In the News —— FAA a Force in Aviation

Alaska pilots have safest year on FAA books

By NANCY PRICE
TIMES WRITER

...'s skies were a whc ... less dead ... ghout ...safe ... which 13 involved fatalities, a de... Last year Alaska had 5 percent ... with 159 a...

FAA praised for tracking pilots who abuse alcohol

Hard times fail to stymie giving

By NAOMI WARREN KLOUD...
TIMES WRITER

United W... ...aised ... ...support social ... a downturn in the ... and their workers have con... generously at a time when agencies ...eport they are straining to meet the needs of a rising homeless population. United Way's campaign helps fund 40 assistance groups in the area.

Federal employees raised $1 million, mo... than any other single agency.

FAA to provide emergency gear while Alascom moves satellites

OUR PLACE IN THE SKY

Welcome FAA news

GOOD NEWS for Alaska's ... ago in the ... FAA's ... ...ions throughout ... of the ...tys

FAA allots $16.4 million to Alaska expansion

FAA Alaskan Region
222 W. 7th Avenue #14
Anchorage, Alaska 99513-7587
(907) 271-5926



Regional Managers
Alaskan Region, 1991



*** Theodore R. (Ted) Beckloff, Jr.**
Regional Administrator
* Now Regional Administrator in FAA Southern Region

John Curry
Assistant Chief Counsel

***Andrew S. Billick**
Acting Deputy Regional Administrator
* Assistant Manager, Airway Facilities Division

Grace Davis-Nerney
Manager, Human Resource Management Division

***Kenneth Burdette, Jr.**
Special Assistant to the Regional Administrator
*Now Manager of the Regional Operations Center

James S. Derry
Manager, Civil Aviation Security Division

***Victoria (Torri) Clark**
Manager of the Regional Operation Center
*Now Assistant Air Traffic Manager, Anchorage Flight Service Station

Henry Elias
Manager, Air Traffic Division

Robert W. Rigg, M.D.
Regional Flight Surgeon

Davie Elliston
Planning and Appraisal Officer

Joette G. Storm
Public Affairs Officer

Bobbye Gorden
Civil Rights Officer

Robie B. Strickland
Manager, Airway Facilities Division

Russell Hathaway
Manager, Airports Division

Tom Stucke
Manager, Flight Standards Division

Cecelia L. Hunziker
Manager, Resource Management Division

Robert N. Lewis
Manager, Logistics Division

No need to go to Oklahoma

FAA approves UAA training of controllers and technicians

By John Raffetto

In a state where technical training is rare, the Federal Aviation Administration has chosen the University of Alaska Anchorage to instruct future employees. Rather than flying Alaskans to the Lower 48 to go to school, the agency will place graduates of both the UAA air traffic control and electronics technology departments directly into FAA facilities.

The certification agreements, signed November 1, are part of a continuing effort by the university and the FAA to develop an aviation curriculum that produces a supply of employees for the Alaskan market.

UAA is now the only university in the nation which is certified for both training programs.

Air traffic controllers (ATCs), stationed around the globe, provide assistance to pilots as they travel the airways.

Although UAA has had an ATC program for years, anyone aspiring to become an FAA controller had to be accepted by the agency's academy in Oklahoma City.

However, because of the need for more sophisticated maintenance and service personnel, the need to replace retiring employees, and the desire to attract more women and minorities, the FAA has turned elsewhere. The agency is now searching for colleges and universities whose curriculum matches that of its academy.

"The FAA's confidence in UAA is a significant compliment to the quality of programs at the university," said Provost Beverly Beeton.

The FAA currently employs more than 52,000 people worldwide. According to the agency, this number is expected to rise over the next few years.

Michael Pannone, a retired controller, heads up the air traffic control side of UAA's pre-hire programs in the College of Career and Vocational Education (CCVE).

Raymond Noble is the chair of the electronics technology department and oversees the electronics technician side in the same college.

Whereas the academy is a 4-month program, UAA offers a 2-year associate degree in air traffic control.

....

"The student has bought into it." — Mike Pannone

"Probably the most important factor in the success rate of our program is that the student has bought into it. It is costing him or her tuition to get into this program," Pannone said.

By contrast, the FAA academy ...students are paid a federal salary and sent to school.

"Our curriculum has been basically the same since 1971," Pannone said.

"Certification came based 100% on the current program. The FAA wanted to see our courses, our philosophy, our testing equipment, and our minority involvement."

The UAA program has equipment that allows it to simulate any airspace in the world. It can place 100 airplanes at a time on the radar scope, and even control the aircrafts' performance characteristics.

In one room, students sit at a radar scope, monitoring and speaking with classmates flying simulators in a room next door. The set-up is designed to simulate the actual pilot-controller relationship.

The program is not limited to lab time— there are 46 credits in aviation courses that must be completed, plus 15 general education requirements.

"People walk in the door and envision themselves in a control tower telling planes what to do. But first they have to know and understand regulations, weather, navigation, and what makes airplanes fly," Pannone said, "before even hearing about saying 'cleared for takeoff.'"

There are three fields in UAA's air traffic control degree program: terminal, en route, and flight service station.

The terminal option employs controllers operating visually in the tower and approach controllers, who monitor the radar scopes.

Approach controllers provide separation between all instrument traffic within a 25 mile radius of Anchorage, up to 14,000 feet. "I like to think of them as the middle man between the tower controller and the en route controller," Pannone said.

En route controllers are responsible for all instrument traffic in the middle stages of a flight. By looking at the radar scopes, they get a visual image of aircrafts' locations, altitudes, aircraft types and even flight numbers.

The third course of study is in the duties of the flight service station. There are 26 flight service stations in Alaska that provide advisory service, emergency service, flight planning and weather information for pilots.

....

Although Alaska has a low amount of air traffic, its region is the largest in U.S. airspace.

Besides covering all of Alaska, the area extends westward over the North Pacific Ocean past the International Dateline, south to Ketchikan, west into Canada, and north over the pole.

When pilots approach or depart from the Alaska region, controllers exchange responsibility for the aircraft with those in Edmonton, Vancouver, Tokyo, Magadan, Oakland, and Spitsbergen in Norway.

An example of how many controllers would handle a typical flight from Anchorage to Seattle:

- The ground controller in the Anchorage tower guides the flight onto the runway.
- The local controller clears it for takeoff when the runway is clear.
- After the flight is airborne, the local controller transfers it to departure control.
- Departure control points the plane toward Seattle.
- When the aircraft is about 20 miles east of the airport, the controller transfers responsibility to the Anchorage sector of the Anchorage en route center.
- That sector takes the flight south, then hands it off to the Cordova sector controller.
- Cordova sector gives the flight to Ketchikan sector.
- Ketchikan sector passes it on to the Vancouver center.
- Vancouver works the flight through all of the sectors in Canadian airspace.
- Just north of Vancouver, control changes to the Seattle center.
- In the last part of the flight, Seattle center hands it to approach control. It is then

(continued on page 17)

UAA sciarts
December 1991
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Total Quality Management

During 1991, the FAA Alaskan Region incorporated the Total Quality Management (TQM) philosophy into its way of doing business. Employees learned to focus on the meaning of quality, the cost of quality, on improving customer relationships, and on continually improving processes and services.

The Regional Management Team (RMT) approved a regional TQM strategy. This strategy emphasizes quality leadership, quality measurement, employee involvement, employee training and recognition, and customer focus.

The RMT established a TQM Executive Advisory Committee (EAC). The roles of the EAC are:

A. Strategic planning (including goals) for overall TQM program direction.

B. Policy guidance and advice for overall TQM program direction.

C. Review of Quality Management Board efforts and making recommendations.

D. Recommending resources for:

(I) Education and training.

(2) Incorporating emerging changes from successful TQM efforts.

(3) Recognition and reward system for improvement efforts.

Nine regional employees (including five RMT members) were certified to teach "The Quality Advantage" and "Quality Action Teams" and committed to spend 10 days apiece teaching TQM courses. Approximately 300 employees attended TQM awareness training during 1991.

Management demonstrated its commitment to customer focus by holding listening sessions with the public and employees and by meeting with key customers. The Accounting Branch included customers from other divisions on the regional Travel Forum. The Human Resource Management Division and the Assistant Chief Counsel surveyed their customers to identify opportunities for improvement.

The Region established quality action teams to examine internal processes for chargeback accounting, aviation safety, parking, and the Airport Improvement Program. In addition, the Civil Aviation Security Division and the State of Alaska established several joint quality action teams examining security processes .

The Planning and Appraisal Staff began working with several organizations to establish an international aviation education center. Team members include both the organizations which provide services and the customers who receive the services.



In the Airway Facilities Division, the Employee Involvement (EI) Program was implemented. The Air Traffic Division began implementation of its Quality Through Partnership Program. The concept behind these programs is that decisions are better when made with the involvement of those most affected by the decision.

In recognition of our employees' commitment to quality, this region was selected as one of four finalists for the FAA's FY 1992 Quality Management Award.

Flight Service Modernization

One of the biggest stories of the year was the FAA's plan to modernize its Flight Service Station (FSS) network throughout Alaska. The FAA's original plan called for consolidating 27 FSS's into three Automated Flight Service Stations (AFSS's) at Kenai, Juneau, and Fairbanks. The Kenai AFSS was commissioned in 1988. Juneau and Fairbanks AFSS's were both commissioned in 1991.

While the modernization of services was heralded by users, the proposal to consolidate 27 FSS's into three AFSS's was met with considerable concern and reservations by the aviation communities. A regional briefing team traveled throughout Alaska explaining the Flight Service Modernization Program and soliciting comments from the public on locations that should be considered for auxiliary flight service stations.

The FAA met with the major aviation user groups to discuss unique weather conditions and airport activity and complexity to be used to identify where the auxiliary flight service stations would be located. This group agreed upon and recommended 14 locations to be auxiliary FSS's. These locations are Barrow, Cold Bay, Deadhorse, Dillingham, Homer, Ketchikan, Kotzebue, Nome, Palmer, Sitka, Iliamna, McGrath, Northway, and Talkeetna.



Juneau AFSS

The FAA's auxiliary FSS plan was submitted to Congress in November 1991. Congress has imposed a 9-month moratorium on all consolidation activities, which provides Congress and other interested parties time to comment on the auxiliary plan.



Fairbanks AFSS



Kenai AFSS

Safe Aviation Is for Everyone

Joint Quality Action Team

A Joint Quality Action Team formed in the FAA's Alaskan Region in July 1991 took a look at several of the processes surrounding communications on safety and the need to prevent accidents. The team consisted of representatives from the Office of Public Affairs, Flight Standards Division, Aviation Medical Division, and Civil Aviation Security Division.

The team identified four objectives:

- to disseminate safety messages among Alaskan pilots encouraging them to fly safely;
- to establish a new tradition among Alaskans regarding safety in aviation;
- to improve cooperation among all partners in the aviation system; and
- to educate Alaskans regarding the concept that safe aviation is everyone's responsibility whether pilot, passenger, mechanic, dispatcher, or inspector.

Partnership with Industry

The entire Flight Standards management team used Total Quality Management (TQM) processes to identify and implement a major safety initiative, Compliance with the Safety Regulations through Partnership with Industry. This new course of action has many facets and is a living approach to bring about a cultural change throughout Alaska. Over 15 short-, medium-, and long-range projects with accountability and tracking are included in the initiative. More projects will be added as needed. Initial goals are to increase visibility by conducting surveillance outside normal work hours at high activity areas throughout the region; heighten inspector awareness as to their role to add value and to identify the real customers; and involve the news media and public in the process.

Together with the Alaska Air Carrier Association, FAA formed a safety committee to increase instrument flying capabilities, take a fresh look at ways to reduce accidents, and develop an air carrier pilot decision-making program.

Listening Sessions

Flight Standards conducted listening sessions in Anchorage, Bethel, Fairbanks, and Juneau to hear the concerns of Part 135 operators. They also conducted special safety seminars of Part 135 operators and presented the air carrier self-audit program to 100 percent of the Alaskan air carriers.

Bethel Surveillance Unit

A special surveillance unit was established at Bethel, a major crossroads for aviation in southwestern Alaska. There are no connecting roads in the Yukon-Kuskokwim delta, which is about as large as the state of Montana. Therefore, Bethel is a hub for air service to all nearby communities, even those only a few miles distant.

Hunting Season Safety

In a special safety emphasis during hunting season, Flight Standards inspectors made themselves available to pilots during after-hours and weekend visits. They discussed aircraft loading, weather, performance requirements, and safe flying in general. This approach was very effective. Letters were sent to all Alaskan airmen with a hunting season safety reminder. Extensive media coverage was used to encourage awareness of aviation safety during hunting season.

As part of the Alaskan Region's Comprehensive Accident Prevention Plan, the agency conducted Inspection Authorization Refresher Programs, Certificated Flight Instructor (CFI) Programs, and Accident Prevention Counselor and industry meetings entitled the "anti-accident assembly."

Reduction of Accidents

The FAA and industry, working in a partnership, reduced general aviation accidents from 157 in FY90 to 123 in FY91, an all-time low record. General aviation fatalities were dramatically reduced by 51 percent. Air carrier accidents went down from 46 in FY90 to 32 in FY91. In FY91, we had a combined total of 155 general aviation and air carrier accidents, a reduction of 31 percent from last year and the lowest number in history.

Our goal is to continue improving aviation safety in Alaska through partnership with industry and the community. Through user education and involvement of the traveling public, we want to establish a new tradition among Alaskan people to "FLY SAFE," because safe aviation is for everyone.



Flight Standards presence during hunting season helps pilots with aircraft loading, performance requirements, and safe flying in general.

International Aviation Activity



The "snowball" of international activity that started in 1990 became a veritable avalanche in 1991. Our international connections spanned the globe, involving the USSR, France, England, Czechoslovakia, Australia, Japan, Mongolia, Singapore, Peru, Spain, Panama, Columbia, Germany, and Canada to name a few.

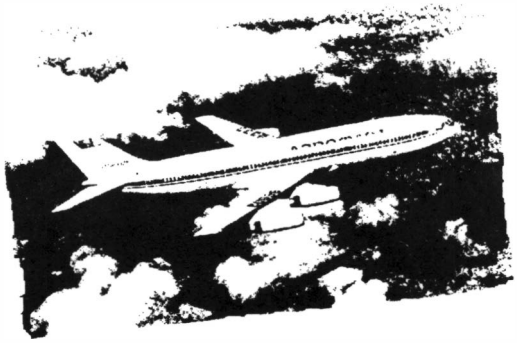
Scheduled air service

Of major significance was the inauguration of scheduled air service between Alaska and the Soviet Far East by both Alaska Airlines and Aeroflot. Aeroflot's once weekly service between Khabarovsk - Anchorage - San Francisco commenced in May and continues. In June, Alaska Airlines inaugurated service three times per week: Anchorage, Magadan, Khabarovsk and return to Anchorage via Magadan. Early problems with Magadan resulted in a Civil Aviation Security employee spending nearly 6 weeks in the SFE to resolve the issues necessary to enable Alaska Airlines to take on and discharge passengers at Magadan. A hurried meeting at the airport between the General Manager, Magadan Aviation District, Deputy Regional Administrator, and a security representative helped expedite completing the necessary construction of the Magadan International terminal. Alaska Airlines suspended their service for the fall and winter months, but Aeroflot continued once a week service through Anchorage to San Francisco. Charter flights by Aeroflot varied from once a week in winter months to 2-3 times per week during peak summer months.

Soviet flight activity got exciting when multiple Soviet aircraft arrived in Anchorage without appropriate DOT or other governmental approvals. These aircraft which were bound for Peru, sat on the ground in Anchorage for several days before returning to the USSR to await proper approvals.

Bering Air, after a brief and not well-explained suspension of authority by the USSR, continued to provide charter flights from Nome, Alaska, to Provideniya. Two other Alaska operators, Baker Aviation and ERA Aviation, received approval and conducted flights to the Soviet Far East.

In June, the Alaska Airmen's Association conducted the "Friendship Flight" from Nome to Provideniya with 34 small airplanes and 70 airmen.



The FAA/USSR air traffic controller exchange program was launched in January when the first two Soviet controllers arrived in Anchorage for the first round of the exchange. All in all, six rounds were completed in 1991, three each direction. Each side sent a total of six controllers to our respective countries for the exchange.

provided augmented security in Europe and South America at locations such as Spain, Germany, Panama, and Columbia.

A Civil Aviation Security representative from Alaska was selected as the personal envoy of ACS-I to represent FAA security to the government of Egypt on an intergovernmental project. This involved a US Agency for International Development/



Soviet exchange controllers receive a flight service station briefing.

Department of State/FAA project to increase security at Cairo Airport and was funded by a one-time congressional allocation.

An Alaskan Region Flight Standards representative is a standing member of the national Flight Standards International Aviation Team. As such, he participated in meeting in Moscow in February 1991 to develop working relationships with Soviet counterparts. A key goal was familiarizing each other with each country's way of operating in the international aviation environment.

Language program for Soviet controllers

Two classes were held at the University of Alaska, Anchorage, involving 50 Soviet controllers. Orientation and tours of FAA air traffic facilities and operations were incorporated into this very successful training.

An Anchorage ARTCC Airway Facilities representative travelled to the Soviet Far East to assist in resolving communications problems between Anadyr ACC and Anchorage ARTCC.

Civil Aviation Security personnel processed clearances for and coordinated visits at FAA facilities for 421 international visitors in 1991.

During the Gulf War, Civil Aviation Security personnel from Alaska

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International Aviation Activity

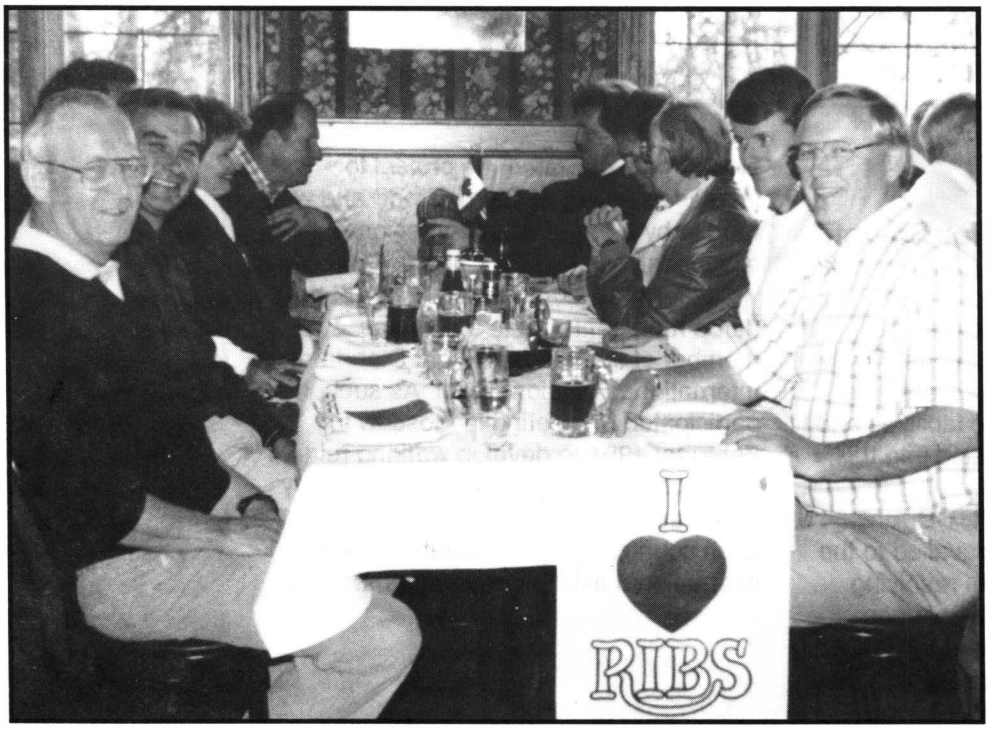
(Continued from page 11)

In May, the Alaskan Region hosted the annual Transport Canada Western and Pacific Regions and FAA Northwest Mountain and Alaskan Regions meeting with representatives from all major program divisions. In June, the Region hosted the Joint NTSB/FAA/USSR Accident Investigation Subgroup meeting. Following this meeting, an Alaskan Region Flight Standards representative was added as a permanent member of this subgroup. Meetings were also held with senior aviation representatives from government and air carriers from Singapore, mainland China, and Mongolia. We also met on two separate occasions with representatives of the Anadyr Aviation and Magadan Aviation/Aeroflot groups last year. Senior representatives from the Air Traffic Division travelled to the Soviet Far East for an on-site evaluation of the controller exchange program. The IPACG 91 meeting was also hosted by Air Traffic Division in Anchorage. Air Traffic representatives also participated in the Pacific Users Group meeting in Honolulu. Preliminary multinational meetings were held with Soviet, Chinese, and Japanese representatives to facilitate development and approval or shorter Pacific routes to the far east.

Northwest Airlines commenced special demonstration flights of the GPS/GLONASS satellite navigation system, overflying Soviet territory en route from Anchorage to the Orient.

In March 1991, the Region coordinated and provided technical assistance to the Civil Aviation Authority of Australia. The manager of the ARTCC travelled to Australia to assist them in redesigning air space and modernizing their ATC system.

An International Aviation Work Group was formed to facilitate enhanced communication and collaboration on international activities. Representatives from all major program divisions are members of this committee. As an outgrowth of this collaboration, an International Joint Quality Action Team was formed to address enhancing international aviation education. The JQAT includes representatives from FAA Alaska, Western Pacific, and Tokyo; State of Alaska Office of International Trade; and the University of Alaska.



Transport Canada/FAA

Representatives of Security and Airports divisions and the International office also met with U.S. consultants hired by the Soviets to internationalize an airport on the Kamchatka Peninsula.

Also in 1991, the Alaskan Region coordinated and supported international aviation activities related to the Hope 91 international dog sled race across the Bering Straits; Arc en Ciel, an international round-the-world air race; Rendezvous 92, the 50-year celebration of construction of the Alaska Highway; Flight of the Swallow, a planned light aircraft flight from Tierra del Fuego, South America, to Point Barrow, Alaska; proposed service into or through the Soviet Far East by UPS, Evergreen International, and others.

It would be an understatement to describe this as an active and exciting year.



***Valentin Fedorie** (right), Director of the Primorsky Region Weather Center, toured the Juneau Automated Flight Service Station in April. He presented a plaque with the emblem of his city, Vladivostok, to **Rosendo "Rosey" Vasquez**, Air Traffic Manager of Juneau AFSS, in appreciation of the hospitality he received. **James "Kimo" Villar** (not pictured) was Fedorie's host for the week he spent in Juneau.*





FAA/NTSB/USSR accident investigation sub group at work...

... and at play.

Aviation Youth Camps 1991



What began in 1989 as a 2-week aviation ground school for high school students in Alexandria, Virginia, has evolved into a fantastic opportunity for thousands of young people to discover the world of aviation. The Alaskan Region developed its own version of these Aviation Career Education (ACE) academies in 1991 and conducted two successful programs for 36 students in Fairbanks and Anchorage. The FAA created partnerships with the Midnight Sun 99's in Fairbanks and the University of Alaska Alumni Association in Anchorage to plan and conduct these two aviation camps.

The Fairbanks camp was geared towards 7th & 8th grade students while the Anchorage camp targeted 6th graders. The overall purpose of the camps was to give youngsters firsthand experience of how aviation impacts upon their communities and to help them discover the diverse career opportunities that exist in the world of aviation. Field trips were scheduled to airport terminals, air traffic control towers, fixed-base operators, flight service stations, FAA airway facilities, fire stations, weather observatories, aerial photography offices, and military stations. Students experienced a trip in a flight simulator and constructed their own paper airplanes and Delta Dart models for a special classroom competition.

On the last day of camp the students spent time talking with one of the U.S. Navy's Blue Angel pilots and later watched him in his sleek jet as he soared overhead in death-defying formations with the other members of his team.

Another morning during the week the students were in an airport bus parked parallel to the departure end of the main runway at Anchorage International Airport. The level of excitement peaked as the students stood nose to nose with two 747 jets that were preparing for takeoff not more than 500 feet away. As the ground trembled from the jets' roar, so too did the feelings of excitement in each student and their leaders.

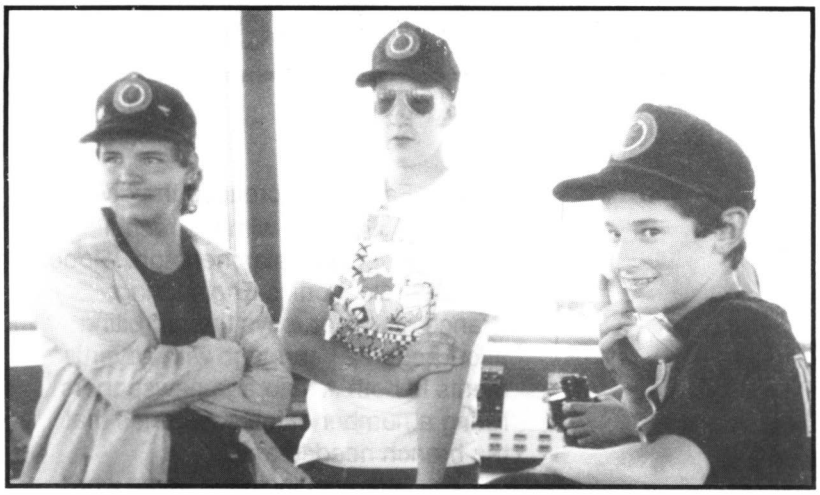


Overail evaluations from the students were enthusiastic. Many of them wanted the camp to last longer than 1 week. Participants began and ended each day of the camp by writing notations on the day's activities in their individual journals.

Feedback from parents also was quite positive. One father/ chaperone who was with the group all week commented that this aviation camp was an "outstanding opportunity for students to experience the world of aviation from a vantage point that is seldom seen by the general public." "Opportunities like these are rare," he said, "and I feel quite privileged to be able to be part of this adventure."

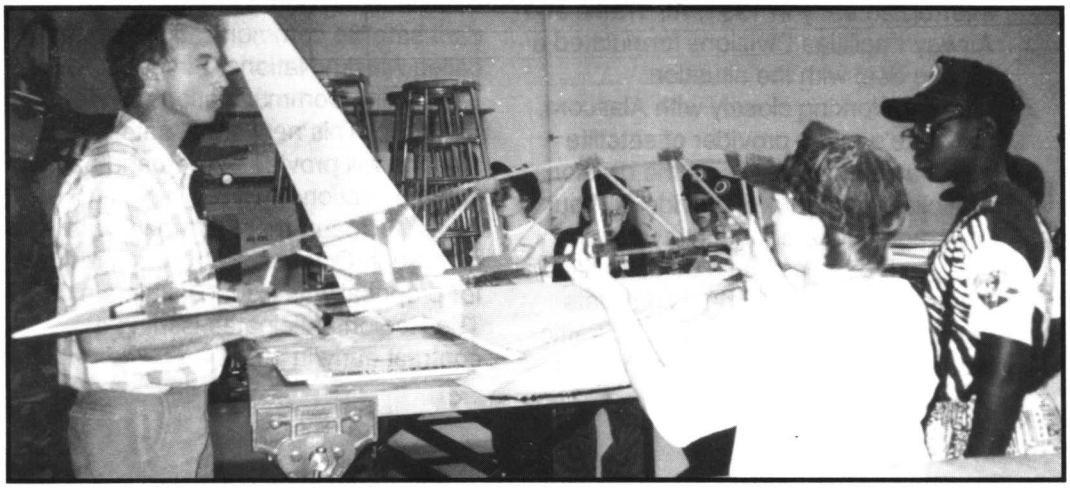


Students who were limited in their areas of interest became excited about aviation. Several students planned to join the Civil Air Patrol (C.A.P.) after a presentation by local C.A.P. cadets. Other students decorated their bedrooms with the handouts provided to them during the camps.



Months afterwards, some of the students continued to contact the Public Affairs Office to get more information about aviation and the FAA. New career opportunities that they might otherwise never have seen were opened to these students.

To sum it up, the camps were an adventure, a unique experience, a look behind the scenes, and best of all — they were fun learning experiences about the world of aviation.



Recruiting for Diversity

Airway Facilities increased the diversity of its ranks in 1991 with the recruiting of five engineers of Asian heritage. Robert Bransky, Electronics Engineering Branch Manager, says the recruiting effort began 2 years ago with advertisements in both Anchorage newspapers listing a number of job categories that the branch needed to fill.

"We also included some wording about being an equal opportunity employer," says Bransky.

That advertisement brought responses from around the country, and about half the applicants were members of minority ethnic groups.

Robin Masek, a section supervisor in the branch, began making contacts that resulted in 10 new engineers being hired, four of whom are Vietnamese and one Korean.

In recruiting the foreign-born engineers, Bransky's staff realized that there would be some cultural sensitivities to consider in making the individuals welcome and a part of the FAA team. Masek provided information about ethnic community groups and paired the new men with experienced engineers who would help them learn the ropes.

Introduction of the new engineers at a branch "all-hands meeting" included some of their background and professional credentials. This established credibility and made it easier for the staff to get acquainted.

ANICS Communications System

Being proactive is important in managing air traffic. When the Alaskan Region became aware of the possibility that satellite communications might be interrupted early in 1991, Air Traffic and Airway Facilities Divisions formulated a plan to deal with the situation.

Working closely with Alascom, the state's major provider of satellite communications services, the divisions established a team to provide 24-hour coverage using redundant systems.

If outages could be scheduled at low traffic times, the impact on pilots would be minimal. North Pacific traffic would be handled with flow control procedures.

Within range of flight service stations, the local radio system would continue to function.

In the long term, the Region has been working on establishing a redundant satellite communications system called Alaska National Airspace Interfacility Communications System (ANICS). This network of satellite earth stations will provide on-demand backup communications.

Procurement authority was granted in October 1991, and a request for proposal was issued within a month. The Region anticipates issuing a contract early in 1993.

UAA/FAA Pre-Hire Agreement

(continued from page 5)





passed to ground control in the tower of the Seattle-Tacoma International airport, which brings the aircraft down on the runway.

Air traffic controllers use intricate equipment to keep track of the positions and altitudes of aircraft, along with an extensive communications system for voice contact with the pilots.

UAA also has an FAA-certified training program for electronic technicians, who install, maintain, and repair this equipment.

A student interested in working as an electronic technician for the FAA must complete 64 credits in electronics courses along with the 15 general education requirements.

"The students have enough training when they graduate to qualify for an entry level position," said Noble, chair of the electronics technology department. The FAA estimates it will have to replace more than 20 retiring Alaskan technicians per year.

To receive FAA certification for his program, Noble had to submit an 80-page document that compared the electronics technology curriculum at the FAA Academy with that of UAA. Since receiving approval from the FAA, Noble hasn't had to make any official changes in the program.

"We may have to emphasize more on radiation patterns and antennas," he said, "but they won't be fundamental changes. We have basically the same program as the one at the Oklahoma City academy."

Both the electronics technology department and the air traffic control department have not wasted any time settling into their new status.

They are currently being reviewed to become a federally supported airway science institution, said Dr. Vern Oremus, Dean of the College of Career and Vocational Education.

Such a program would make UAA eligible for two to three million dollar grants for equipment, faculty, and buildings.

"Alaska is an aviation state," Oremus said. "This will put us at the forefront of aviation education."

FAA's Housing Program Makes Headway in 1991

Soon after his arrival in July 1990, Regional Administrator Ted Beckloff announced that his highest priority "people program" for the Alaskan Region in 1991 would be to improve employee housing.

A Joint Housing Committee was established in January 1991 with representatives from Air Traffic, Airway Facilities, Logistics, Flight Standards, Resource Management, and Human Resource Management Divisions. The committee's task was to inventory current assets, forecast future require-

The Housing Appraisal Team was transported to Cold Bay on N90 along with staples such as corn flakes.



ments, and develop a plan for the Region's housing program. With support from the SEIC contractor, the Alaskan Region Housing Plan was published in January 1992. This plan will serve as the foundation for a multi-year housing construction program now estimated to cost $ 70 million.

Beckloff also called for an in-depth appraisal of the housing program. The requested evaluation was guided by the staff of the Deputy Associate Administrator for Appraisal, AAD-2, with assistance provided by the Planning and Appraisal Staff, AAL-4.

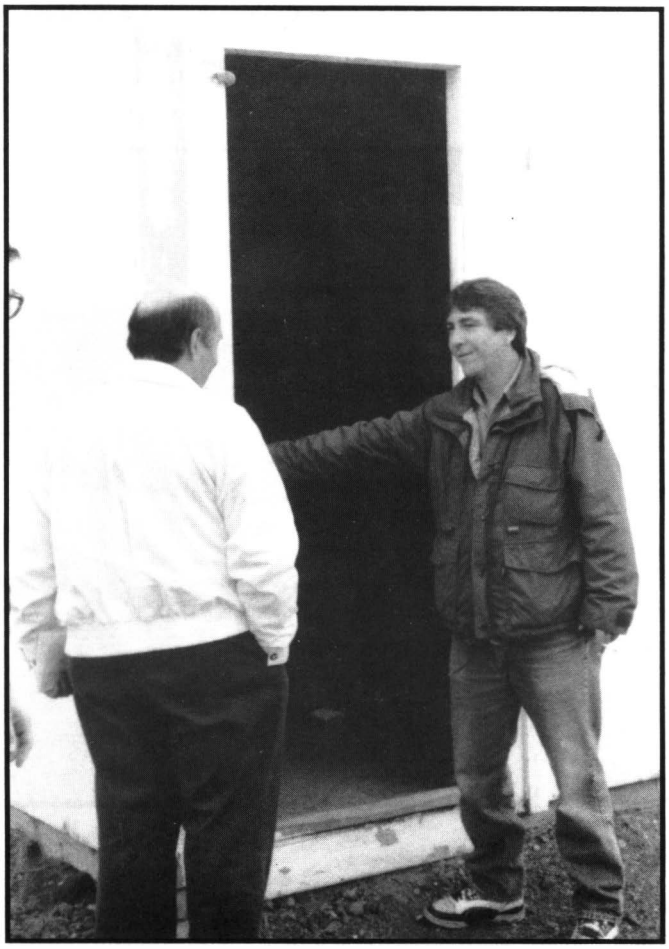
During August and September 1991, the four-member appraisal team reviewed applicable laws, regulations, and directives; inspected housing units; and conducted over 40 interviews in the Regional Office and at selected housing locations at Bethel, Cold Bay, Nome, and Kotzebue. In October, the team spoke with personnel who manage FAA's housing in the New England, Southern, and Western-Pacific Regions. Additional housing information was also obtained from the U.S. Fish and Wildlife Service and the Department of the Interior. The final appraisal report is expected soon, but some key findings reported during the exit interview are already being addressed.



John Romaine, AXQ-30, prepares to inspect FAA housing units in Nome.

Essentially, the appraisal team found that the quality of FAA housing had significantly declined over the past decade as a result of corporate management direction not to fund improvements. This situation was a direct result of agency planning for automation and consolidation of Flight Service activities coupled with anticipated improvements in equipment reliability and centralization of Airway Facilities maintenance functions. Conscious decisions had been made not to invest further in structures which were, at the time, expected to soon become surplus to agency requirements. Many units inspected by the appraisal team were near the end of their useful life and most reflected 40-year-old construction technology. As it now appears that FAA will be maintaining a field presence in many remote Alaskan communities for the foreseeable future, improved housing must be provided for employees stationed at these locations.

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Dennis Nice (right), Bethel Local Coordinator, escorts Ellis McElroy, Planning and Appraisal Staff, on an inspection of Bethel housing and support facilities.

FAA's Housing Program

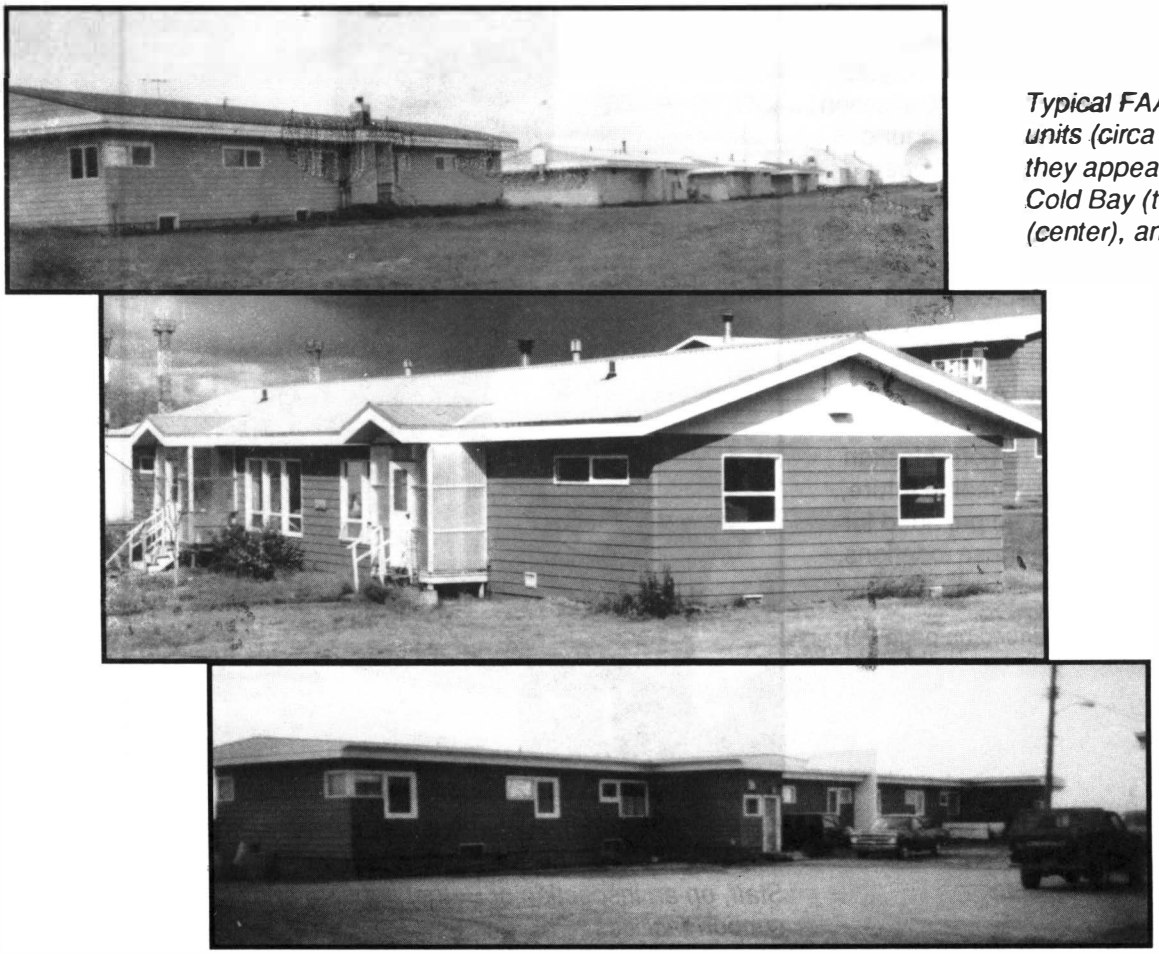
(Continued from page 19)

In the meantime, urgent repairs were undertaken and remodeling of some existing units continued. Carpeting for some units which had otherwise been modernized is scheduled for FY 1992. New furniture which was ordered in April arrived in the Region and distribution was accomplished. Additional furniture was ordered in August and September and most has now been received and distributed.

A study was undertaken to determine attitudes about the operation of community service facilities (COMSERFAC). With input from the employees, it was determined that the program is vital to the physical and emotional well-being of the FAA family in remote locations. As part of the study, employees at each location were asked to submit a prioritized wish list for the COMSERFAC. Various types of exercise equipment headed most lists, with playground equipment for the children coming in a close second. Most of the exercise equipment and recreational equipment was purchased and has been delivered to these stations.

Authority to transfer rental income funds to the Region for reinvestment in housing was successfully pursued by the Resource Management Division this past year. This policy change will ensure that money specifically earmarked for housing will be available on an annual basis.

To delineate future management of the FAA's housing program on a national basis, draft Order 4930. , Employee Housing, was issued in July, 1991. The Logistics Division is currently coordinating a draft Housing Handbook which is to detail implementation of the regional program. It will replace the existing supplement to Order 4660.1. Both directives are now being finalized.



Typical FAA housing units (circa 1959) as they appear today in Cold Bay (top), Bethel (center), and Nome.

Women Working Together, Focused with Power



The Federal Women's Program (FWP) has been an active one serving FAA women for more than a decade. But in 1991 the FWP steering committee decided to take a critical look at how to revitalize FWP and create a new vision.

Using a marketing approach, the committee decided to go right to the customer and find out who was attending programs, what they found useful, and what was missing.

Groups of women met for luncheon sessions targeting the needs of different level employees. Each group completed a survey and participated in a discussion led by Edna French of Flight Standards and Dolores Coates, FWP manager.

Response to the luncheons was terrific. More than 40 percent of those contacted responded and 100 percent of the responders affirmed the new vision of FWP, "Women Working Together Focused with Power." The underlying principle of this vision statement is that the greatest power is the freedom to choose.

The groups also endorsed a prototype networking concept, called a "cascade of resources." The concept uses groups of volunteers from various grade levels to serve as a resource for any woman needing career counseling. A library will be established containing information on topics such as Women's Executive Leadership program and Upward Mobility positions. Women in the advisory group will also be available to counsel on other matters. This concept is based on the old adages that "many hands make light work," and "we learn best by teaching," says Edna French.

"This networking concept provides a mechanism for women to serve as mentors to other women, something all could agree with," she adds.

The women expressed the desire to retain a number of highly successful programs that FWP has sponsored in the past, primarily seminars and the Spring Training Seminar, which are open to all employees. The seminar, however, will focus on the specific needs of employees at various grade levels. For example, women at the upper level grades need advice on how to compete for the executive level programs such as the Candidate Development and Legis programs which offer on-the-job training through developmental details.

"The 171 that gets you a midlevel job just doesn't do the trick at the SES level," says Coates.

Outstanding Employees Honored

Many Alaskan Region employees received awards for their excellent work during 1991. In addition, several particularly outstanding individuals were recognized by outside organizations and at the national level of the FAA, the DOT, and by President George Bush.

✈Desert Shield/Desert Storm:



Victoria Clark *(manager) and the Regional Operations Center.*

✈Secretary of Transportation's Award for Excellence:



Patricia Mason, *secretary, Anchorage Flight Standards District Office.*

✈Airway Facilities Outstanding Manager of the Year:



John Williford, *Manager, System Maintenance Engineering Branch.*

✈Alternate for Department of Transportation Fellows Program:

Christine Novosad, *Manager, Budget Branch.*

✈Candidate Development Program, 1991, for entry into the Senior Executive Service:

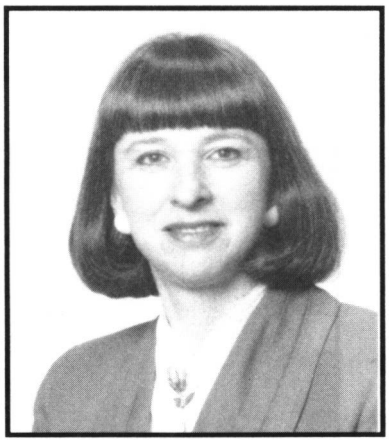
Robie B. Strickland, *Manager, Airway Facilities Division.*

✈President George Bush's Daily Point of Light:



***Donald Keil**, then Deputy Regional Administrator, and Anchorage Neighborhood Housing Services board member.*

✈Anchorage Federal Executive Association (FEA) Employee of the Year Award:



***Charlene Derry**, Planning and Appraisal Staff, Category III.*

***Tracey Tideswell,** Air Traffic Division, Category I.*

[Picture not available.]

✈Anchorage FEA special award:

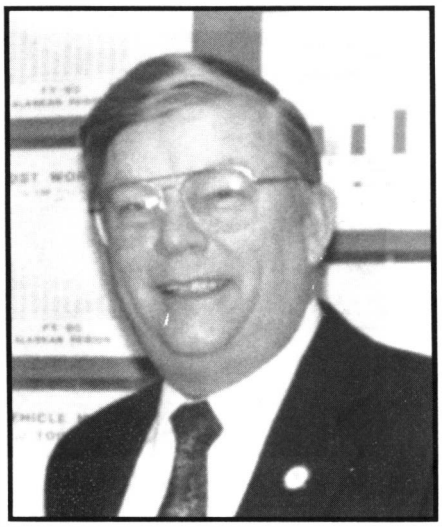


***Grace Davis-Nerney,** Manager, Human Resource Management Division, for her work in organizing the Tundra Tykes Federal Child Care Center.*

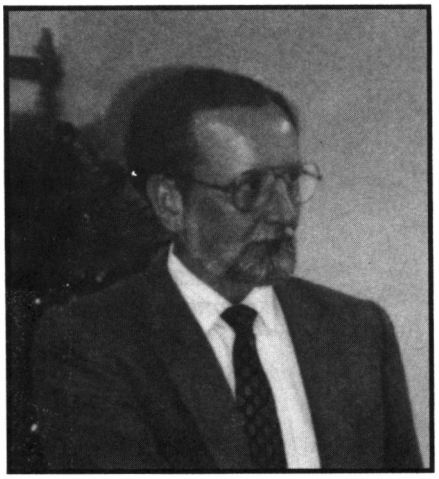
(continued on page 24)

Outstanding Employees Honored

Associate Administrator for Airway Facilities Key Award:



***Robie B. Strickland**, Manager, Airway Facilities Division.*



***Forrest Barber**, MCC Manager, North Alaska Airway Facilities Sector.*



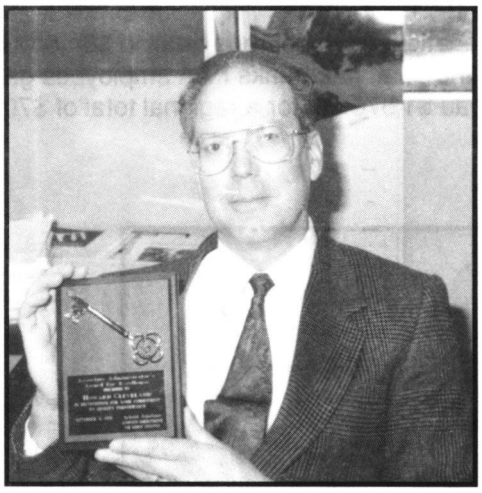
***Earl J. Hiett**, Construction Foreman*



***Cathy Benediktsson**, Hazardous Material Program Manager*



***Fay Lauver**, Operations, Plans & Programs Section Manager*



Howard Cleveland, *regional representative for the establishment of the Maintenance Control Centers (MCC).*

✈The Institute of Electrical and Electronics Engineers, Inc. (IEEE) Region 6 Individual Achievement Award:



Harold Smith, *electronics engineer in Airway Facilities Electronics Engineering Section.*

Combined Federal Campaign

Federal Aviation Administration (FAA) employees, in their usual open-hearted manner, contributed generously to the Combined Federal Campaign (CFC) in 1991.

The CFC donations in Anchorage totalled $64,541.00, which was 154 percent of the goal. Fairbanks FAA employees gave $3,925.00 and Juneau $1,570.00, for a regional total of $70,036.



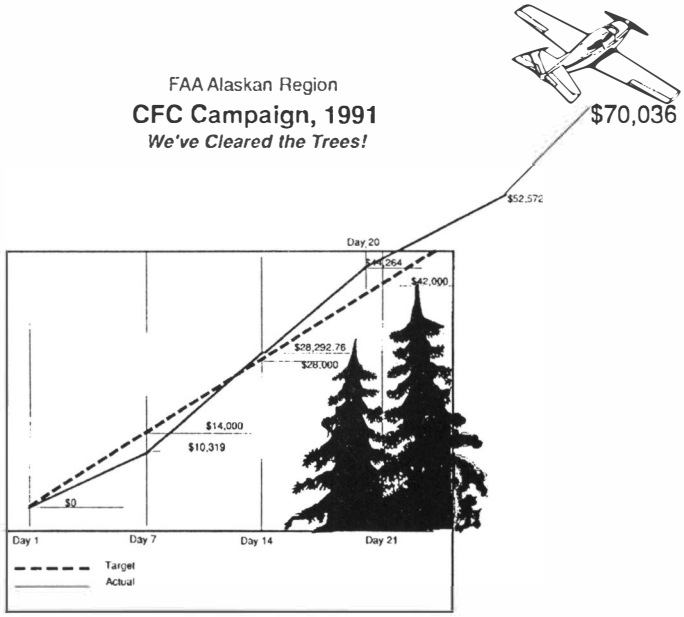
*CFC chairpersons **Ken Burdette** (right) and **Barbara Thurman** accept the first pledge from Regional Administrator **Ted Beckloff** (left) and Acting Deputy Regional Administrator **Andy Billick** (second from left).*



*One recipient of the Eagle Award for generous contributions was **Bill Butler,** Anchorage Tower. CFC Keyworker **Stefani Williams** made the presentation.*



Anchorage Air Route Traffic Control Center Crew 7, "The Burger Buddies," held a barbecue lunch to raise money and presented their second annual Big Check to CFC.



...and into the blue!!!

Intercom
1991 annual report issue



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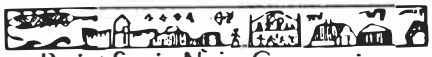
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If you have questions, suggestions, or complaints, please call the Editor at 271-5169.

THE NOME NUGGET THURSDAY JULY 11, 1991 7



BERING STRAITS NATIVE CORPORATION

On Friday, June 28, 1991, FAA's Recruitment Program Manager, Vince Casey and Bering Straits Native Corporation staff sponsored a joint workshop at the Nome Eskimo Community Building.

Those in attendance from Nome were: Carol J Piscoya, Director of Shareholder Relations, BSNC; Sandra Tahbone, Director of Education Services, Nome Eskimo Community; Loretta Muktoyuk, Gabriel Muktoyuk, King Island Native Corporation; Jeanette Morton, acting director of Northwest College; and Eileen Norbert, director of Native Programs, Nome Public schools.

The guest speakers included Federal Aviation Administration's staff: Ms. Bobby Gordon, Civil Rights Officer; Ms. Ginger Llewellyn Recruitment Assistant; Ms. Mary Lou Wojtalik, Public Affairs Specialist; Mr. Jesse Barksdale, EEO Specialist, Mr. Chuck Weinum, Air Traffic Control Operations Specialist and Mr. Vince Casey, Recruitment Program Manager.

Statistics show that currently employed within the Federal Aviation Administration, Alaska region, Alaska Natives are among the lowest numbers employed. As a result of this, Mr. Vince Casey met with BSNC staff to coordinate efforts to inform and exchange ideas and give feed back on ways to strengthen the recruitment of Native people and to share the following information;

1.Inform the educational institutions and Native organizations with the K-12 curriculum developed by the Department of Transportation (DOT)/Federal Aviation Administration (FAA).

2. Inform and dicuss the FAA's annual recruitment goals through the year 2000.

3. To share information about various employment programs used by the FAA.

The group agreed that the students who are informed early of possible career opportunities and cooperative education employment opportunities are more likely to succeed.

The Alaskan Region **Federal Aviation Administration** has a new toll-free telephone safety hotline for the public to report safety problems. Callers will be connected with the Regional Operations Center, which will relay the information to the proper FAA officials. The hotline can also be used to report inoperative runway lights or other navigational aids. The number is 800-478-7233.

FAA, Soviets trade air-traffic controllers

Pilot testing

Anchorage to be a test city

Students' heads in clouds at FAA summer camp

UAF aviation center wins FAA designation

TIMES STAFF

The University of Alaska Fairbanks has been designated an aviation education resource center by the Federal Aviation Administration.

FAA hires UAA grads

The University of Alaska Anchorage and the Federal Aviation Admin-

FAA approves $3 million in grants for airport projects

Soviet air traffic controllers learn the language of the skies at UAA