

# The WATCH Online

Women Air Traffic Controller's Hot Sheet

Winter 2017



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“Anchors Aweigh”

Portland, Maine

May 2-5, 2017



# The Watch Online

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### Professional Women Controllers, Inc.

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#### Purpose

Encourage women to enter the air traffic control profession; assist in professional and personal development; maintain accountability, responsibility, and professionalism; and promote a better understanding, cooperation and coordination among individuals toward the continual improvement of aviation safety.

#### VISION

Professional Women Controllers, Inc. (PWC) vision is to achieve a balanced workforce that reflects the demographics of society and creates a safe environment where all air traffic professionals have passion for their career, can excel, and feel a sense of community at work.

#### MISSION

Professional Women Controllers, Inc. (PWC) is a resource that provides support, training, encouragement, and camaraderie for all air traffic professionals. PWC advocates balancing work and family life, recruiting and retaining excellent employees, developing people, enjoying work, and maintaining a positive sense of community.

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We encourage readers to pass the information along to colleagues and other interested parties, providing credit to this e-newsletter as the source and include information on how they can become a PWC member.

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## FROM THE PRESIDENT'S DESK

Patti Wilson, President, Professional Women Controllers, Inc.

Hello PWC  
Members and

Friends,

Hopefully, where ever you are, spring is in the air. We have had a very productive quarter; here are some highlights.

**Paid Family Leave** – As I said in my last email update, the PWC Letter of Support (LoS) for paid family leave was sent to the FAA Administrator at the beginning of the year. We also sent another letter co-signed by the presidents of the following Employee Associations: National Black Coalition of Federal Aviation Employees (NBCFAE), National Hispanic Coalition of Federal Aviation Employees (NHCFAE), Technical Women's Organization (TWO), National Coalition Of Federal Aviation Employees with Disabilities (NCFAED), Native American Alaskan Native Coalition of Federal Aviation Employees (NAAN), and National Asian & Pacific American Association (NAPA).

Other good news on this topic, two determined House members – a

Democrat and a Republican are bringing the paid parental leave legislation to the table. The measure, sponsored by Reps. Barbara Comstock, R-Va., and Rep. Carolyn Maloney, D-N.Y., would provide six weeks of paid parental leave after the birth or adoption of a child.

They limited the benefit to federal employees, because it would have no budget impact; agencies plan on 52 weeks of pay for employees.

Currently, federal employees can take up to 12 weeks of unpaid leave for the birth of a child. The bill would allow mothers and fathers to be paid for six of those weeks. Maloney and Hoyer

stressed the bill would benefit families across the nation, because 85 percent of federal workers live outside Washington. Not sure how to give credit, I used parts of an article By David Jordan, Medill News Service | Feb. 14, 2017 at 3:47 PM

One point I always like to make when discussing this issue is the inequality of who is forced to use leave. If I am hired the same day as a male, and we both choose to

have a family, I will NEVER have the same amount of sick leave or annual leave the male will accrue.

As a female, I MUST take leave where the male has a choice. Forcing the female into using all her sick leave, annual leave and Leave Without Pay (LWOP), this inequality follows us throughout our career, because we are often judged on how much leave we have on the books.

**Raising PWC Visibility** – Check PWC ads in the Air Traffic Controllers Association Journal; we have committed to running four ads this year.

**2017 National Training Conference** - Please keep in mind the following important dates.

Guest Room Cut Off: Monday, April 10, 2017

Guarantee of Attendance: Tuesday, April 25, 2017

Please remember reservations must be made by the group cutoff date. All reservations made after the cutoff date will not be guaranteed the group rate and will be sub-

*Continued from Page 3*

ject to the best available rate. Also, remember, if the government rate goes up, our rate will go up as well.

**PWC ACE/STEM Support** – So far this year, PWC has supported six ACE/STEM events around the country. We have benefited over 680 kids across the United States, and many of those were Girls In Aviation Days focused on getting young girls into aviation. If you know of other events coming up, please let us know. Our goal is to support 12 of these this year.

**PWC ACE/STEM in Alaska** – Please save the date, if you are in Alaska = September 16, 2017. We are planning our own STEM day at Merrill Field. We will be focusing on young women but not excluding young men. Please let us know if you would like to volunteer to help.

**Lactation Rooms** – This is still an education process. If you are having issues getting the appropriate space, please first educate yourself on the requirements, and then help to educate your facility. If you are still not having success, please let me know. I would like to give a shout out to Doug Boyson, ATM at Dallas Love Field Air Traffic Control Tower (ATCT) on their lactation room = Nice Job!

**What Kind of Webinar/Training do you want?** We are researching some different types of training for you, including webinars, videos, etc. to get you the training you need, on your schedule. For example, if we pay for a one-hour training event you could access via the website, at your convenience, would you take advantage of the opportunity? We need your feedback, because we do not want to spend the \$\$ if no one is going to use it. We are also researching what it will cost to tape the Na-

tional Training Conference and put it on the PWC website for those who could not attend. Please let us know if you would like this.

**PWC Trademark/International Chapters** – We are still working with attorneys to get the Professional Women Controllers, Inc. name trademarked, so we can move forward with PWC international chapters. You will hear more on this during the General Business Meeting (GBM) at conference.

**Welcome to the Board of Directors (BOD)** – I have appointed, with BOD approval, Amy Magstadt as the PWC Communications Director. This position has a lot of potential for growth, and we are very excited about Amy joining us.



Amy is an Operations Supervisor at Kansas City Center (ZKC). She started her career with the FAA in 1989, while studying Business Aviation at the University of Nebraska. After graduation, Ms. Magstadt and her classmates completed

the Air Traffic control screen at Mike Monroney Aeronautical Center in Oklahoma City, OK and reported for training in Olathe, KS. Ms. Magstadt worked as a CPC in the Flint Hills specialty, did a stint in the Traffic Management Unit, and broadened her knowledge base in the Quality Control office before moving on to the Operations Supervisor position she currently holds.

**FAA numbers, as of First Quarter of FISCAL YEAR 2017: ONBOARD –FY17 – Q1 (2152s)**

• **FEMALES – 2,317 – 16.38%**

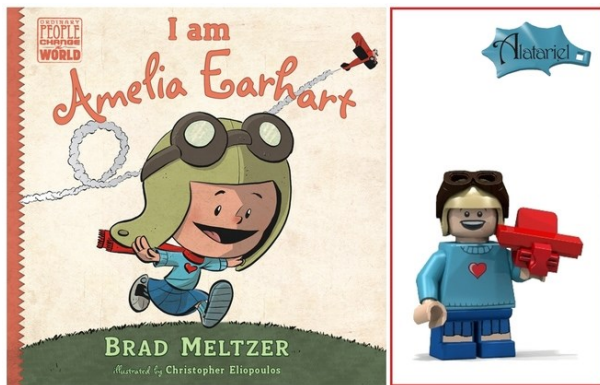
**NEW HIRES**

• **FEMALES – 86 – 19.15%**

## HELP PWC SUPPORT

Brad Meltzer, writes children's books (as well as political thriller) and his first children's book in the series was "I am Amelia Earhart."

<https://www.amazon.com/Amelia-Earhart-Ordinary-People-Change/dp/0803740824>



LEGO has offered to make a replica Lego Amelia toy to go along with the book. Before LEGO will consider building it, they need to determine if there is a market. Their baseline is 10,000 "likes" on their LEGO project page. Currently, the project has 5,711 supporters with 422 days left to reach the final milestone of 10,000 supporters.

Please vote for this wonderful idea.



<https://ideas.lego.com/projects/132282/comments>

If you host an effort, please be sure and pop a note on Brad's facebook page. He'd love to know aviation professionals are helping move this effort along.

[Brad Meltzer | Facebook](#)

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## ALWAYS AN OPPORTUNITY

By Jennifer Lemmon, Southwest Director and Web Page Administrator

In past articles, I have mentioned how as a PWC Member I have encountered unique opportunities. Recently, your Board of Directors (BOD) had the chance to experience multiple unique opportunities. On January 31<sup>st</sup> and February 1<sup>st</sup>, the BOD met in Dallas for our quarterly meeting. Most of us showed up early for a fun filled Monday in Waco, TX.

For anyone who is a fan of the show "Fixer Upper", on HGTV, you may be familiar with the Magnolia Silos. PWC members visited the Magnolia Silos, shopped at the market and enjoyed a few tasty treats from the flour





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shop. Unfortunately, there was no sighting of Chip or Joanna. From the Silos, we headed to Waco (ACT) ATCT and visited with the controllers and one of the Front-Line Managers to discuss the awesome benefits we all experience from being a PWC member. It was a great and unique experience to talk with them and to hear what the “hot topics” are for them and their facility. From ACT, the BOD had a great opportunity to share our work experience and invigorate the next group of future ATCs at the Texas State Technical College (TSTC) in Waco. The students were so welcoming and eager to hear information on hiring, training and anything that would prove beneficial to help them become the next success stories. PWC will hopefully be making more trips to TSTC to talk with new students entering the ATC Controller Training Initiative (CTI) program. If anyone knows of someone looking to get into Air Traffic, take a hard look at the TSTC program whose curriculum is based off the academy curriculum in OKC.

After getting a sneak peak of the students in action, we

ventured back toward Dallas and spent almost two hours at the Dallas Air Salvage Yard. This facility does aircraft accident investigations and stores wreckage for the National Transportation Safety Board (NTSB). There is not much I can say about this tour, except it was spectacular and jaw dropping. Our tour guide and the owner, Lucky Louque, was undoubtedly knowledgeable of the wreckage in the yard. Lucky explained to us what type of aircraft it was (most of the time unrecognizable), whether the pilots lived or died, a brief synopsis of why/what could have happened and how, at times, controllers could have helped prevent the accident. This was a very eye-opening tour that will stick with all of us for quite some time. Should you find yourself in the Dallas area, please look up the Dallas Salvage Yard for a tour.

Tuesday was day one of our board meeting and was held at the new Regional Office near Alliance Field in Dallas. The board had the privilege to tour the Regional Operations Control Center (ROC) and talk with Operations Center Manager Derek Buchanan. PWC also met

with the Director of Air Traffic Services South, Todd Lowry; Quality Control Group Manager, Steve Phillips; Human Resource Manager, Doug Lane; and Labor Relations specialist, Rick Byerly. The discussion with



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more about PWC. We cannot thank them enough for their wonderful hospitality.

From the day trip to Waco, the Salvage yard tour, the ROC tour, meeting with Directors, the fun social event and then meeting the wonderful staff at Dallas Love, PWC cannot begin to express our gratitude and sincerest Thank You to all we had the opportunity to come in contact with over the course of the three days.

these gentlemen was not only educational on both sides but left the wheels rolling on some great ideas we hope to roll out to benefit our PWC Members. That night, PWC and Livingston Federal held a social at Main Event in Grapevine, TX. We had an absolute blast and met with a few new people from the Dallas area.

Wednesday was day two of our board meeting, and we were hosted by Dallas Love ATCT (DAL). What a warm welcome we received from not only the front office staff but also the controllers that stopped in to say hi, see if we needed anything or just came in to chat and find out

### *Welcome New Members*

*Karl Atlagovich*

*Anthony Milligan*

*Rachel Bremer*

*Kelly Caccetta*

*Catherine Miller*

*Elizabeth Chevez*

*Dawn Hasting*

*Bridgette Gee*

*Niccole Castellenos*

*Heather Caruso*

*Lauren Sanabria*

*Catherine Lovetto*

*Jacqueline Jackson*

*Laura Stensland*



# Northwest Mountain 7<sup>th</sup> Annual FAA Employee Coalition & Association Fair

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**Wednesday, April 19, 2017**

**09:30-11:00 Landmark 3<sup>rd</sup> Floor Breakroom**

**12:00-1:30 SCOB Fred Isaac Multipurpose**



National Black Coalition of Federal Aviation Employees (NBCFAE)

Professional Women Controllers (PWC)

National Hispanic Coalition of Federal Aviation Employees (NHCFAE)

National Asian & Pacific American Association (NAPA)

National Coalition of Federal Aviation Employees with Disabilities (NCFAED)

Gay, Lesbian or Bisexual Employees (GLOBE)

Native American Alaskan Native Coalition (NAAN)

Technical Women's Organization (TWO)

Federal Aviation Managers Association (FAAMA)

Federally Employed Women (FEW)

Regional Entertainment Committee (REC)

Toastmasters (TM)

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## THE FIRST WOMEN CONTROLLERS

By Theresa L. Kraus, Ph.D., FAA Historian



**D**uring World War II, women entered the ranks of air traffic controllers and aircraft communicators in large numbers to replace men who joined the war effort. Since then, historians have long tried to identify the “first” female controller. In fact, many have long considered Mary Chance VanScyoc as the first woman controller, while others report Ruth Thomas, Madelyn Brown Pert, or Marian McKenna Russell as the first. In fact, there is some evidence Mary Gilmore became the first CAA center tower operator specialist in September ,1941 (she may have been employed by a local

airport authority and hired by the Civil Aeronautics Administration (CAA) when it took over control duties from the airport.)

There are several reasons why we may never be able to identify the first. On August 25, 1941, President Franklin Roosevelt signed the First Supplemental National Defense Appropriation Act, which provided \$12,186,000 for the CAA to construct, operate, and maintain airport traffic control towers. The law required the Secretaries of Army and Navy to certify a list of 39 airports as essential to national defense, and the CAA would assume air traffic operations at those airports from the local airport authority. To staff these towers, the CAA hired many of the controllers employed by the airport authorities and already working in the towers. Because of a dearth of records, it is unknown whether any women were among those hired when the CAA began taking over airport operations in November, 1941.

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With the United States gearing for war, more and more men left the CAA to join the war effort. And, with a new personnel policy that stated “no person shall be selected for employment in the CAA who is eligible for military service,” the agency faced the possibility of critical personnel shortages. The need to staff the towers and centers resulted in a formidable recruiting effort. To prepare for an onslaught of new controller recruits, the CAA established seven training centers, one in each region in the continental U.S. (New York, Chicago, Atlanta, Kansas City, Fort Worth, Seattle, and Santa Monica), to instruct its new cadre of airport and airway traffic control operators. Each region did its own recruiting, hiring, training, and placement of personnel. The first classes began



on November 1, 1941. It is not known how many women, if any, entered these first regional training classes. A photograph of the graduates of the first class held in Atlanta shows 25 men and no women.

With the Japanese attack on Pearl Harbor on December 7, 1941, and U.S. entry into the war, the War and Navy Departments designated additional airports as essential for CAA to take over air traffic control operations. By the end of fiscal year 1942, CAA operated 59 towers, and, by the end of fiscal year 1944, that number had grown to 115. In addition, since 1936, the agency had operated en route airway traffic centers, and, by the time the United States entered the war, the CAA operated 15 such centers; that number jumped to 23 by June, 1942 and to 27 by 1944. With classes already underway, in January, 1942, CAA Administrator, Donald Connolly urged the regional offices to recruit “older men and women as air traffic controller replacements for draft-age personnel”. The agency hoped to train 1,200 traffic controllers by June 30, 1943.

Controller training consisted of four weeks



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of theory followed by practice in the operation of an airport control tower. Initially, both female and male applicants had to be between the ages of 20 and 45, have a private pilot's license, and 18 months of air traffic control experience or a high school or college education. New hires earned \$1,800 per year, with advancement to \$2,000 per year upon satisfactory completion of training, which usually took about six months.

By late 1942, women comprised approximately 40 percent of the controller trainees. An article in the *Civil Aeronautics Journal* in December, 1942 reported that "women graduates of past sessions are already serving satisfactorily in a number of airport control towers and airway traffic control centers." Although the journal did not indicate when they were hired, it did identify Billie Gallagher and Martha Olson as already working in the control tower at St. Louis and Marcelline Price and Carolyn Lorenz in the airway traffic control center at the same airport. The article noted that all four had completed CAA pilot training courses before the agency had closed that training to women,

which meant they probably joined the CAA before the agency dropped the prerequisite for a pilot's license in June, 1942.

When the war ended, many of the men who had left CAA to join the war effort reclaimed their jobs. Although many women controllers quit after the war to raise their families, a number of them stayed on the job and rose through the CAA and later FAA ranks. For example, Margaret Lorenzen Jenkins began as an air traffic control trainee with the CAA at Fort Worth in 1943. She progressed steadily as an air traffic control specialist moving to El Paso in 1945 and New Orleans in 1947. In 1959, she moved to the Southwest regional office in the Manpower Utilization and Training Section as a GS-12. A promotion to a GS-14 took her to the new Southern Region headquarters, in 1961, as a specialist in the Training and Management Group, Operations Branch, where she became the highest ranking woman in the region.

Because of the large number of women trained by the CAA during World War II, the fact that the regions hired and trained their

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own recruits, and a general lack of documentation evidence, remains anecdotal about who might have been the first female controller. Documentation, such as oral histories, personal stories, and even newspaper and journal articles, provides us information on the lives and careers of these pioneer women. Even though we cannot positively identify the “first”, we know that women such as Mary Chance VanScyoc, Ruth Thomas, Madelyn Brown Pert, Marian McKenna Russell, Mary Gilmore, Gloria Langmade Yow, and Carol White Stirr paved the way for future generations of women. Their love of aviation and their desire to serve their country make them role models for all women.

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Here's another interesting story : WW2 Spitfire pilot Mary Ellis from Isle of Wight turns 100 at

<http://www.bbc.com/news/uk-england-hampshire-38838973>

## JOIN NOW!

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 \_\_\_\_\_  
 City/State/Zip \_\_\_\_\_  
 Phone (H) \_\_\_\_\_  
 (W) \_\_\_\_\_  
 Region/Facility \_\_\_\_\_  
 Facility Address (if not FMA) \_\_\_\_\_  
 Position Title \_\_\_\_\_  
 E-Mail \_\_\_\_\_  
 Month/Day of Birth \_\_\_\_\_  
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 (also available at [www.pwcinc.org](http://www.pwcinc.org))

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 Authorized Signature \_\_\_\_\_  
*(Sign as name appears on card)*

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 Join at [www.pwcinc.org](http://www.pwcinc.org) OR email  
 to a BOD member OR [info@pwcinc.org](mailto:info@pwcinc.org)





## Career Progression Event 2017

The "Career Progression Event" has become the highlight at the PWC conference. This event is such a great opportunity for individuals to sit back and have real conversations with agency leaders and executives. The event leads to a more relaxed environment that encourages informal conversations that include, but are not limited to, Career Planning; Knowledge, Skills and Abilities (KSAs); Resumes /Interviewing; Human Resources, and opportunities for leadership development in National Air Traffic Controllers Association (NATCA).

Bring your KSAs, resumes and prepare for interviews with mentors. Please email your KSAs and resumes prior to conference for expedited service to: [pwcinc.wp@gmail.com](mailto:pwcinc.wp@gmail.com)



## GETTING TO KNOW AFRICAN AMERICAN AVIATOR: WILLA BEATRICE BROWN

By: Theresa Kraus, FAA Historian and  
Rebecca Edwards, FAA History Intern, summer 2016

Although many are familiar with a number of early black aviators, such as Bessie Colman, James Herman Banning, C Alfred "Chief" Anderson, and the Tuskegee Airman, little is known about a number of other black aviation pioneers. Few books or articles focus on the contributions made by these male and female pilots, mechanics, and airport operators allowing their legacies to slip quietly into the past. This is the story of one such pioneer – Willa Beatrice Brown – whose efforts helped open open aviation careers to African Americans.



Willa Beatrice Brown was born on January 22, 1906, in Glasgow Kentucky, the second child and only daughter of Hallie May Carpenter and Eric Brown. She attended Wiley High School, a desegregated school in South Terre Haute; she graduated in 1923. After high school, she enrolled at Indiana State Normal School, now Indiana State University, where she majored in business and minored in French. Prior to graduation, Brown accepted a teaching job at the segregated Roosevelt Annex in Gary Indiana. Brown taught typewriting, and stenography at the school, sponsored the writing club, and served as the faculty advisor for the school's newspaper. During the summer, Brown returned to college in Terre Haute to finish her degree, which she received in 1931.

*Willa Brown in her Civil Air Patrol uniform*

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While working in Gary, Brown met Wilbur J. Hardaway, a black Republican, alderman who represented the city's 5th ward on the city council. Brown and Hardaway married on November 24, 1929, but divorced in 1931.

Hardaway probably fueled Brown's desire to promote equal rights.

With her teaching duties over in the summer of 1932, Brown moved to Chicago where she held a number of jobs, mostly secretarial, in the private and federal sectors. In 1934, she met John C. Robinson, a black pilot and mechanic. This meeting would change her life. Robinson introduced her to Cornelius Coffey. Robison and Coffey taught mechanics at the Curtis Wright Aeronautical School. At their urging, in 1932, the school admitted its first all-black class, which included numerous students including Willa Brown and Janet Waterford Bragg. Brown ultimately passed the master mechanics course.



*Challenger Air Pilot's Association at Harlem airport –  
Willa Brown is not pictured*

She joined the Challenger Air Pilots Association, serving, in part, as the organization's publicist. She hoped to get more African Americans interested in aviation. In 1936, for example, Brown walked into the *Chicago Defender* news room wearing jodhpurs, jacket, and boots and announced, "I want to speak to Mr. Enoch Waters," the paper's city editor. She asked the paper to provide publicity for a Challenger Air Pilots Association-sponsored air show. Waters not only provided publicity, but, intrigued by the petite, comely aviatrix, covered the event himself. As a reward for his help, Brown took Waters up in her plane. Waters, along with others Brown influenced, became a proponent of providing black pilots more career opportunities.

To encourage women to fly, Brown and other female pilots at Harlem airport established the Chicago Girls Flight Club. Brown, along with Coffey, Waters, and others also broadened the scope of the Challenger Air Pilots Association and formed the National Negro Airman Association of America on August 16, 1937; the organization soon renamed itself National Airman Association of America (NAAA).

Brown became Coffey's business partner when he opened the Coffey School of Aeronautics in 1937. She also continued her pursuit of a pilot's license. She received her solo pilot's license in April 1938, and two months later, on June 22, a private pilot's license, which allowed her to carry non-paying passengers in her plane. In response to an article written about her achievement, Brown said "When I passed the written test last month to get a private pilot's license, I was overcome with joy." On April 6, 1939, Brown received her limited commercial license, and in June 1940 her ground instructor li-



*Continued from Page 14*

cense.



*Harlem airport, Courtesy of [www.aifields-freeman.com](http://www.aifields-freeman.com)*

On June 27, 1939, President Roosevelt signed the Civil Pilot Training Act into law. The law authorized the Civil Aviation Authority (CAA) to train civilian pilots through educational institutions. By law this program had to include African Americans. In addition to training black pilots at six black universities, the program required that at least five percent of the trainees be non-college students. For the non-collegiate programs, the CAA required that a “responsible civic body” conduct the ground school and a “nearby commercial flying school” provide the flight program. The NAAA applied to the CAA; it planned to work through the Coffey School of Aeronautics to provide the flight training. Willa Brown worked tirelessly to get the NAAA accepted into the program. Her efforts succeeded, and in the fall of 1939, the CAA notified the organization that it had been selected as one of the training providers. President Roosevelt signed Executive Order 8974 on December 12, 1941, which transformed the CTPT into a wartime program, designed to train pilots for service in the military. As a result, the CAA barred women from the training classes and closed a number of the black rain-

ing schools. Only Tuskegee Institute and the NAAA/Coffey school continued to train black students. Coffey and Brown’s school trained some pilots who became Tuskegee Airmen.

Brown was also instrumental in establishing the first desegregated Civil Air Patrol (CAP) unit in the country. After receiving approval from the U.S. Office of Civilian Defense, the 111<sup>th</sup> Flight Squadron of the Illinois CAP began operations in March 1942. Twenty-five pilots, mostly from Coffey and Brown’s school, comprised the unit. Cornelius Coffey served as squadron commander, with a commission as a captain, while Brown held a commission as a second lieutenant serving as the adjutant.

When the war ended, along with its government training contracts, the Coffey School of Aeronautics closed its doors. Brown and Coffey married on February 7, 1947. The marriage lasted less than 10 years.

With the Coffey school closed, Willa Brown set her sight on a career in politics. In 1946, she became the first black woman to run for a congressional seat in Chicago’s first district. She ran as a Republican and lost in the primary election. She ran and lost again in 1948 and in 1950. Brown subsequently went to work for the federal government.

Willa Brown married J. H. Chappell on September 12, 1955. She became active in his church after their marriage. She returned to the classroom in 1962, teaching at different Chicago public schools. She retired in 1971.

In 1971, the Federal Aviation Administration (FAA) appointed Brown to its Women’s Advisory Committee on Aviation, the first black women to join the group.

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President Lyndon Johnson had created the committee on May 4, 1964, to advise the FAA (then the Federal Aviation Agency) on problems and matters relating to women in civil aviation. Brown resigned from the board in 1974. She remained active in a number of aviation and social organizations after leaving the committee.

Willa Brown died from complications of a stroke in Chicago on July 18, 1992, at the age of 86. She received a number of accolades posthumously. In 2003, the Women in Aviation International organization listed Brown as one of the 100 most influential women in the aviation and aerospace industry. She was inducted into the Aviation Museum of Kentucky's Hall of Fame in 2003 and into the Illinois Aviation Hall of Fame in 2016.

Despite the fact that little is really known about Willa Brown, her pioneering efforts on behalf of African American pilots ensures her an important place in aviation history. Her determined efforts on behalf of black aviators and relentless advocacy to allow black pilots into the Army Air Corps helped lead to the organization of the 99<sup>th</sup> Pursuit Squadron, desegregation of CAP units, and, ultimately desegregation of the military. Her genuine love of aviation and desire to introduce the joys of flying to others inspired a generation of student fliers. In an era where many believed blacks did not have the aptitude to fly, Brown irrevocably proved them wrong.

Check out the Portland Land Trip: <http://www.pwcinc.org/Conferences/2017-Portland-ME-Conference/PORTLAND-DAY-TRIP>



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This is a summary of the features for the Blue Cross and Blue Shield Service Benefit Plan. Before making a final decision, please read the plan's federal brochure (PS 75-005). All benefits are subject to the definitions, limitations and exclusions set forth in the current federal brochure.

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*PWC is excited to welcome:*



*Andrew Trawick*

*President Truvian Group*

*To share Red Zone Blue Zone  
Turning Conflict into Opportunity*



*Anchors Aweigh*

Portland, Maine



Facing conflict is part of being human. And while there are many conflict management tools available, some produce consistently better results than others. In this session, Andrew will explore some of the best-proven tools for not only handling conflict, but also how to turn it from a destructive to a constructive event. You will learn tools such as Red Zone Blue Zone, gain insight into your default conflict style, and discover common root causes for reoccurring conflict. Be sure to bring your cell phones or internet connected tablet/ laptop, so you can actively participate in the live group polling and assessments.

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*Don't miss this exciting program scheduled on*

*Wednesday May 3rd*

Mr. Trawick will do one-on-one assessments throughout the conference. If you would like an assessment of your conflict handling skills and for a small fee, please take the personality assessment using the link below prior to attending.

**Note:** those who pay and take the assessment prior to conference will receive priority for appointments with Andrew.

[https://www.gallupstrengthscenter.com/Purchase/en-US/Product?Path=Clifton% 20Strengths Finder](https://www.gallupstrengthscenter.com/Purchase/en-US/Product?Path=Clifton%20Strengths%20Finder)

## FAA, NATCA WORK TO RESOLVE IFR/VFR CONFLICTS

(Originally published in FocusFAA and the NATCA Insider)

*Together, the FAA and NATCA are addressing myths about IFR/VFR operations and encouraging controllers to issue safety alerts and traffic advisories, and to work with pilots to avoid IFR/VFR conflicts. This is the second phase of the [Take a Stand for Safety](#) campaign.*

In January, the FAA and NATCA kicked off the second phase of the [Take a Stand for Safety](#) campaign, addressing myths around instrument flight rule/visual flight rule operations and encouraging controllers to call traffic, issue safety alerts and work with pilots to avoid conflicts.

“We’re focusing on IFR/VFR conflicts because there are misunderstandings about what you can and can’t do, and we want to make sure they are debunked,” explained Steve Hansen, chairman of the National Safety Committee for NATCA.

Vice President of Safety and Technical Training Terry Biggio agrees: “It’s been on our radar for a long time. The data is clearly pointing us in the direction that we have an issue in the NAS, and we’re trying to make sure we highlight it for our workforce in the field.”

Close-proximity events are occurring in all air traffic environments, and there is a national focus on addressing this issue. The initiatives include the [2017 Top 5, January 2017 Recurrent Training](#) and Take a Stand for Safety.

“If you look back as far as 2013, IFR/VFR has been a joint NATCA-management effort, and everyone has been all in,” Biggio said.

One myth that Take a Stand for Safety is addressing surrounds the idea that VFR aircraft, which operate under visual rules commonly known as “see and avoid,” don’t need or want service from air traffic control.

“VFR aircraft are ‘see and avoid’; however, we also have a job as controllers to help them by issuing traffic, issuing safety alerts and helping them to avoid collisions,” Hansen explained. “So it’s not just that they are see and avoid and we don’t have to do anything with them; it’s a team effort and we need to work together to make sure they get through the system safely.”

### Call out Box:

*7210.65 2-1-1: The primary purpose of the ATC system is to prevent a collision between aircraft operating in the system.*

*7110.65 2-1-2: Give first priority to separating aircraft and issuing safety alerts as required in this order. Good judgment must be used in prioritizing all other provisions of this order based on the on the requirements of the situation at hand.*

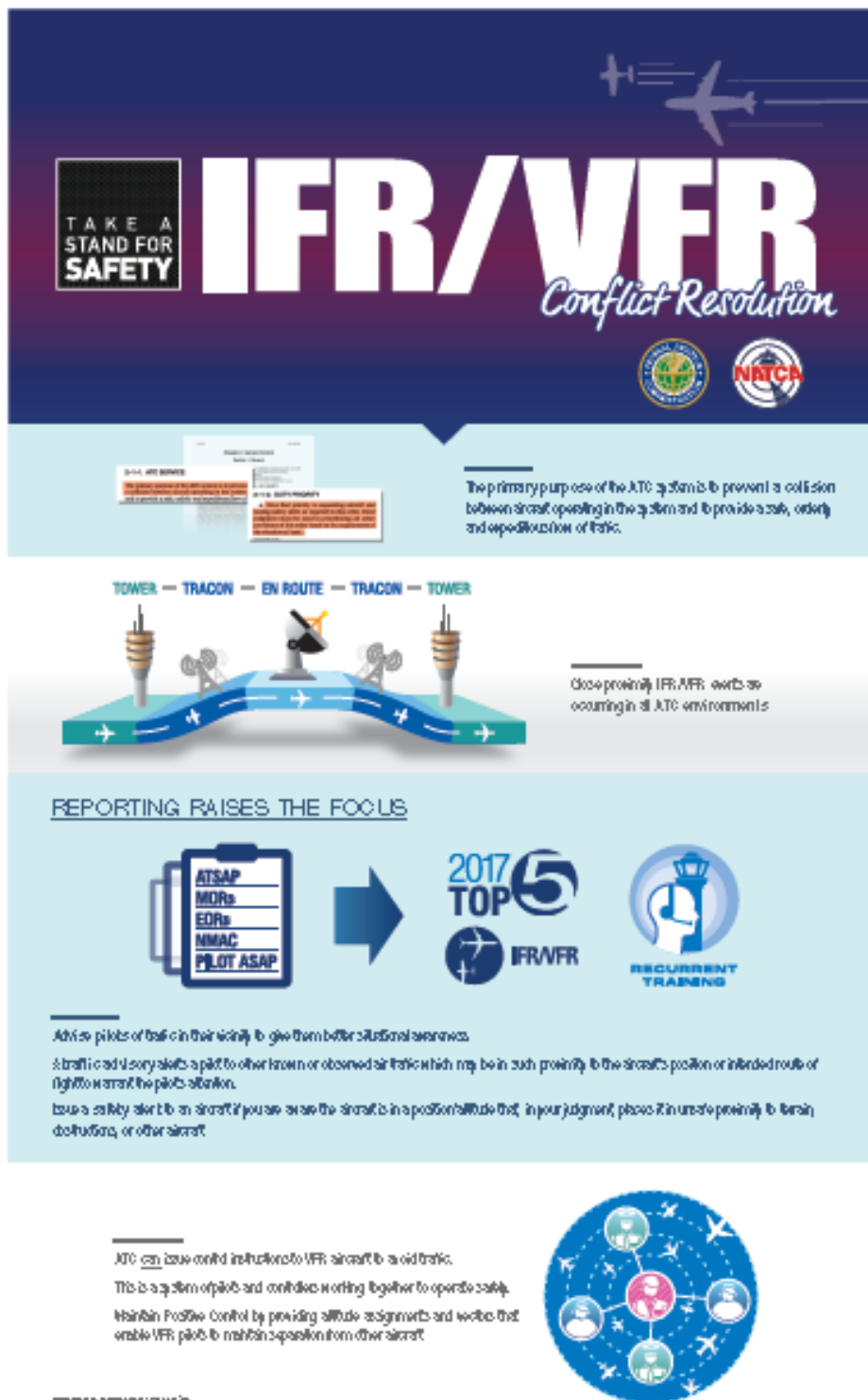
**“The primary purpose of the air traffic system is to prevent collisions between aircraft operating in the system,” Hansen said. “It doesn’t say between IFR aircraft; it says between aircraft. So it can be two VFR, two IFR. It can be a VFR and an IFR. Our job is to help avoid collisions between those aircraft.”**

Take a Stand for Safety has a new website on the FAA employee site ([my.faa.gov/go/ifrvfr](http://my.faa.gov/go/ifrvfr)) and NATCA members’ site (<http://natca.org/index.php/stand-for-safety>), with additional information and handouts about IFR/



*Continued from Page 19*

VFR operations and a new infographic.



**TAKE A STAND FOR SAFETY**

# IFR/VFR

*Conflict Resolution*





FAA NATCA

The primary purpose of the ATC system is to prevent a collision between aircraft operating in the system and to provide a safe, orderly and expeditious flow of traffic.

TOWER — TRACON — EN ROUTE — TRACON — TOWER

Close proximity IFR/VFR events are occurring in all ATC environments.

## REPORTING RAISES THE FOCUS

Advise pilots of traffic in their vicinity to give them better situational awareness.


A traffic advisory alerts a pilot to other known or observed air traffic which may be in such proximity to the aircraft's position or intended route of flight to warrant the pilot's attention.

Issue a safety alert to an aircraft if you are aware the aircraft is in a position/altitude that, in your judgment, places it in unsafe proximity to terrain, obstructions, or other aircraft.

ATC can issue conflict instructions to VFR aircraft to avoid traffic.

This is a system of pilots and controllers working together to operate safely.

Maintain Positive Control by providing altitude assignments and vectors that enable VFR pilots to maintain separation from other aircraft.



Continued from Page 27



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# NATCA

WORKING TOGETHER TO IMPROVE SAFETY

The collage at the bottom includes: two men in hard hats looking at a screen; a woman with blonde hair working at a control console; a man working on the interior of an aircraft; and two men in a cockpit.

## IT'S IN THE DETAILS

By Giselle Mohler



or manager approval to go on an assignment? Aren't they supposed to be coaching and mentoring us?

**When I reflect back on my career, I had one detail opportunity that could have temporarily moved me into the executive management level.**

**W**e are talking about “detail” assignments in this issue, which are temporary assignments to another organization as part of career growth and learning. Many are three months long, but most are for six months, although sometimes they are extended for longer periods. Some become permanent.

For you, the employee, detail assignments can provide phenomenal opportunities for greater exposure into how the entire FAA works and how organizations collaborate and partner to accomplish tasks and missions. This type of experience is invaluable for your career growth and can become a highlight on your re-

sume. These assignments can also give you a glimpse of the work ahead for a position you are considering. Additionally, you get a chance to expand your network by meeting and working with new folks.

Almost every career development program requires detail assignments, or, at a minimum, strongly encourages them. When I was in the Senior Executive Leadership program, detail assignments were one of several critical elements required for graduation. The Program for Emerging Leaders (PEL) encourages details inside FAA, as well as outside, so the participants can learn more about how the broader government works.

So why is it so hard to get supervisor

At that time, I was Director of the Operational Evolution Plan (OEP) which worked with internal FAA and external aviation stakeholders to expand capacity at the major airports across the country. This position had been an executive position under a previous administration but was downgraded, as many are when budgets become tight within FAA. I had been successfully managing this effort for a few years and wanted an opportunity to move ahead in my career into the executive ranks.

I spotted the detail opportunity on the jobs website and knew I had the qualifications. It fell under the same line of business where I currently worked. I then approached the director of the office to inform him I was



*Continued from Page 22*

interested in the detail, and he was very enthusiastic about having me join his management team. He said he would speak to the head of the organization to get approval. However, that was when the detail opportunity fell through the cracks, so to speak. I was told it wouldn't work for me to leave OEP at that time. I was so disappointed!

I kept thinking of what could I have done differently to get the detail assignment. I did my current job well and received the highest performance grades and cash awards! I thought I deserved this opportunity.


In retrospect, what I could have done and should have done differently was to identify a successor to my OEP position. I should have done this in consultation with my director. By having someone to backfill behind me would have allowed me the freedom to move into a detail position.

The lesson learned here is that yes, coaching and mentoring by leadership is a high priority. It's even an element in their performance plans. However, a higher priority for leaders is to be successful in the mission of their jobs. The best leaders are able to do both; but, the larger the organization or line of business is, the harder it becomes.

My message to you is if you want a detail assignment that is a great career enhancing opportunity, bring in and train your successor. Also, get the approval and blessing of your leadership to do this. Help build the confidence in your leadership that your successor can do the job well. If you are successful in doing this, your leadership may even assist you in getting that assignment

you want.

*Author Gisele Mohler, retired executive from FAA in 2015. She is someone who has always made mentoring and coaching employees a priority in her career. She invites suggestions of topics for future articles. You can email them to [gmohler.consulting@gmail.com](mailto:gmohler.consulting@gmail.com)*




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**I'm so stressed about this conflict. Who can I call?**

## **If you find yourself stressing about conflict at work, the FAA Conflict Management Coaching Program can help.**

Dealing with conflict can be frustrating and exhausting. *The longer conflict continues, the more destructive its impacts can be—to our health, our peace of mind, and to our ability to accomplish our mission at work.* Did you know FAA offers free workplace conflict coaching management? Spread the word!

**Q: "I've tried everything but it's not working. What do I do now?"**

**A: Call a coach!**

Working with a trained FAA Conflict Coach can help you strategize your approach to dealing with workplace issues. The confidential consultations take place over the phone and usually last about an hour. We recommend a few sessions for best results.

### **To Request a Coach:**

Contact the Office of Civil Rights Alternative Dispute Resolution Program Manager by phone: 425-227-2019, go to Office of Civil Rights Resources on: <https://my.faa.gov/org/staffoffices/acr.html>, or by email at: [9-ANM-NationalConflictCoaching-Mailbox](mailto:9-ANM-NationalConflictCoaching-Mailbox).

**Conflict Coaching Management is Now Available**

## A RAISE FOR THE RIGHT STUFF

Reprinted with Permission from FAA Focus



Rachael Tompa was introduced early to the space industry during her family's yearly summer vacations in Florida. There, her parents visited the renowned John F. Kennedy Space Center. She eventually discovered her growing interest in the field of space exploration.

"It took a little bit of a push to realize that I'm really good at math and science," Tompa said. "I realized that I was interested in taking concepts and applying them to diverse and hard problems."

In high school, she participated in NASA's "sleepover" space camp in Huntsville, Ala. She later moved from her native New Jersey to Boston where she earned a bachelor's degree in mechanical engineering and physics from Northeastern University. She traveled to California where she received a master's degree in aeronautics and astro-



nautics from Stanford University. She is pursuing a doctorate in aeronautics and astronautics at Stanford.

Tompa's recent research on a method designed to make "space launches less disruptive to air traffic and therefore space exploration easier for people to do," earned her the Department of Transportation's (DOT) Recognizing Aviation and Aerospace Innovation in Science and Engineering (RAISE) award. DOT officials honored her on Jan. 7 at the 26th Annual Outstanding Student of the Year ceremony in Washington, D.C.

The annual award encourages college students to think creatively and develop innovative solutions to aviation challenges. Tompa's work with the Federal Aviation Administration (FAA) Center of Excellence for Commercial Space Transportation ([http://www.faa.gov/about/office\\_org/headquarters\\_offices/ast/programs/center\\_of\\_excellence/](http://www.faa.gov/about/office_org/headquarters_offices/ast/programs/center_of_excellence/)) focused on safely integrating commercial space vehicles into the National Airspace System. She explored a method to minimize airspace closures and civilian aircraft rerouting that are typically implemented to maintain safety during commercial space launch operations.

The FAA is responsible for facilitating and overseeing space launch, reentry and launch site operations in the U.S. To date, the agency's Office of Commercial Space Transportation (<https://my.faa.gov/org/linebusiness/ast.html>) has licensed more than 250 launches and reentries back to earth. The DOT and the FAA recognize the integration of these vehicles into the national airspace system as a critical concern.

"The nation's space program has been undergoing a major transformation over the last several years from one in which the Federal Government was completely responsible for space missions to one in which private

industry is playing an increasingly important role," said FAA Administrator Michael Huerta. "It has always been the FAA's job to ensure public safety during commercial space operations, and lately we have seen not only an increase in the space of activity but also in the complexity of the operations."

The FAA, along with the DOT, and the Council of University Transportation Centers (CUTC), also acknowledged Georgia Institute of Technology student Nicholas Rock and Texas A&M student Kathryn Tippey as 2016 Outstanding Students of the Year for their contributions and work with the FAA Center of Excellence for Alternative Jet Fuels & Environment and the FAA Center of Excellence for General Aviation, respectively. DOT officials congratulated them on their diligent work that will help the United States develop future aviation systems.

Tompa said she was honored by the recognition. Her Stanford advisor, Assistant Professor of Aeronautics and Astronautics Mykel Kochenderfer, approached her about his intention to nominate her for the award.

"I was really excited to see that people were interested in my research," she said. "I think the problem I'm trying to tackle will help space exploration in the future...it's a great time for space transport."

In his nomination letter, Kochenderfer highlighted Tompa's "strength as a researcher" and her established "passion for aviation" as a pilot and an aspiring astronaut. The summer before she started at Stanford, she interned at MIT Lincoln Laboratory in Massachusetts where she worked on the analysis of the next generation aircraft collision avoidance system (ACAS X).

Tompa presented her research at the AIAA/IEEE Digital Avionics Systems Conference last year in Prague and her paper, titled "Optimal Aircraft Rerouting During Com-



mercial Space Launches," received the best of track award.

"Rachael is passionate about what she does, and her enthusiasm is contagious,"

Kochenderfer

wrote. "She is an inspiration to me and others in our department.

Undoubtedly, she will be a leader in the aerospace field, as both a researcher and as an educator in service to our nation." Tompa also strives to stoke the same passion for aviation and aerospace in young girls. As a student at Northeastern, she volunteered to mentor students during Saturday meetings of the Science Club for Girls, an organization that provides science, technology, engineering, and mathematics (STEM) programs to girls in grades kindergarten through twelfth grade.

She continued her involvement at Stanford where she participates in outreach to students through the Young Astronauts program and other local school activities.

"It's one of the most rewarding things to see the kids excited," Tompa said. "It's something that I'm very passionate about."

She credits her parents for encouraging and supporting her interest in science. Her father holds a Ph.D. in physics and owns a small business selling nanotechnology production tools. She said her father will be her "plus-one" at Saturday's award ceremony.

"Both my mom and dad were really hard working when I was growing up," Tompa said. "My mom promoted a strong work ethic no matter what I wanted to do."

Her doctoral work is fully funded through 2019 and she has high goals for her future career as an astronaut.

"My main goal is to be able to conduct research in a really extreme and interesting environment," she said.

"Much of space is unknown. I want to help figure out the unknown of space."

More information on the FAA Centers of Excellence and 2016 Secretary's RAISE award may be found here ([http://www.faa.gov/about/office\\_org/headquarters\\_offices/ang/offices/management/coe/ops/](http://www.faa.gov/about/office_org/headquarters_offices/ang/offices/management/coe/ops/)) . The 2017 RAISE announcement will be published in March.

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## MORE FROM THE PRESIDENT'S DESK

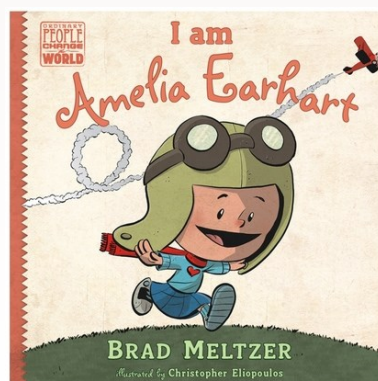
Patti Wilson, President, Professional Women Controllers, Inc.

Every month, the Employee Associations and the FAA's Special Emphasis Programs meet with different agency offices and with each other to discuss topics of interest for our members. We always attend, because part of why we exist is to facilitate information flow between our members and our leadership. We had the chance recently to hear from the FAA's Office of Human Resource Management about an update on the Federal civilian hiring freeze; I wanted to share what we learned.

### Here's where the FAA is on the hiring freeze.

- On Jan. 22, the FAA had about 2,700 vacant positions
- Guidance allows agency heads to exempt national security and public safety positions from the freeze
- The following occupational series have been deemed "exempt" from the hiring freeze: Air Traffic Control Specialists (2152), Airway Transportation System Specialists (2101), Aviation Safety Inspectors (1825), Compliance and Inspection Specialists (1801), and certain Engineers (08XX – we were told 0802 and 0856 series employees were NOT exempt from the freeze, and our partners on the call voiced concerns about why the 0802/0856 job series were excluded)
- Requests to exempt the following classifications are being reviewed: Operations Research Analysts (1515), and National Security Positions (positions with PSL-3/Critical Sensitive and PSL-4/Special Sensitive, and Others)
- Applicants who are currently in the hiring process who have a job offer prior to Jan. 22 and a confirmed start date before Feb. 22 should have been on-boarded already
- Applicants with a job offer prior to Jan. 22 with a confirmed start date after Feb. 22 or who have no confirmed start date will be subject to further review and the exemptions allowed by the agency head
- The FAA has created a process to objectively assess vacant positions to determine if the position vacancy meets the criteria for an exception so the agency can fill positions not exempt in the earlier phases
- A future phase to the hiring freeze will be to manage hiring after the hiring freeze, which would include reductions in the Federal workforce
- While many new-hire opportunities are affected by the hiring freeze, FAA's HR guidance allows the following activities to continue (for more details, see AHR-1 memo dated Feb. 2, page 29 and 30)
  - o Career ladder promotions and within-grade increases
  - o Internal reassignments
  - o Details within the FAA and the Department of Transportation Reasonable Accommodations assignments

Don't forget to take a look at "I am Amelia Earhart" book at <https://www.amazon.com/Amelia-Earhart-Ordinary-People-Change/dp/0803740824>







## Federal Aviation Administration

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### Memorandum

Date: February 2, 2017

To: AWA-ABA-Management-Board-List;  
AWA-ABA-Deputy- Management-Board-List  
AWA-AOA-Executive-Assistants

From: Annie B. Andrews, Assistant Administrator for Human Resources,  
AHR-1

Subject: AHR 1 Situation Update #1: Federal Civilian Hiring Freeze

---

Good morning Colleagues,

I want to share with you additional information we received from the Department of Transportation (DOT) on the Federal civilian hiring freeze.

Based on guidance received, under the authority to make reallocations to meet the highest priority needs, ensure that essential services are not interrupted, and ensure that national security is not affected, the following personnel actions are exempt from the hiring freeze:

- Career Ladder Promotions
- Within Grade Increases
- Internal reassignments
- Detail assignments (within the Agency or within DOT )
- Conversions of appointments, such as Pathways students, Veterans, and other positions that have conversion authority
- Placement of those with return/restoration rights (such as return to duty after military service)
- Reasonable accommodation assignments, where placement in a position is the reasonable accommodation
- Settlement agreements which are covered under the legal authority

In addition, reassignments outside of the Agency are not permitted unless they meet the national security/public safety requirements as approved by the Office of Personnel Management (OPM).

*Continued from Page 29*

My staff and I will continue to give this the highest priority in order to provide everyone the information and support needed to effectively and efficiently implement the executive order. We continue to work closely with DOT and anticipate further direction on how to implement the hiring freeze within the next several days. Should you need additional information, please contact your servicing HR Division.

I look forward to keeping you informed. Thank you for your partnership as we tackle the challenges ahead.

In partnership,



Annie B. Andrews  
Assistant Administrator  
for Human Resource Management  
Federal Aviation Administration

Be sure to check out the LEGO offer to make a replica Lego Amelia toy to go along with Brad Meltzer's book, *I am Amelia*. Before doing so, LEGO wants to determine if there is a market for a Lego Amelia toy. Their baseline is 10,000 "likes" on their LEGO project page. The next benchmark the project needs to reach is 5,000 likes within the next 211 days or the project will end.

Please visit <https://ideas.lego.com/projects/132282/comments> to vote for this wonderful idea.





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Encourage women to enter the air traffic control profession; assist in professional and personal development; maintain accountability responsibility and professionalism; and promote a better understanding, cooperation and coordination among individuals toward the continual improvement of aviation safety.

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In the fall issue of The Journal of Air Traffic Control



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