-420) which is part of the Airport and Aircraft Safety R&D Division."

Rodger Mingo (ACT-1A) -- An Atlantic City native, and a graduate of Atlantic City High School, Rodger received a BS in Information Sciences from Stockton State College and a M.S. in Aviation Management from Embry-Riddle Aeronautical University. He has been an Equal Employment Opportunity (EEO) counselor, discriminations complaints investigator, and a EEO action committee (EEOAC) repre-

sentative. His involvement in EEO related activities at work, in and outside of the government was the impetus to seek employment in EEO. In 1979, Mr. Mingo was able to transfer laterally to the Civil Rights staff as an EEO specialist. In 1981, he was selected as the Civil Rights Officer and remained in that position until he was selected to the position of Division Manager of Human Resources Management (Personnel Officer). In 1993, Mr. Mingo was asked to serve on the staff of the Director of the FAA Technical Center, as the Program Manager for Diversity, a position that he currently holds.

Rodger is a military aviation and military history buff, would be pilot and a sports car collector and enthusiast.

Jacqueline Rehmann (ASD-100) -- an engineering research psychologist -- "I am an ARA diversity advocate, currently working at the technical center. I have been involved in diversity initiatives for most of my FAA career, and helped craft the agency's model work environment program. I also developed the first ATS diversity plan some 6 years ago and have published articles about the agency's diversity initiatives."

A special thank you to Jacqueline Rehmann for writing this article.

AVIATION CAREER EDUCATION (ACE) ACADEMY



The National Black Coalition of Federal Aviation Employees (NBCFAE), in partnership with the Tech Center's Aviation Education Outreach Program, recently sponsored the Aviation Career

Academy. The theme of this year's camp was "Soaring Into A World of Aviation."

Carleen Genna-Stoltzfus, FAA Community Outreach/Aviation Education, **Ken Hitchens**, NBCFAE, **Marvin Morris**, FAA "ACE" Instructor, **Patricia King**, NBCFAE Awards Coordinator, and **Sheneil Green**, HBCU Intern, played instrumental roles in arranging and running the weeklong program. Other individuals helped to direct the students during the week: Joe Young from Millville Flight Service; **Ginger Cairnes** for tours of the facilities; and Prakie and Hirsh Singh, students from Egg Harbor Township, spent the entire week as assistants.

Twenty-seven students, ages 13 to 18, from 19 different schools attended the program.

During their adventure the students had airplane flights at the Center using the FAA Flying Club planes, and at the Wildwood-Cape May Airport with Fred Boyle and EAA Chapter # 287. The entire camp traveled to Baltimore International Airport for tours of the facilities and the tower. Charlotte Helge and Colonel Bruce Burner from the Civil Air Patrol also provided lessons, discussions, and activities for the students.

During graduation ceremonies in the Center's Auditorium, all students received certificates of attendance, volunteers received plaques

for their participation, and Carleen Genna-Stoltzfus received a "Friendship Award" from the NBCFAE for her continued work with the program.

Some of the volunteers that made this program possible were **Bill Vaughan** and **John Wilks** (ACT-220); **Marlo Barnes** and **Sgt. Arnie Karp**, 177th Fighter Wing Instructor; **Charles Masters** (AAR-421); **Gus Sarkos** (AAR-422); and **Rodney Guishard** (ACT-330). Classroom Assistants/Volunteers included: Hirsh and Prakie Singh; Bobby Douglas; Shantoyia James; Robyn Peele; Varrick Smith; Edward Warren; Joe Young, Millville Flight Service Station; **Ginger Cairnes**, (ACT-70); and **Barbara H. Para** (ACT-510).

Thanks also goes out to the many volunteers that made this program possible: **Armando Gaetano** and **Keith Biehl** (ACT-370); **Bill Benner** (ACT-205A); **Nanette Kalani** and **Tri Nguyen** (ACT-320); **Bob Fietkiewicz** (ACT-210); Fred Boyle, Jim Stalford, and Larry Winchell, EAA-#287; Cape May Aviation, Inc.; Al Jones and Charlie Haury, Cape May Airport; **Chris Dumont** (AAR-421); **Barry Silverman** (ATQ-3); **Scott Cramer** (ACT-510); **Jack Bastian** (ACT-330); **Nick Talotta** (ACT-350); **Lewis Hakes** (ACT-600); Ron Delcorso and Pete Tuuplaupua, Wackenhut; and all the security guards.



THE POWELL'S ARE FLYING HIGH

Alvin and **Maudie** (ACT-4) **Powell** are sharing two of their most precious treasures with the U.S. Air Force. On June 28, their first son, Desmond, graduated with honors from the U.S. Air Force Officer Training School, Maxwell AFB, AL. 2nd Lt. Powell is an alumnus of Oakcrest High School and a graduate of Texas A&M University, School of Engineering, with a BS in Industrial Distribution. In September, Desmond will begin pilot training at Laughlin AFB, TX, and thereafter be assigned to McGuire AFB, NJ, to fly the KC-10, a long-range tanker/transport jet.

Derrick, the Powell's youngest son and a 2000 graduate of Oakcrest High School, is a cadet at the U.S. Air Force Academy, Colorado Springs, CO.

To ease her adjustment to an empty nest, Maudie is directing her energy to exercise and bowling. While her sons are working hard to make the grade, Maudie is working just as hard - well maybe not that hard - to raise her bowling average. As always, she succeeded - and was awarded the Women's Bowling Congress (WBC) "Most Improved" Award for her

league. She increased from a 106 average to 118 in one year, scored a "turkey," and rolled a 232 high score. In between her other activities, Maudie found time to plan a surprise 50th birthday party for her husband, Alvin, at their home in Mays Landing. Alvin was really surprised and personally thanked each guest for helping him celebrate a special day. Congratulations to the Powell family!



2nd Lt. Desmond Powell

FUN AT OSHKOSH



This year's ACT contingent to Oshkosh included: (from left to right) **Carleen Genna-Stolzfus** (ACT-70); **Sue Wall** (ACT-73); **Anne Harlan** (ACT-1); **Verna Chapman** (ACT-73); **Mike Roames** (ACT-73); **Chris Dumont** (AAR-421); **Ken Knopp** (AAR-432); and **Don Gallagher** (AAR-411). Not shown is **Mark McMillen** (ATB).

Aviation enthusiasts and EAA members from around the world gather each year in Oshkosh, WI, and this year was no exception. Usually there are more than

OSHKOSH (CONT.)

750,000 visitors arriving in over 12,000 airplanes for this one-of-kind aviation happening. The daily airshows are not the only attraction for this week long gathering, there are seminars on every subject concerning aircraft, pilots, and airports.

There is also the opportunity to view some of the famous aircraft used around the world. Warbirds, sport aerobatics, and experimental aircraft are on dis-

play for all to marvel at and admire. This year's "Countdown to Kitty Hawk" helped visitors get ready for the 100th anniversary of flight in 2003. EAA has commissioned a reproduction of the Wright Flyer and hopes it can recreate the first flight at Kitty Hawk on December 17, 2003.

The Tech Center Exhibits Staff has supported the Airshow for more than 12 years. Their primary function has been the coordination

and construction of the FAA exhibits inside the FAA Safety Center hangar. The Exhibits staff approaches the yearly project with an overall FAA team attitude. Every aspect of the FAA's presence is considered and worked out with all participants from all the regions. The Exhibits staff goal is to solve any and all issues to make the Oshkosh experience a positive one from the FAA and it's Staff to the EAA and its' guests.

3RD RISK ANALYSIS AND SAFETY PERFORMANCE MEASUREMENT WORKSHOP

The FAA's Airport and Aircraft Safety R&D Division, Risk Analysis Section (AAR-424), the Office of System Safety (ASY), and NASA Langley recently hosted the third Workshop on Risk Analysis and Safety Performance Measurement in Aviation in Hampton, VA.

The conference provided a forum for government organizations, air carriers and air operators, including general aviation interests, to share knowledge, philosophies, approaches, models, and methodologies. The approximately 140 international participants discussed their approaches to risk management and safety performance measurements from training, maintenance, and operations perspective.

The opening speaker, Dr. Meshkati's (Associate Professor at



Dr. Meshkati

the University of Southern California), set the overall tone for the 3½ day seminar. He compared the Nuclear Regulatory Commission's approach to risk management to the FAA's approach to risk. He talked about measuring performance in relation to the cornerstone of the process,

which includes the safety areas, and presented a risk-based hierarchy: industry sequence level, system level training level, and the basic event.

Steve Smith (ASY) explained the Analytical Hierarchy Process (AHP) from a technical point of view and explained its applicability to aviation safety data. He talked about how to determine what factors are important to support safety decision-making. The AHP narrows down choices and helps determine the framework to determine the list of priorities.

John Goglia, from the National Transportation Safety Board, kicked off the second day of the seminar. He began by comparing accidents of the past to those of the present. He stated that past accidents were often caused by design errors, while today's

WORKSHOP (CONT.)



John Goglia and conference coordinator Rosanne Wiess (AAR-420)

accidents are often the result of human error. He stressed that it is important to look at all aspects of the operation even if only a small piece has a problem. If an organization wants to develop a safety culture, information has to get to the top, but unfortunately there currently are too many filters from the bottom up.

A question and answer period brought up many interesting issues, from how to address cultural issues to how to deal with repair station issues. Mr. Goglia pointed out that any process has to be well established in the beginning so the people being studied will feel they are part of the solution. Communications up and down the chain of command are very important. Everyone in the organization has to feel they count. He stressed that a culture shift is needed to allow the NTSB, FAA, and indus-

try to work together to prevent another Value Jet-type incident.

Several aviation industry representatives also gave presentations. These presentations centered along four key areas: training, maintenance, operations, and general aviation. Each presenter gave a brief overview of risk and safety issues from their standpoint, and discussed things such as programs, attitudes, and goals. The second day also provided the opportunity for small group discussions during break out session.

On the third day of the conference, representatives from the FAA and NASA spoke about their research efforts. Personnel from the Flight Standards Safety Analysis and Information Center discussed what research is being done and why. They talked about the focus of the work being organizational and modeling efforts with industry support. The joint FAA/Industry Air Carrier Operations Systems Model work was briefly explained.

Another FAA representative spoke about the evolving context of risk management. He explained the relationship between systems safety and risk assessment and provided an overview of analytical resources. A third FAA speaker talked about how the James Reason model is used to analyze risk and determine causal factors. Later in the morning, NASA researchers discussed: Proactive Management of Safety Risk (the

Aviation Performance Measuring System); Artificial Intelligence Real Time In-situ Profiling System; and Building a Decision Support Tool for Safety Research Investments.

Tours of the NASA Langley facilities were provided to the attendees during the afternoon.

On the fourth day of the seminar, international presenters, from United Kingdom and the Netherlands gave an overview of research being done. They covered topics such as different safety standards, safety management systems, organizational failures, accident prevention failures, different safety objectives, safety initiatives, and safety interventions were covered from an international perspective.

A military panel concluded the workshop's activities. The military presenters provided a good overview of the military perspective of risk analysis.

Attendees were afforded an opportunity to network with one another during the breaks and at a 3-hour reception one evening at the Virginia Air and Space Museum. The attendees had many favorable comments about the workshop and indicated they would like to see a fourth workshop next year. Some attendees have already indicated a desire to be presenters next year.

JUST FOR FUN

Reasons why the English language is so difficult to learn:

- The bandage was wound around the wound.
- The farm was used to produce produce.
- The dump was so full that it had to refuse more refuse.
- We must polish the Polish furniture.
- He could lead if he would get the lead out.
- The soldier decided to desert his dessert in the desert.
- Since there is no time like the present, he thought it was time to present the present.
- A bass was painted on the head of the bass drum.
- When shot at, the dove dove into the bushes.
- I did not object to the object!
- The insurance was invalid for the invalid.
- They were too close to close the door.

BE PROUD!



DON'T FORGET

Please try to get *Intercom* submissions (articles, photos, ideas) to Terry Kraus via email by the second Tuesday of every month.

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