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Resume of Experience

AVIATION TRAINING

Training Development

I have 20 years experience managing training program development for flight crews, aviation maintenance technicians, and ramp operations personnel using the Instructional Systems Design (ISD) process. These duties have included responsibility for project schedule and budget. Each of these programs has incorporated advanced learning theories and a variety of multimedia and simulation applications. Subject areas have included aircraft-specific training, training in the use of automated flight deck systems, and Crew Resource Management/human factors training. I am intimately familiar with the need to balance quality, compliance, and cost to successfully compete in the rapidly evolving aviation training market.

Regulatory Compliance

I have significant experience with training center and course approvals under Federal Aviation Regulations (FAR), Transport Canada, and Joint Aviation Regulations (JAR). FAR experience includes approvals under FAR 142; FAR 121, Subpart N and O, and Advanced Qualification Program (AQP); FAR 135; and various exemptions. JAR Experience includes Type Rating Training Organization (TRTO) certification and individual course approvals under JAR-OPS and JAR-FCL. JAR approvals were accomplished through the United Kingdom's Civil Aviation Authority (CAA).

Instructor/Evaluator Training

I have managed the program of training and professional development for FlightSafety International's company-wide staff of over 800 instructors for flight deck crew, cabin crew, and maintenance technicians. I previously held similar responsibilities at SimuFlite Training International. Most recently, I developed and implemented a facilitator training program for General Electric Capital Flight Training, the second largest independent flight crew training center in Europe. My duties have included training in interpersonal skills, company policy, instructional procedures and techniques, performance evaluation techniques, equipment operation, and safety. As part of these duties, I supervised the SimuFlite staff of Standards Instructors who are assigned to company-wide activities.

Flight Simulation

My background includes extensive experience in the application of high and low fidelity simulation technologies within the training environment. Simulation training development has been applied to both full and part task training objectives, including Line Oriented Flight Training (LOFT) and Line Oriented Evaluation (LOE). During my employment at SimuFlite, I developed a rapidly reconfigurable simulation methodology using the simulators' automated lesson plan capability. I have also served as a member of the Air Transport Association's (ATA) Advanced Qualification Program (AQP) Working Group as a member of the LOS/LOE focus group.

CRM and Human Factors

Since 1983 I have been deeply involved in the development and implementation of Crew Resource Management (CRM) and human factors training for flight and ground crews. This activity includes development and presentation of CRM workshops, Line Oriented Simulator Training (LOFT), Line Oriented Evaluations (LOE), tracking of regulatory activities and research/development activity in this area, and maintenance of contacts throughout the aviation industry.

I am co-founder of the Industry CRM Developers Group, a non-profit organization of over 500 CRM and human factors professionals in more than 30 countries worldwide. This group maintains an Internet forum for discussion of CRM and human factors training issues and an Internet web site for distribution of development resources.

Advanced Training Technologies

Over the past several years, I have been involved in the development of techniques for training delivery using Internet communications capabilities. This activity has included the presentation of an Aviation Weather course for over 80 trainees using America Online. I have been involved in a benchmarking study of Internet-based training that has identified the best practices of leading companies in the field. I am also interested in the application of desktop computing technology to low fidelity simulation and part-task training applications.

FLIGHT OPERATIONS

In addition to my duties as an aviation training professional, my 31-year aviation career has included positions as flight department manager and flight crewmember. I have logged 5,000 flight hours and hold an FAA Airline Transport Pilot Certificate with type ratings on the Learjet and Lockheed JetStar. I also hold FAA Flight Instructor and Ground Instructor certificates.

INDUSTRY AFFILIATIONS

During my career, I have regularly participated in, and made presentations at a wide variety of industry activities sponsored by the National Business Aircraft Association (NBAA), Flight Safety Foundation (FSF), Air Transport Association (ATA), Royal Aeronautical Society (RAeS), International Air Transport Association (IATA), International Civil Aviation Organization (ICAO), and others.

EXPERIENCE

Bombardier Aerospace, Manager, Program Development. Responsible for analysis, design, development, implementation and evaluation of training programs for commercial air transport customers. 1996 to 2003.

Raytheon Training and Services, Principal Instructional Systems Designer. Responsible for analysis, design, development, implementation and evaluation of training programs for commercial air transport customers. 1996 to 1999.

FlightSafety International, Manager - Instructor Development Program. Responsible for training and professional development for FlightSafety's company-wide staff of over 800 aviation instructors. 1992 to 1996.

General Dynamics, Space Systems Division (Now part of Lockheed-Martin). Marketing Communications Specialist. Responsible for budget, planning, and project management for a full spectrum of marketing communications products in support of division marketing activities. Products include print, outdoor, and broadcast advertising; brochures, posters, fliers, presentations, and proposals; and exhibit support. 1989 to 1992.

CAE-Link, Link Training Services Division (Now part of L3 Communications), Manager - Proposal Development. Managed development of marketing proposals for military and government aviation training customers. 1988 to 1989.

SimuFlite Training International. Manager - Instructor Training. Responsible for initial and recurrent training of a staff of 80 professional flight crew instructors. Additionally, developed ground school courseware, simulator lesson materials, video, lecture, and printed training materials used in 13 different corporate aviation training programs. Represented the company in a variety of marketing activities. 1982 to 1988.

Corporate Aviation. Acted as flight department manager and flight crewmember operating corporate jets, turboprops, and a variety of other aircraft types. 1973 to 1982.

EDUCATION

Illinois Institute of Technology, Chicago, IL. 1967 to 1971. Graphic Design and Photography

University of Texas at Dallas, Dallas, TX. 1983 to 1984. Management and Video Production