

The WATCH Online Women Air Traffic Controller's Hot Sheet



Professional Women Controllers, Inc.
An Association of Air Traffic Control Specialists

2018 PWC NATIONAL TRAINING CONFERENCE
— WASHINGTON, DC —

April 23–26, 2018



40 YEARS OF EMPOWERING AIR TRAFFIC PROFESSIONALS

For more information, visit www.pwcinc.org

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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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Cover Photo: ATCA Ad

The Watch, a benefit of membership in the Professional Women Controllers, Inc., is published quarterly. To become a member, go to www.pwcinc.org.

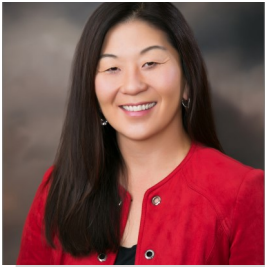
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We encourage readers to pass the information along to colleagues and other interested parties, providing credit to this e-newsletter as the source and include information on how they can become a PWC member.

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FROM THE PRESIDENT'S DESK

Patti Wilson, President, Professional Women Controllers, Inc.



I think we can all say we live in interesting

times. The government shutdown affected everyone including our January PWC Board of Directors (BOD) meeting that was scheduled to be in St. Louis. Thank you to St. Louis TRACON (T75) for offering to host us. After much deliberation, I decided to cancel our travel on the Saturday prior to the meeting. Those who were able joined the BOD meeting by telecom on Monday, and we had the full BOD meeting via telecom on Tuesday. We were also able to reschedule the team building and social events for a different location, so it was no cost for the organization.

Scholarships

We are proud to announce the continuation and creation of the founder's scholarships. Previously Jacqueline Smith-Burdette funded a scholarship. This scholarship will continue, but it will be funded by the organization. We recently created the Sue Townsend scholar-

ship. This will also be funded by the organization. We are very proud to honor these women of vision and inspiration.

Changes to the Board

There has been some movement on the BOD. Southern Regional Director (RD) was Micah Freeman, but she moved to Western-Pacific region. Western-Pacific RD was Meagan Garmon, but she moved back to southern. Both have resigned from those positions and have been appointed as RDs in their new locations. Western-Pacific, please welcome Micah Freeman as your new RD. Southern, please welcome Meagan Garmon as your new RD.

EEO Resource

I would like to introduce you to Randy Williams. He is an Equal Employment Opportunity (EEO) expert, and is sharing best practices pre, during, and post EEO complaint. This information will also be available on our website under the resources tab. There is a full write up and best practices in this edition.

Before you decide to hire an attorney, Randy Williams will help guide you through the process and advise you on what to expect. This does not override the FAA process but gives you a subject matter expert outside the agency, if you are not ready to speak with the FAA.

Women in Aviation

We are very excited to be on the Women in Aviation (WAI) agenda in Reno, NV the end of March for their conference. We have a breakout March 23rd titled Anything You Ever Wanted to Ask Air Traffic Controllers. A representative from each specialty will be available to answer questions. By the way, Dr. Peggy Chabrian, founder of WAI, is scheduled to speak at our 40th National Training Conference (NTC).

Have you seen the Air Traffic Controller Association (ATCA) Journal? PWC has committed to four ads in the journal this calendar year. This not only increases our visibility, but we have access to their wonderful art department. Thank you ATCA.

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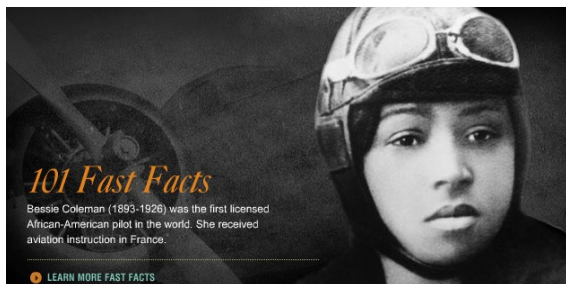
Conference Day Trip

This issue highlights some of the amazing speakers we have lined up for conference. Don't forget the day trip. I am still working on getting FAA approval for excused absence, but don't let that stop you from requesting the official time to attend. This is an amazing opportunity to see the Instructional Wreckage. Underwater recovery and wreckage reconstruction were some of the extraordinary skills needed to determine the cause of several recent accidents, including the flight of TWA800. The reconstruction of the center fuselage of this Boeing 747 was the largest and most complex ever undertaken in the history of civil aviation. It is now being used as an important teaching and training tool at the Training Center. Read more about this amazing learning experience in this edition.

ATC Hiring Current Plan:

Mid-March - Track 2, which is former military or 52 weeks of ATC experience, plans are to hire 200-300.
Mid-June - Track 1 which is Controller Training Initiative (CTI), no experience, less than 52 weeks of ATC experience, plans are to hire 1,700.

This NTC is a celebration of "emPOWERing air traffic controllers" for 40 Years. We look forward to seeing all of you!



Welcome New Members

Jessica Fiske

Stephanie Malody

Stacy McGinnis

Annika Preciado

Kelly Stanley

Olympia Moore

Sarah Zak

Nancy Melendez



With the right support, anything is possible. That's why we offer innovative resources that help you take charge of your health 24/7. And why we're proud to support the Professional Women Controllers, Inc. (PWC) of the FAA and the 38th Annual Training Conference "Right of the Phoenix". No one does more to help federal employees get healthy and live fearless.

Learn more at fpblus.org

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 79-005). All benefits are subject to the definitions, limitations and exclusions set forth in the current Federal brochure.

Lifting Legacy

By: Maria Hofbauer

(For women-inspired by Chris Freytag)

“If your actions inspire others to dream more, learn more, do more, you are a leader.” - John Quincy Adams

PWC is a community of like-women (and men) supporting each other and lifting each other up. In the spirit of women rallying each other, let us cheer each other on! Elevating other women is actually an act of self-interest; it's not so lonely at the top, if you bring others along. Let's inspire women to achieve their goals.

Make decisions that add to your self-worth.

What you say and do sends a message to others and to yourself about who you are. Putting other women down does not elevate you. Be the person that looks for the good in others. Find a way to say something positive. Positive thoughts and words will change you to your best self.

Associate with people who lift you up.

There are people that are just negative and critical. Minimizing the time spent with negative nellys will improve your outlook and instill a more positive perspective. We are influenced by who we surround ourselves with — stay with the positive crowd. Surround yourself with supportive women who encourage you and want you to succeed. It will enhance your own self-worth!

Look for what other women can teach you.

Open yourself to learning from other women. Having inspirational women friends can help you to become your better self. If they can do it, you can do it!

Celebrate other people's wins.

Self-confident women celebrate the success of other women. Complimenting someone else's success will not set you back (I promise!)

Overcome the green-headed monster.

At times, you may think that another woman has it better than you do or that she is better than you are. Maybe it is someone you deem a better Controller or someone who is better looking. You may be envious of another woman because of her job, spouse, weight, house or life. Thinking someone else has it better than you does nothing positive for your life. Envy is a negative emotion that is an emotional drain. Adjust to a “good for you” or “good for her” mentality instead. Focus on your own life and make your own life amazing!

Remember, one woman can make a difference, but TOGETHER we can ROCK the world! Another way of saying, **TOGETHER WE ROCK!**

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Conference Breakout Session: Making Time + Space for Self-care When People Depend on You



Many working professional women [or “working professionals” here] are spent, overwhelmed, and time-bankrupt. They juggle all the different spheres of their lives often to the point of burnout or physical and mental exhaustion and the erosion of motivation. After all, there’s an endless list of things to be done. Last on that list, if at all, is usually their own self-care.

In this interactive breakout session, health and lifestyle strategist, Kara Martin Snyder, will help us prioritize and identify how to make time and space in our hectic schedules for self-care. Through an exercise and some discussion, we’ll consider how our foundational health and lifestyle habits can coexist with our personal and professional goals without friction. We’ll focus on being realistic about our constraints but not be limited by them.

Note: If you really love feeling exhausted, stressed, or overwhelmed, this probably won’t be the breakout session for you.

1-1 Session Announcement

Extra special opportunity for those of you joining us in Alexandria:

We at PWC recognize working and simultaneously working toward our vision of a balanced, diverse workforce takes stamina...and can take its toll on us physically and mentally. We want to support you. That said, Kara will be available for 20-minute, private sessions during the conference.

If your motivation is slipping or your energy is flagging (or perhaps your caffeine and sugar intake is increasing), this is an opportunity for you to recalibrate. You and Kara will critically think without judgment about your current foundational health and lifestyle habits – habits like diet, rest, exercise, stress management, and social relationships. The goal is for you to leave with one to two clear, actionable next steps to help you feel less stressed and more recharged.

No prep work is required, but please bring a notebook to capture ideas. Space will be limited. Scheduling information will be made available at the conference. For more information about Kara, see <https://www.vitalcorpsswellness.com/press-information>.

Conference Day Trip

Join PWC as we tour the National Transportation Safety Board's State-of-the-Art Training Facility.

The Training Center's new 72,000-square-foot, two-level facility, includes:

- Five classrooms equipped with advanced audio/video systems and Internet connectivity
- Two conference rooms
- Video conferencing facilities
- Student lounge
- Laboratory to house instructional wreckage, including the 93-foot reconstruction of the forward portion the TWA800 aircraft's fuselage, the largest reconstruction in the history of civil aviation.



Instructional Wreckage

Underwater recovery and wreckage reconstruction were some of the extraordinary skills needed to determine the cause of several recent accidents, including the flight of TWA800. The reconstruction of the center fuselage of this Boeing 747 was the largest and most complex ever undertaken in the history of civil aviation. It is now being used as an important teaching and training tool at the Training Center.

[Click here for more information on the TWA Flight 800 accident.](#)

JOIN NOW! PROFESSIONAL WOMEN CONTROLLERS, INC. MEMBERSHIP APPLICATION

- New Member
 Renewal-Membership: #

PLEASE FILL IN ALL INFORMATION:

Name
Address

City/State/Zip
Phone (H)
(M)
Region/Facility
Facility Address (if not FAA)
Position Title
Email
Month Day of Birth
Recruited by

- Request Dues Withholding Form
(also available at www.pwcinc.org)

CATEGORIES OF MEMBERSHIP

- Active - ATCS employed by an ATC service provider \$312
 Associate - Non-air traffic control specialists \$156
 Corporate - Organizations or corporations \$400
 Student - Must meet enrollment criteria \$30
 Alumnus - Retired ATCS \$75

FORM OF PAYMENT

- Master Card
 Visa
 Check (payable to PWC, Inc.)

Account number
Expiration Date
Cardholder's Name (Print)
Billing Address
Authorized Signature
(Sign as name appears on card)

Join Today!

Join at www.Pwcinc.org OR email to a BOD member OR info@pwcinc.org

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NATCA

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The advertisement includes a collage of four images at the bottom: two men in hard hats and safety vests reviewing documents, a woman in a red shirt working at a control console, a man in an orange shirt working on an aircraft's engine, and a man in a white shirt working at a control console.

PROFESSIONAL WOMEN CONTROLLERS, INC.

SCHOLARSHIP APPLICATION INFORMATION AND INSTRUCTIONS

BACKGROUND AND PURPOSE

The PWC Scholarship Program was established in 1991 to assist members to complete their higher education and to recognize and reward academically superior performance. It was later expanded to include eligible immediate family of PWC members. The Recruitment Scholarship was established in 2000, to support PWC's purpose of encouraging qualified women to enter the Air Traffic profession. PWC scholarships are available on a competitive basis to undergraduate, graduate, and technical students.

ELIGIBILITY REQUIREMENTS

Candidate must be a member of PWC, or the spouse, son or daughter of a member. Any field of study is allowed. The Jacqueline Smith Burdette Career in Aviation Scholarship does not require PWC membership. Recruitment candidates are encouraged to become student members, but it is not required. A recruitment candidate must be a female, enrolled in, or selected to commence, an FAA recognized air traffic training or air traffic co-op program.

APPLICATION PERIOD AND DEADLINES

The application filing period is October 1st through February 15th. Send your completed application in a pdf file via email to the PWC Scholarship Chair at pwcscholarships@gmail.com **no later than March 10th (extended)**.

APPLICATION PACKAGE INSTRUCTIONS

Please ensure the application package is complete. Incomplete applications will not be considered. The application package must include the following:

Application: The application form must be completed, with no blanks. If an item does not apply, indicate so with "N/A."

Self-Assessment Essay (should not exceed two pages): Please describe the following:

Long and short range career goals and how you expect a PWC scholarship to contribute toward them

Opportunities this educational experience creates for you

Professional and personal accomplishments

Community involvement and leadership activities, volunteer work, membership in organizations, extracurricular activities, public speaking experiences

Letters of Recommendation:

Submit two letters of recommendation from individuals not related to you. These letters should discuss your personal and academic achievements.

Submit a third letter from a teacher or academic official, if you are enrolled in college or another accredited program or flight school.

Official Transcript/Proof of Enrollment:

Submit an official transcript, if you are already in college, or proof of enrollment in a school you are about to enter.

For new college students, proof of actual registration will be required, prior to disbursement of funds.

If accepted into an FAA recognized air traffic training program with planned enrollment in the future, provide a letter of acceptance from the school. Submit a document from an instructor, if enrolled in a flight school, etc.

GENERAL INFORMATION

Selection consideration will be based upon the completed package. The national scholarship committee will screen and select applicants. Selection guidelines may be found in the PWC SOP. Scholarship recipients will be announced at the National Training Conference. The scholarship winner's name and photograph will be used for publication. If selected, please submit a photograph immediately.

RESPONSIBILITY OF RECIPIENTS

Scholarship recipients should provide an oral report at the General Business Meeting during the National Training Conference the following year. This report is intended to update the membership on the recipient's progress, stating how the scholarship was used. In the event attendance is not possible, a written report shall be provided to the Scholarship Committee Chairperson no later than March 31st prior to the Conference.

PWC SCHOLARSHIP PROGRAM APPLICATION

Check one:

- PWC Member or immediate family member
- Woman aspiring to become an air traffic control specialist
- Jacque Smith Burdette Career in Aviation Scholarship (PWC membership is not required, only a desire for a career in aviation.)

Name _____
 Address _____ City _____ State _____ Zip _____
 Home Phone _____ E-Mail: _____
 Occupation and Title _____
 If FAA, facility name/level _____
 Facility/Work Address _____ Work Phone _____

Circle PWC Affiliation i.e., Active, Student, Associate, non-member, family

If a family member, indicate name/relationship of the PWC member:

Highest academic degree and where obtained _____
 Course(s) to be taken _____
 Start date _____ Completion date _____
 Name of school _____ Phone _____
 Address of school _____
 Contact name/title of school official _____
 Tuition Cost _____
 Estimated cost of books and supplies _____
 Have you received a PWC scholarship in the past? If so, year/amount? _____

I certify the information in my application is true and reflects an honest appraisal of my ability to complete the goal requested herein. If awarded a scholarship, I understand I am required to report to the PWC General Membership at the annual business meeting to inform them of my progress. I agree if I do not participate in the above named course of study, I will reimburse PWC this scholarship award amount.

Signature _____ Date _____

Send your completed application in a pdf file via email to the PWC Scholarship Chair at pwcscholarships@gmail.com **no later than March 10—Extended**. If you have questions, please email pwcscholarships@gmail.com.

Registration is now OPEN!!

Join the Professional Women Controllers, Inc. in Alexandria, VA, as they celebrate the 40th anniversary of "emPOWERing air traffic professionals" for their annual training conference.

Hear directly from FAA senior leadership, panels on important topics affecting air traffic control, breakout sessions on personal development and much, much more.

Register Now

Monday April 23: Day Trip - NTSB Training Center



9am - 3pm (Transportation Provided)

A tour of the NTSB Training Center, which contains the largest reconstruction of the forward portion of a B747. This reconstruction is from the fuselage parts of a 1996 TWA800 flight that crashed into the Atlantic Ocean.

Monday April 23: Opening Reception

6pm to 7pm - Grand Ballroom. We will start the reception in the Grand Ballroom with a performance from the award-winning Capitol Steps.



Then we will migrate to the hotel's picturesque outdoor

courtyard for the remainder of opening reception.

7pm to 9pm - Outdoor courtyard (WX permitting, if not Grand Ballroom)

April 24 - 26, General Session

Grand Ballroom, 8am to 5pm

8am to 11am - April 26 (Afternoon breakout sessions)

Join us to hear from distinguished speakers and learn from substantive presentations/panels.

Confirmed Speakers Include:



Daniel K. Elwell is the Acting Administrator of the Federal Aviation Administration (FAA). In this capacity, he is responsible for the safety and efficiency of the largest aerospace system in the world - a system that operates more than 50,000 flights per day. He

oversees a \$16.4 billion-dollar budget, more than 47,000 employees, and is focused on ensuring the agency and its employees are the best prepared and trained professionals to meet the growing demands and requirements of the industry.

Dr. Christine Darden is an American mathematician, data analyst, and aeronautical engineer who devoted much of her 40-year career in aerodynamics at NASA in researching supersonic flight



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& sonic booms. Dr. Darden is one of the researchers featured in *Hidden Figures: The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race* (2016), a history of some of the influential African-American women mathematicians & engineers at NASA in the mid-20th century, by Margo Lee Shetterly.



As President and COO of SpaceX, **Gwynne Shotwell** is responsible for day-to-day operations and managing all customer and strategic relations. She joined SpaceX in 2002 as Vice

President of Business Development and built the Falcon vehicle family manifest to more than 70 launches, representing more than \$10 billion in business. Shotwell is a member of the SpaceX Board of Directors.



Dr. Peggy Chabrian is president and founder of Women in Aviation International (WAI). The organization was incorporated in 1994 as a result of the success of the annual International Women in Aviation Conference begun in 1990. The conference began

with 150 participants in 1990 and had grown to more than 4,800 attendees. WAI represents nearly 12,000 women and men from all segments of the aviation industry including general, corporate, commercial, and military.



As COO of the FAA's Air Traffic Organization (ATO), **Teri L. Bristol** is responsible for ensuring safe, efficient and secure air traffic services for approximately 50,000 aircraft operating over nearly 30 million square miles every day.

Bristol provides leadership and direction for 32,000 employees providing the organization's core functions of Air Traffic Services, Technical and Systems Operations, Safety Management, Technical Training, Mission Services, Management Services, Program Management, and Flight Program Operations.



Annie B. Andrews is the Federal Aviation Administration (FAA), Assistant Administrator for Human Resource Management, AHR-1. In this role, she is responsible for strategic partnership with FAA leadership and human

resource (HR) services for over 46,000 workforce personnel. Ms. Andrews provides executive leadership for HR programs and policies, operations, employee and labor relations, corporate learning and development, employee safety, and workers compensation.

Jessica N. Grounds has devoted her life to empowering women to become leaders in public life. She has founded and led multiple organizations across various sectors to advance women in leadership. Jessica is the Co-

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Founder of Mine the Gap, a company that equips leaders, industries, and organizations with the strategy and tools needed to create and sustain gender-inclusive work environments. Mine the Gap advises and works with major companies, organizations,

and government agencies including Amazon, the National Geographic Society, Facebook, Georgetown University, along with the most influential women's organizations in the United States.

Other Panels/Presentations Include:

Runway Safety

- Jim Fee (ATO Manager Rwy Safety Group),
- Bridget Gee (Nat'l Rwy Safety Rep. NATCA)

Human Factors in Recurrent Training

- Richard Kennington (NATCA Nat'l Recurrent Training Rep.)

Foundations of Professionalism Panel

- Jeffrey Vincent (Acting VP Safety and Tech Training)
- Steve Hansen (NATCA Safety)
- Jason Demagalski (ATO Human Performance Office Manager)
- James Barrett (NATCA Human Performance Liaison)
- Ernesto Lasen (Group Manager Safety Programs)
- Christine Padgett (NATCA Partnership for Safety Rep.)
- Robert Stone (Mgmt. Lead RESPECT Campaign)
- Garth Koleszar (NATCA Nat'l Professional Standards Rep.)

Hurricane & other Natural Disasters Preparedness, Response & Recovery Panel

- Tim Arel (Deputy Chief Operating Officer, ATO)
- Jeffrey Planty (Deputy VP Systems Operations Services, ATO)
- Vanessa Shinnars (AOV-120) FEMA Service Fall 2017

Air Traffic Organization Technical Training

- Abigail Smith (Director Technical Training, ATO)



More panels, speakers and breakout topics still waiting on invitation confirmations.

April 25, Speed Networking, 7pm

to 9pm

No matter how many hands are shaken at conferences, our speed networking will allow attendees more people in a short period of time. Join the Washington Jefferson net-event at to meet people in a room of us in the Jefferson Foyer.



April 23 - 26, Sponsor Tables & Exhibition Hall

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Enjoy time between our speakers and break-outs with our wonderful sponsors in the Grand Ballroom Foyer and Potomac rooms



Daily 8am to 5pm



April 25, General Business Meeting

Grand Ballroom 845am to 1045am

Business includes electing officers, making decisions regarding the organization, & informing

members of activities.

April 26, Break-out Sessions


We will be running fantastic breakout sessions in the Jefferson & Washington rooms & the Jefferson/Washington Foyer.


April 26, Closing Banquet

Come celebrate and toast to our 40 proud years. Let's dance the night away in the Grand Ballroom at the close of our exceptional conference.

6pm to 10pm




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What is the difference between leadership and leadership in women? The difference is, in women, the numbers of them are drastically lower. Why?

For “men y” years, the norm was the upper ranks of leadership belonged to men. The assumption was they possessed the skillsets to be more successful. When women began to enter the workforce, the expectation, for them to function in a man’s world, was they should try to emulate their counterparts. It was almost an unspoken rule that women dress in dark, conservative colors, wear pants suits, and speak when spoken to. They were often thrown into no-win situations. If a woman was outspoken or assertive, she was labeled something I won’t write here. If she was the opposite, it was said she lacked backbone, and the echoes of “she’s a woman” wafted through the halls of corporate America.

Thankfully, there is no better time than now to be, or aspiring to be, a female within the upper ranks of organizations. Corporations are finally waking up to the fact not only are there strong disparities in numbers between men and women at these higher levels of business leadership, also that women add much needed, strong, and valuable skillsets at all levels, especially the executive levels.

According to Pew research, as conveyed at the United Nations in June 2017, women were found to rank higher than men as being more: honest, intelligent, hard-working, compassionate, outgoing, creative, and equally as ambitious. Yet the disparity in numbers, at the C suite in Fortune 500 companies, is staggering. In these companies, only 5.4% of this group of women and only 16% of women compile the entire C suite in these organizations.

What’s missing? Successful female leaders need to have insight and influence to make the impacts necessary to gain recognition for their talents and be propelled into upper levels of corporate and executive leadership positions. Learn how.

It’s time to PropelHer™

Insight. Influence. Impact.

Accelerating women to be influential leaders with greater impact.

Barbara Teicher, CSP

Keynote Speaking, Conferences, Workshops, Retreats

Barbara@PropelHerInfluence.com

Barbara Teicher

www.PropelHerInfluence.com

913-707-5826

Air Traffic Control Program at Vaughn College Meets Critical Need

Founded in 1932, Vaughn College is a private, four-year college that enrolls more than 1,500 students in master's, bachelor's and associate degree programs in aviation, engineering, technology, and management on its main campus in New York City and online. The College offers programs covering all aspects of aviation including flight, air traffic control (ATC), aviation maintenance, airport management, airline management aeronautical engineering and avionics.



Vaughn College was **recognized as having the highest upward mobility rate** among 2,137 colleges nationwide in 2016 in a The New York Times article. Vaughn was noted as “an institution doing more to impact social mobility for those who start from less fortunate means”, and is listed as the top institution in the nation for moving students from the bottom 40 percent to the top 40 percent in income.

Vaughn has also been ranked a top regional college in the north by U.S. News and World Report for the eighth year in a row, a top college for veterans, and a top college for your money by Money Magazine.

Air traffic control has been a specialty at the institution for the last two decades. Vaughn College was at the forefront of ATC training as one of the first of 13 institutions to enter into an agreement in 1999 with the Federal Avia-

tion Administration (FAA), when they created the Air Traffic Collegiate Training Initiative (AT-CTI). The program was designed to meet the employment demands of the FAA, following the required retirement of controllers from the 1980s. The AT-CTI designation enabled Vaughn-recommended graduates to qualify for the FAA's aptitude exam. In order to be recommended, students take specific coursework in flight, ATC basics and weather. Recommended graduates, who pass the FAA screening and begin training at the FAA Academy in Oklahoma City, Oklahoma, are eligible to bypass some of the basic training.

Following a 2013 hiring freeze, with two anticipated waves of retirement (from 2018 to 2021 and from 2036 to 2039), and the number of air traffic controllers at a 27-year low, the shortage is threatening to increase flight delays. The critical need for new air traffic controllers represents an exciting aviation career opportunity for students. Vaughn College is currently recognized by the FAA as one of only 33 AT-CTI partner institutions in the country and one of three in the Northeast. You will find Vaughn graduates working in ATC towers in all major New York metro airports and across the country.

Vaughn also has a ***fast-track program*** that enables students who received an associate or bachelor's degree from another college or university, in an appropriate business-related field like management, to take an additional 30 credits of core courses in aviation, management and ATC. Applicants who have earned an academic associate or bachelor's degree in a non-business related field are also eligible for the fast-track program by taking an additional three to 21 credits in math and business, depending on their undergraduate study.

“Outside recognition is the evidence that a Vaughn education is transformative,” said Vaughn President Dr. Sharon B. DeVivo. “We know that when a student graduates that they are on the pathway to a lifetime of success.”

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In 2013, Vaughn purchased *ATC simulation equipment*, including tower and radar and changed the curriculum to provide simulation-intensive training. For those who attend Vaughn and train in the ATC simulators, the training is an advantage. Students learn on the same airspace the FAA uses at its training academy so those who take the coursework leave with a jumpstart. “The quality of our simulation experience has changed the nature of the program and the success of graduates at the FAA Academy,” said Domenic Proscia, Vice President of Training.



The ATC program is popular with students, and outside the classroom students participate in the Vaughn Air Traffic Control Organization (VATCO) which offers educational workshops, speaker series, and networking opportunities and its current president and vice president are women. The local chapter of the American Association of Airport Executives, Inc. (AAAE) a national organization, works to promote, develop and instill professional attitudes in students who are engaged in the study of airport development and administration, and the Vaughn College chapter of Women in Aviation International (WAI) provides networking, education, mentoring and scholarship opportunities for women (and men) who are striving for challenging and fulfilling careers in the aviation and aerospace industries.

“We strive to offer students opportunities to achieve professional success because we are a community invested in their personal and professional lives,” said DeVivo. Ninety-seven percent of Vaughn graduates are employed, 81 percent in their field of study, or for those continuing their education, within one year of graduation.



NATCA and FAA Seek to Improve Work Environments Through “Respect” Initiative

NATCA and the FAA began a collaborative effort to identify potential safety improvements related to human factors in the National Airspace System (NAS) in 2010. The Professional Standards Program was the first initiative created through this effort. NATCA and the FAA hoped that through peer-to-peer resolution, they could maintain the highest degree of professional conduct. Through the years, additional NATCA-FAA joint initiatives were added under the Foundations of Professionalism umbrella including Fully Charged, Turn Off Tune In, the Air Traffic Safety Action Program (ATSAP), Partnership for Safety, and Right From the Start. In 2018, NATCA and FAA are highlighting the newest addition to the Foundations of Professionalism program: the Respect initiative.

As part of this initiative, NATCA and the Agency are com-

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mitted to maintaining workplaces where all employees are supportive of their peers, where all team members are treated with dignity and respect, that accept and are tolerant of differences, and that demonstrate empathy and compassion. We believe that instilling these values in FAA facilities will create a better — and safer — airspace system. The safety of the NAS is dependent on many unique types of individuals who work together to protect our system. Our abilities aren't always the same and sometimes we may have different values, but our goal of maintaining

RESPECT

the safety of the system unites us.

NATCA wants to collect stories about individuals who stand out in how they treat others in their workplaces with respect, who really strive for professionalism in their personal interactions, and who demonstrate every day the qualities that make up the Respect initiative. These individuals represent the foundation of what makes us great. All of us know someone who displays Respect by showing us what can be achieved when we value those around us. They show us how safety can be maintained and improved by demonstrating dignity and empathy between all the individuals that work to protect the NAS. They support and appreciate those around them.

We hope all of you will join us in these efforts. If you know someone who displays these traits — tell us their story. We want to hear about those who make a difference in our lives and workplace. Please take a moment to share their stories by clicking here <https://www.surveymonkey.com/r/LGGG2WS>

AAAE Event Will Honor Trish Gilbert and Benefit AAAE Women in Aviation Scholarship Program

NATCA Executive Vice President Trish Gilbert will be honored at the American Association of Airline Executives (AAAE) Women in Aviation Scholarship Luncheon in Washington, D.C., on May 2, 2018. The event also will honor Gina Adams — FedEx Corporation's Senior Vice President for Government Affairs. The luncheon will benefit the AAAE Women in Aviation Scholarship Program.



AAAE offers a variety of scholarships to full-time undergraduate or graduate students attending accredited colleges or universities worldwide. Since 1989, the AAAE Foundation has provided nearly \$4.5 million in scholarships to more than 2,800 students, making the AAAE Foundation one of the largest supporters of higher education assistance in all of the aviation industry. In 2017, the AAAE Foundation awarded \$365,861 in scholarships to 140 students.

To learn more about the event, go to <http://www.aaae.org/womeninaviation>.





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-A-NM-Net@faa.gov#ConflictCoaching-Mailbox

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Live from Riyadh, Saudi Arabia

By Patty Swenor, WATCH Editor

On December 22, my husband, two kitties and I traveled to Riyadh, Saudi Arabia where I joined my new team as a military analyst. We will live in Riyadh for at least the next year. I thoroughly expected to be in culture shock as



soon as I got off the airplane; however, I can't explain why that was not the case.

Since I arrived, I've been to the Kuwait souq (it's in Riyadh, not Kuwait), a [camel festival](#) and the camel souq, the horse races, the [Janadriyah Festival](#), hiked in the desert, attended the First ever [Jazz Festival](#) in Saudi



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Arabia, and been out to eat at some wonderful restaurants. Speaking of which, there are American restaurants galore in Riyadh including, KFC, McDonald's, Outback Steakhouse, Tim Horten's, Burger King, Hardees, Dunkin Doughnuts, Krispy Crème, TGI Fridays, Planet Hollywood, Applebee's, Fuddruckers, Chili's, Five Guys, Longhorn Steakhouse, Johnny Rockets, Steak and Shake, Dairy Queen, iHop, Baskin Robbins, Tony Romas, Urth Café– a posh California coffee and tea boutique, Starbucks, and possibly more I don't know about.



On the way to the camel festival, 1.5 hours north of Riyadh, we passed many [Bedouin dwellings](#). Most of the tented dwellings and property are marked with strewn

lights, similar to how you may have seen at a circus. This is a way of life that has existed for thousands of years, the people not the lights. We met and spoke with many Bedouins while at the camel souq. They treated us like movie stars and wanted to have their photos taken with us.

If you like to shop, there is an abundance of shopping malls, all with top designer stores like Gucci, Michael Kors, Hermes, Coach, Tiffany's, Cartier, Chopard, Chanel, and more. In a city of eight million and no online shopping, you can only imagine.

We live on an American-run compound with the rest of my colleagues; the compound provides daily buses to shopping malls and grocery stores. My work provides daily shopping runs as well. There are quite a few Americans here with possibly as many English; many have their children here too.

The grocery stores (Carrefour, Lulu, Tamimi – similar to Safeway, Danube) carry many items you would find in the states, some with international, organic and gluten-free sections. Shopping at the grocery is interesting; produce and deli products are weighed and priced in those

sections. Ground beef is made on the spot, based on your meat selection. It's the same if you want grated cheese.

English is the second language in Saudi Arabia; all signs and product labels are in both English and Arabic. Communicating hasn't been a problem. I learned the Arabic numbers by looking at car license plates; each number is in both languages. That made it really easy.

As far as the weather goes, so far, the days start out mostly cool and warm up a little during the day. We've had one 98-degree day and three dust days. The last dust day was the worst; visibility was estimated at 175 yards. It stays cool on those days too. The rain finally started this week, mostly just light sprinkles, but I hear more will come.

The architecture is some of the most unique, contemporary and modern I've ever seen. In addition to the building structure, most are uniquely lit. Seeing all the glitz and glitter at night is really beautiful, especially the array of neon light colors and store, restaurant and other

building fronts in Arabic and English. The 99-story Kingdom Mall is just one example (most of the floors belong to The Four Seasons Hotel.) There is an eleva-



tor to the top where you can enjoy the view from a walkway.

Finally, a little about the culture. There are five prayer calls a day, starting around 5am, another an hour later, then one at lunch and two close to dinner time. During the prayer time, which typically last 15-20 minutes, all businesses close pull the shades and close the doors; no business is allowed during prayer time. If you are already in a store or restaurant, you can continue doing what you were doing, but there will be no one to wait on you.



Training the Way You Think

Infina Amps Up Training

You may have noticed a big improvement in the quality of your Recurrent Training during the last couple of years. It's more interesting and more memorable.

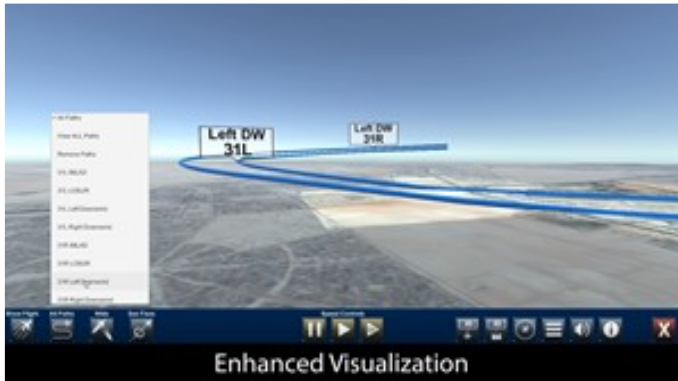
That's because of a strong student-centered approach by Infina working with NATCA and management Subject Matter Experts (SMEs) and training experts to produce training with more focused content, more effective academic structure, better storytelling, greater interaction, and better design.

And the training team makes the effort to improve every round. It's never good enough. Technologies, such as 3D animation and 360° video, supported by immersive graphics, can take training to a whole new level.

We want your help to keep improving. Training is about you, so your feedback matters to us. Visit Infina's booth at your 40th anniversary event April 23-26 to discuss your training experience and what you'd like to see in the future.



Augmented Reality

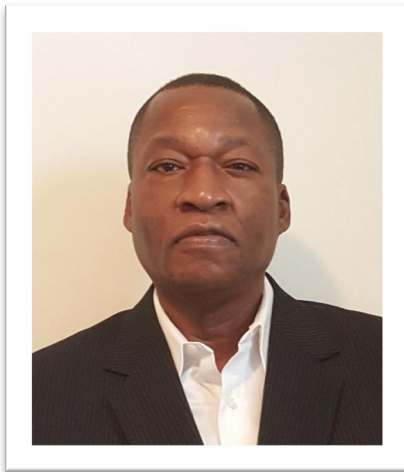


Enhanced Visualization



Virtual Reality

Randy's Best EEO Practices



Randy Williams is a former Departmental Office of Civil Rights (DOCR) Regional Director and former FAA Regional Civil Rights manager. He is one of the most highly decorated Civil Rights/Equal Employment Opportunity

(EEO) Officers in the history of both the Department of Transportation (DOT) and FAA, receiving awards such as the Secretary of Transportation's Gold Medal Award, the Secretary's Award for Meritorious Achievement (Silver Medal), the C. Alfred "Chief" Anderson Award, and many other awards/accolades from various employee groups

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and community organizations. Randy believes he is blessed with a gift for effectively understanding discrimination cases and implementing successful strategies in the informal, formal, Equal Employment Opportunity Commission (EEOC), and court phases of the EEO discrimination complaint process. He has helped many people in both public and private sector.

Randy offers free consultation and can be reached at (678) 777-6460, during normal business hours.

Before filing an EEO complaint:

Recognize unlawful discrimination happens in the workplace. Do not internalize what has happened to you, or see yourself as a victim, or allow self-blame. Understand the EEO administrative process is the Agency's forum for addressing unlawful workplace discrimination, and you are merely seeking legal redress for a harm perpetrated against you.

The EEO process is about "making whole relief" for tangible loss such as lost monies (i.e. salary, awards, promotions, etc.), leave usage (i.e. being forced to take leave due to hostile working conditions), etc. One can argue intangible loss such as 'pain and suffering', but it must be documented by medical evidence instead of personal feelings. You must be able to show some form of tangible loss or risk case dismissal at some point in the formal process.

During the filing of your EEO complaint:

Trust no one in the EEO process; you have the burden of 'making and proving your case'; this is your fight. Counselors, Investigators, etc. all work for the Federal Government, not for you.

Successful complaint keys are Case Development and Case Presentation. Compile evidence (documentation, witnesses, etc.) and effectively communicate the proper reason (basis) and issue (what happened) as due to unlawful actions under Title VII, Civil Rights Act (CRA), as amended (as opposed to lawful discrimination like incompetence).

Be careful about revealing your case facts before your case is formally investigated by DOCR. Formal investigations have built-in protections for your witnesses (called reprisal), ensures testimony and evidence are taken under penalty of perjury, and your factual records are recorded in the first case record that is court admissible—the Record of Investigation (ROI).

Remember, during the Formal Investigation, you have the right to provide an initial statement and review management's response, then you have the right to Rebuttal of that management response. Rebuttal is very important to show that management's response is merely masking unlawful discrimination. Don't miss out or rush these important steps in your complaint investigation.

Recognize the EEO administrative process is long, tedious, and treacherous. Be vigilant on your submission timeframes (always in calendar days), but understand the EEO process may not move as fast as advertised.

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Don't forget to register for the 40th PWC National Training Conference! You can register [here](#).



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