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University • Texas A&M International University, Laredo • Texas



**Federal Aviation  
Administration**



**Hispanic Association of  
Colleges and Universities**

# FAA PROGRAMS - IDEAS FOR COOPERATION

American aviation faces historic challenges and offers incredible employment opportunities to students who graduate from HSIs or other affiliated institutions offering qualified aviation science programs. Because of the dramatic growth in air traffic since deregulation in 1978, the civilian aviation system went from carrying 247 million domestic airline passengers in 1978 to over 415 million in 1987, with a projected growth reaching to 714 million by 1999.

Therefore, it is essential that the FAA receive the support of the academic community in preparing the technically trained people needed in the aviation field. Such careers include those in air traffic control, computer engineering, aircraft operations and maintenance, electronics, and aviation safety. They will all require well-educated and highly qualified people capable of stepping into an increasingly technological world.

The FAA offers a wide variety of programs that all serve as excellent starting points for HSIs wishing to pursue aviation research and development opportunities and participate in aviation education programs. The FAA's efforts to fully meet current and future employment demands have led to the development of a broad range of aviation science programs, faculty fellowships, college internships, and research grant opportunities. Summaries of these programs are provided on the following pages. Additional information can be obtained by contacting the FAA-HACU program office or one of the following individuals.

<i>Aviation Education Program</i>	<i>Phillip S. Woodruff</i>	<i>(202) 366-7018</i>
<i>FAA Research Grants Program</i>	<i>Virginia J. Shamy</i>	<i>(609) 485-5777</i>
<i>Aviation Security R&amp;D Program</i>	<i>Paul A. Polski</i>	<i>(609) 485-4958</i>
<i>Cooperative Education Program</i>	<i>Glenda J. Whiting</i>	<i>(202) 267-0812</i>
<i>AWS Curriculum Program</i>	<i>Margaret Powell</i>	<i>(202) 366-7037</i>
<i>AWS Grant Program</i>	<i>Andrew Robinson</i>	<i>(202) 366-7996</i>
<i>Collegiate Training Initiative</i>	<i>Larry Lackey</i>	<i>(202) 366-6641</i>

## The FAA Technical Center

The FAA Technical Center, located near Atlantic City, New Jersey, is the focal point for many of the FAA's research and development activities. Three programs based at the Technical Center that offer opportunities for aviation related R&D funding are described below.

o The **FAA Research Grants Program** awards short- and long-term grants to fund research in specific areas that are crucial to the long-term growth of civil aviation. By working cooperatively with colleges, universities, and research institutions, the FAA reaps the maximum return on its investment in aviation research and development.

o The **Aviation Security R&D Program** provides funding for two categories of efforts. The Technology Development category is concerned with advancing the state of the art in security technologies such as explosives and weapons detection, airport security, and aircraft hardening. The Program Integration and Implementation category focuses on efforts that define a total aviation security system through programs in human factors, test and evaluation, and security system integration.

o The FAA's **Human Factors Laboratory** conducts multidisciplinary research to improve systems performance by optimizing the ways people and machines work together. The laboratory fosters and supports research in the Air Traffic Control environment, the Airway Facilities management environment, and the Flight Deck/ATC Integration environment.

## **FAA-HACU Summer Intern Program**

The summer intern program provides opportunities for college students entering their sophomore through 2nd graduate school year to gain valuable Federal government work experience by serving as interns at FAA headquarters. For FY 1994, 12 FAA-HACU interns were placed at FAA headquarters in areas such as training and higher education, airway facilities, aviation medicine, research and development, and information technology. In FY 1995, opportunities are planned for students at regional and field office locations as well.

## **FAA Cooperative Education Program**

The Cooperative Education Program is one of the FAA's most effective equal opportunity programs for motivating minority students to explore career possibilities in aviation. The program enables young people to supplement their classroom work with study-related paid work experience in FAA facilities throughout the country. The program is open to students (age 16 and older) enrolled in high schools, 2- and 4-year colleges, graduate schools, and trade and vocational schools. The FAA Coop program differs from other Federal programs in that the Agency is prepared to guarantee that a job opening exists after graduation for every young person who is selected for participation and who meets the academic and job performance standards established by the FAA and the cooperating school.

## **Aviation Education Program**

The purpose of the FAA's Aviation Education Program is to improve public understanding and interest in aviation careers among America's young people through the outreach and other initiatives of the FAA's Administrator's Task Force on Aviation Education. The task force assists states and communities in implementing aviation education programs at the state and local levels with special emphasis on reaching diverse groups of students. These 10 initiatives include:

- The Aviation Career Education Academy "ACE"
- Federal Information Exchange "FEDIX"
- Aviation Education Resource Centers
- FAA Aviation Education Volunteer/Counselor Program

- Government-Industry-Education Partnerships
- National Congress on Aviation & Space Education "NCASE"
- Aviation Magnet School Programs
- Flight Simulator Program
- Aviation Education Workshops for Teachers
- Opportunity Skyway Program (High School)

For more detail on these programs, see the "*FAA-HACU Reference Guide*."

## **Outstanding Scholar Program**

The Administrative Careers With America (ACWA) exam tests applicants for over 100 different careers with the Federal government. The Outstanding Scholar Program allows college graduates who have a Grade Point Average of 3.5 or better in their undergraduate course work (a 3.45 will be rounded up to 3.5) to skip the ACWA test. The ACWA process also offers bilingual certification to fill specific jobs by granting special hiring preference to bilingual candidates who pass the test.

## **Collegiate Training Initiative**

The Collegiate Training Initiative for air traffic control specialists (CTI-ATCS) is a 5-year pilot program in which the FAA is testing the concept of air traffic control training being conducted at selected postsecondary educational institutions. Five schools (Community College of Beaver County, Hampton University, Minnesota Air Traffic Control Training Center, University of Alaska Anchorage, and University of North Dakota) are participating in the pilot program.

Graduates of the CTI-ATCS programs that are hired by the FAA are assigned directly to field facilities as developmental controllers.

## **FEDIX/MOLIS**

The Federal Information Exchange (FEDIX) is an on-line information service that links the education community and the Federal government to facilitate research, education, and other services. The system provides accurate and timely Federal agency information to colleges, universities, and other research organizations. The Minority On-Line Information Service (MOLIS) is a state-of-the-art database service providing information on Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs) as well as information on education and research opportunities. Because these services are funded by Federal agencies, there are NO REGISTRATION FEES and NO ACCESS CHARGES.

## **Faculty Fellowships**

The FAA has initiated a faculty fellowship program with several HSIs that serves to facilitate the flow of resources and information between the FAA and the academic environment. Senior FAA specialists and academic staff host one another in exchange programs aimed at bringing together the best in aviation science research and practice.

## **Airway Science Curriculum Program**

The FAA's Office of Training and Higher Education sponsors the Airway Science (AWS) Curriculum Program, which was designed to develop skilled technicians and managers capable of supporting the workforce

of the aviation industry. The nature of the programs that have evolved is such that the successful graduate is well-qualified for a broad spectrum of positions in the private sector of the aviation industry as well as many aviation and aerospace related organizations. The AWS Curriculum Program was developed in conjunction with the University Aviation Association, a collegiate aviation education association. Programs exist at the associate and baccalaureate degree levels and have been designed to provide a comprehensive education emphasizing critical thinking, cognitive and analytical skills, communication, mathematics, science and technology, computers, and aviation.

## **Airway Science Grant Program**

The FAA AWS Grant Program awards funds to institutions of higher education to help offset the high cost of the AWS Program. State-of-the-art instructional facilities and equipment acquired with grant funds can provide enhanced educational opportunities for AWS students. Grant funds may be used in support of an institution's recognized AWS curriculum for allowable direct costs associated with the 1) the purchase, lease, or construction of academic buildings and 2) the acquisition of non-expendable instructional equipment. Eligibility requirements include an accredited 2- or 4-year public or non-profit college or university in the U.S. and an established FAA-recognized AWS curriculum in place and available to students.

For more information about any of these programs refer to the "*FAA-HACU Reference Guide*."

# THE NATIONAL HISPANIC COALITION OF FEDERAL AVIATION EMPLOYEES

The National Hispanic Coalition of Federal Aviation Employees (NHCFAE) is a national organization that was founded to act as a liaison between the FAA and Hispanic employees from all national, regional, and local offices. NHCFAE is officially recognized by the FAA and is a non-profit, tax-exempt professional organization. NHCFAE seeks to promote equal opportunity employment for Hispanics, other minorities and women who are employed by the FAA.

*“Con orgullo en nuestra  
Hispanidad.”*

*“With pride in our heritage.”*

## Mission Statement

The objectives of NHCFAE are to:

- Operate as a nationwide network to help further the Federal employment education process;
- Promote professionalism in the performance of duties and interaction with local communities;
- Educate members and local community job applicants concerning their career promotional opportunities and qualifications;
- Monitor the progress of minorities and female trainees;
- Assist the agency in the recruitment and retention of minorities and females; and
- Promote Equal Employment Opportunities for members and local communities.

## NHCFAE Scholarship Program

The purpose of the scholarship program is to assist minority and women students to complete their higher education and to recognize superior academic achievements, leadership, and community service. Applicants must be accepted to or attending an accredited college, university, or vocational/trade school.

*For membership  
information contact:*

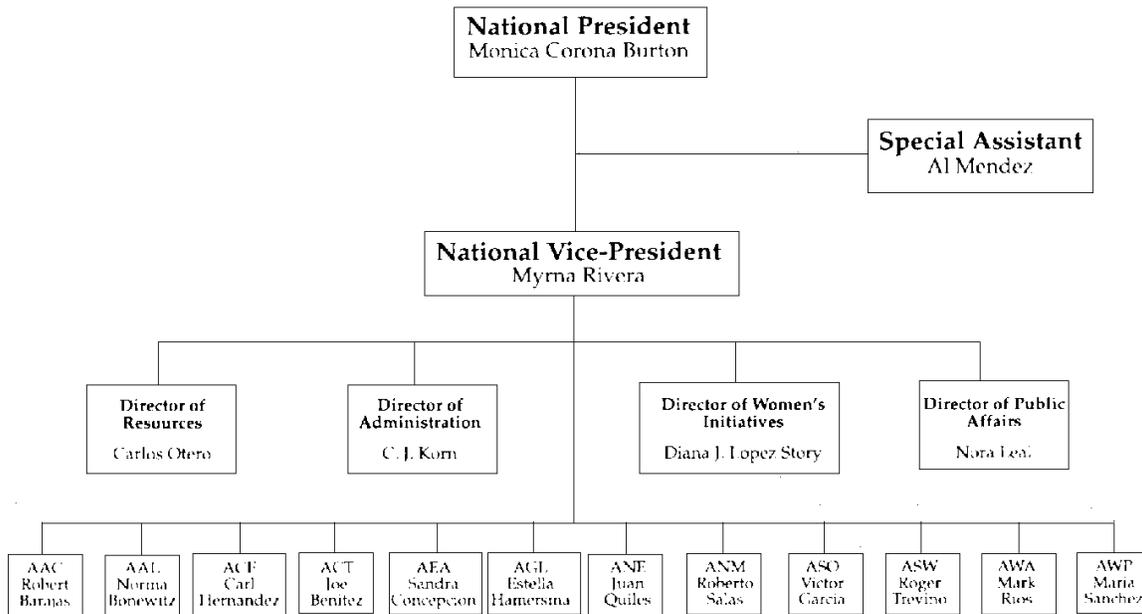
*C.J. Korn  
NHCFAE  
National Director of  
Administration  
13319 S.E. 248th Place  
Kent, Washington 9804  
(206) 227-2553*

# Outreach Through *La Palabra*

The voice of the NHCFAE reaches its membership through the quarterly newsletter, *La Palabra*. The newsletter contains articles on FAA career seminars and conferences, as well as national and regional information from the NHCFAE chapters.

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## National Hispanic Coalition of Federal Aviation Employees



# FOUNDATIONS FOR THE PARTNERSHIP

The legislative history of the FAA-HACU partnership is rooted in the Federal government's efforts to establish new career opportunities for members of all minority groups, including Hispanic Americans who make up approximately 19% of the U.S. population. The most important milestones marking the progress of the FAA-HACU partnership are highlighted here.

- 1990** President George Bush signed Executive Order No. 12729: Educational Excellence for Hispanic Americans which addressed the need for educational opportunities for Hispanic Americans in September 1990.
- 1991** In November, the Department of Transportation established a collaborative partnership with the Hispanic Association of Colleges and Universities through the signing of the DOT/HACU Memorandum of Understanding (MOU).
- 1992** The Higher Education Act re-established the definition of an Hispanic Serving Institution (HSI) as an institution of higher education which has an enrollment of full-time undergraduate and graduate students that is at least 25% Hispanic. The Act also authorized funding for HSIs.
- 1993** The DOT/HACU Memorandum of Understanding of November 1991 provided the FAA with the impetus to develop its own program with HACU. In the Spring of 1993, the FAA-HACU Program was established. In November, a full-time FAA-HACU Program Manager was hired.
- 1994** On February 22, President Bill Clinton signed an updated Executive Order. No. 12900: Educational Excellence for Hispanic Americans which provided that "to the extent permitted by law, Executive Departments and agencies shall be actively involved in helping advance educational opportunities for Hispanic Americans, including working with individuals in educational, business and community groups serving Hispanic Americans..."

In May of 1994, FAA and HACU signed a Cooperative Agreement Grant Award which was funded in the amount of \$100,000 for the first year.

*"...and the future is  
up to you..."*

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNITED STATES DEPARTMENT OF TRANSPORTATION  
AND THE HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES**

**I. PARTIES**

The parties to the Memorandum of Understanding (MOU) are the United States Department of Transportation (DOT) and the Hispanic Association of Colleges and Universities (HACU).

**II. PURPOSE**

The purpose of this MOU is to provide the cooperative framework for the parties to develop and establish the DOT Hispanic-serving Institutions Partners Program (Program). The Program will be directed toward increasing employment opportunities in DOT for students of member institutions of HACU. In addition, pursuant to section 6 of Executive Order 12729, Educational Excellence for Hispanic Americans, the program will also be directed toward increasing educational opportunities offered by DOT for students of member institutions of HACU. The partners of the program are DOT and HACU.

**III. OBJECTIVES**

The objectives of the Program shall be to develop programs and coordinate activities to increase employment opportunities in DOT for students of HACU member institutions. The Program shall formulate cooperative programs and services that utilize the scientific and technical resources of DOT as well as the resources of HACU. In accordance with the stated purpose of this MOU are efforts to:

- (1) Encourage students from HACU institutions to pursue careers in mathematics/science related fields;
- (2) Encourage the dissemination among HACU member institutions of information in DOT education programs;
- (3) Encourage the exchange of information and curriculum materials suitable for use with and by Hispanic students and teachers, both between DOT and HACU member institutions, and between HACU member institutions and DOT;
- (4) Encourage the dissemination among students at HACU institutions of DOT work force related and employment information.

#### **IV. RESPONSIBILITIES**

In fulfilling the objectives of the Program, the parties agree, in accordance with legal requirements, to participate in and be responsible for the activities as follows:

*DOT WILL:*

- (1) Provide HACU members with information on employment needs of DOT to assist colleges and universities in developing relevant curricula;
- (2) Participate in career fairs, annual employment recruiting, and other on-campus career orientation and recruitment activities;
- (3) Provide, in accordance with the law, opportunities for DOT employees to teach at member institutions of HACU and for faculty members at the member institutions of HACU to work within DOT for a period of up to one year for each exchange;
- (4) Encourage its agencies, within existing authorities, to enter into cooperative arrangements with HACU member institutions to promote employment opportunities to students of these institutions;
- (5) Seek out training opportunities within DOT that are professional and technical in nature as appropriate for the development of a skilled Hispanic labor pool;
- (6) Coordinate planning for summer employment and cooperative education opportunities to be made available to students of HACU member institutions;
- (7) Provide HACU with information on the University Transportation Centers (UTC) Program and encourage members of the UTC to include HACU member institutions in their efforts. UTC will also provide to HACU member institutions any announcements concerning the expansion of the UTC that may be of interest to its members.

*HACU WILL:*

- (1) Obtain monetary support and service initiatives to aid the Hispanic- serving institutions' student services, such as career planning and placement;
- (2) Develop and implement programs to teach and train Hispanics for careers identified as important by the public and private sectors, and DOT in particular;
- (3) Provide the member institutions of HACU with information of HACU with information on general labor force needs, employment needs of DOT, and ensure Hispanic student participation in programs developed and implemented by DOT;
- (4) Provide facilities and services for hosting special education and training programs; and

(5) Develop, plan, and obtain support for special projects such as forums, workshops and service assessments directed toward increasing employment opportunities in DOT for students of member institutions of HACU.

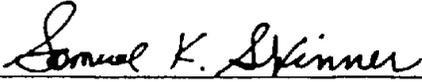
**V. COSTS**

Nothing herein shall be construed as requiring the DOT or the HACU to expend funds in behalf of the purpose, objectives, and responsibilities set forth in the MOU except as specifically stated in the MOU or agreed to in writing by the signatories or the organizations they represent. All expenditures by DOT are subject to the availability of appropriations.

**IV. EFFECTIVE DATE**

This MOU shall become effective on the date of signature and shall remain in effect unless amended or extended any time by mutual written agreement. The MOU may be terminated at any time by either party upon 60 days notice to the other party.

U.S. DEPARTMENT OF TRANSPORTATION:



Secretary of Transportation

THE HISPANIC ASSOCIATION OF COLLEGES  
AND UNIVERSITIES



President

# EXCERPTS FROM EXECUTIVE ORDER 12900

## "Educational Excellence for Hispanic Americans"

"Section 1. There shall be established in the Department of Education the President's Advisory Commission on Educational Excellence for Hispanic Americans."

"Section 2. The commission shall report to the President and the Secretary [of Education] on: (a) the progress of Hispanic Americans toward achievement of the National Education Goals and other standards of educational accomplishment; (b) the development, monitoring, and coordination of Federal efforts to promote high-quality education for Hispanic Americans; (c) ways to increase State, private sector, and community involvement in improving education; and (d) ways to expand and complement Federal education initiatives."

"Section 3. There shall be established in the Department of Education the White House Initiative on Educational Excellence for Hispanic Americans. The Initiative shall be an interagency working group coordinated by the Department of Education and shall be headed by a Director, who shall be a senior level Federal official. The Initiative shall include both career civil service and appointed staff with expertise in the area of education, and shall provide advice to the Secretary on the implementation and coordination of education and related programs across Executive Agencies."

"Section 4. Each Executive department and each agency designated by the Secretary shall appoint a senior official, who is a full-time officer of the Federal Government and responsible for management or program administration, to report directly to the agency head on activity under this Executive order and to serve as liaison to the Commission and the Initiative."

"Section 5. The Secretary, in consultation with the Commission, shall submit to the President an Annual Federal Plan to promote Hispanic Educational Excellence."

"Section 6. As part of the development of the Annual Federal Plan....each agency's plan shall provide appropriate measurable objectives for proposed actions aimed at increasing Hispanic American participation in Federal education programs where Hispanic Americans are currently underserved."

"Section 7. The Director of the Office of Personnel Management...shall develop a program to promote recruitment of Hispanic students for part- time, summer, and permanent positions in the Federal Government."

# About the FAA-HACU Partnership

The Department of Transportation's November 1991 Memorandum of Understanding with the Hispanic Association of Colleges and Universities (HACU) became the building block for the founding of the FAA-HACU Program. This program was initiated in 1993 to further the educational and career opportunities of Hispanics in the field of aviation and to strengthen the capacity-building of Hispanic Serving Institutions (HSIs) to allow them to better serve this population of students. The FAA-HACU Program operates under the FAA Assistant Administrator for Human Resources in the Office of Training and Higher Education.

## FAA-HACU Program Mission

In order to ensure that the implementation of the program is effective and that the partnership will be strengthened as it grows, the FAA established three broad mission goals:

- Assist in increasing employment opportunities for Hispanics in the FAA and the aviation industry,
- Assist in increasing educational opportunities for Hispanics in the FAA through collaborative efforts with Hispanic Serving Institutions (HSIs), and
- Promote the sharing of information, expertise, and resources between the FAA and the HSIs.

## FAA-HACU Activities

The FAA plans to conduct conferences to design, develop and refine the FAA- HACU Strategic Plan with the FAA - Administrator's Management Team (AMT), the Regional Administrator's Management Team (RAMT), the Board of Directors of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE), and HSI presidents. The FAA also participates in the annual HACU Conference and other national conferences by providing information through exhibits and workshops.

HACU administered an annual HACU Summer program at FAA headquarters for FY 1994 and plans to expand this to FAA Regions in FY 1995. HACU also provides assistance to the FAA-HACU Program Manager in developing effective outreach programs to inform Hispanic serving colleges and universities of employment, education, and research grant opportunities in aviation.

*For more information, request the "FAA-HACU Reference Guide" or contact:*

*Cesar A. Collantes  
FAA-HACU Program Manager  
Federal Aviation Administration  
Office of Training and Higher  
Education (AHT-30)  
Nassif Building NW Plaza -  
Rm. PL-100  
400 Seventh Street SW  
Washington, DC 20590-0001  
(202) 366-7030 - office  
(202) 366-3786 -fax*

**COOPERATIVE AGREEMENT  
BETWEEN  
Federal Aviation Administration (FAA) and the  
Hispanic Association of College and Universities (HACU)**

**INTRODUCTION:**

In November 1991 the Department of Transportation (DOT) signed a Memorandum of Understanding (MOU) with the Hispanic Association of Colleges and Universities (HACU) (See attached). On February 22, 1994 President Clinton signed Executive Order No. 12900: Educational Excellence for Hispanic Americans. (See attached). In the Spring of 1993 FAA initiated a HACU Program under the auspices of the DOT MOU. Authority for FAA to enter into this cooperative agreement is the same authority granted to the Department under one federal statute, Executive Order #12900, and the DOT MOU. Under 5 U.S.C. 7201, the Department is to "conduct a continuing program for the recruitment of members of minorities" for positions in the agency to carry out the Government's established policy of "insuring equal employment opportunities for employees without discrimination because of race, color, religion, sex, or national origin." 5 U.S.C. 7201 (b). In carrying out this policy, executive agencies are directed to "eliminate under representation of minorities in the various categories of civil service..with special efforts directed at recruiting in ..educational institutions..." Executive Order No. 12729 updated by No. 12900 further provides that "to the extent permitted by law Executive Departments and agencies shall be actively involved in helping advance educational opportunities for Hispanic Americans, including working with individuals in educational, business and community groups serving Hispanic Americans..."

Given the representation of Hispanics in the agencies' workforce and a desire by the administration to increase this representation and strengthen its' partnership with Hispanic Serving Institutions (HSIs) to increase employment and educational opportunities for Hispanic Americans, the FAA shall initiate collaborative efforts with HACU as described herein and find ways to involve and increase the participation of HSIs in funded programs that are suitable for higher education institutions.

**PURPOSE:**

The Federal Aviation Administration (FAA) agrees to enter into this Cooperative Agreement with the Hispanic Association of Colleges and Universities (HACU). This Cooperative Agreement herein called " agreement" will follow the provisions of the Federal Grant and Cooperative Agreement Act (FGCAA) (31 U.S.C. 6301 et seq.) and will be a legal instrument reflecting the relationship between the Federal Aviation Administration (FAA) and the Hispanic Association of Colleges and Universities (HACU).

The purpose of this agreement is to develop a vehicle for FAA and HACU to strengthen their partnership and to develop and implement the various components of the FAA-HACU Program that will lead to increased employment, educational, and research and development opportunities. This agreement will also facilitate and promote the sharing of information, expertise, and resources between the FAA and the colleges and universities associated with HACU and other Hispanic

Serving Institutions (HSIs) to help increase the capacity of the institutions to offer greater opportunities to their students and faculty through this collaborative federal partnership.

#### **STATEMENT OF WORK:**

This agreement shall facilitate the implementation of the activities described below under the rubric entitled "DESCRIPTION OF ACTIVITIES BY BOTH PARTIES". The implementation of these activities will begin the development of the components in the FAA-HACU Program and develop a multifaceted approach toward developing collaborative efforts between the FAA and HACU to strengthen their partnership and bring them closer to achieving mutually shared goals.

#### **PERIOD OF PERFORMANCE:**

This agreement is for a twelve month period, effective as dated below, and is subject to revision as needed. This agreement may be extended if necessary and can be renewed if required. This agreement may be terminated upon 30 calendar notice in writing by either party.

#### **FUNDING**

This cooperative agreement is funded in the amount of \$100,000.00. The current liability of the government is \$100,000.00.

#### **DESCRIPTION OF ACTIVITIES BY BOTH PARTIES**

The FAA will host the first annual FAA-HACU Forum in the greater Washington Metropolitan area this summer or fall. Under the direction of FAA and with the financial support provided by FAA, HACU will coordinate the logistics for the conference. The purpose of this meeting will be to review the FAA- HACU Strategic Plan and provide approval and discuss funding levels for the activities and provide a forum for exchange of information.

HACU will administer an annual HACU Summer Program at FAA Headquarters beginning in FY 94 and in FAA regions beginning in FY 95.

FAA will participate in the annual HACU Conference, and other national Hispanic organization conferences that attract HSI audiences, providing information and technology transfers with education, employment, and research and development exhibits and workshops from Aviation Education, Human Resource Management, and from the Aviation Research Grants Program.

HACU will provide assistance to the FAA and the FAA-HACU Program Manager in developing effective outreach programs to include HSI's in the dissemination of information regarding employment, education, and research grant opportunities for all FAA Regions and Centers to increase HSI participation with FAA.

FAA will conduct conferences to receive and distribute input information about the FAA-HACU Strategic Plan with FAA - Administrator's Management Team (AMT), Regional Administrator's

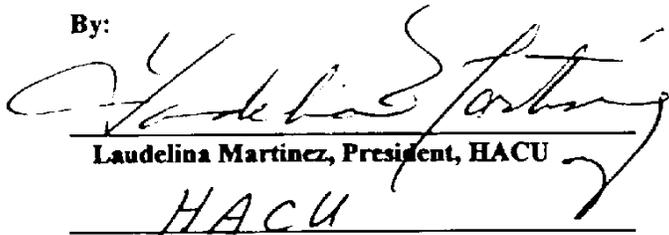
Management Team (RAMT), members of the Board of Directors of the National Hispanic Coalition of Federal Aviation Employees (NHCFAE), and the HSI Presidents and/or their representatives.

FAA will conduct conferences with HACU and HSI's to receive and distribute information and receive input about the FAA Aviation Research Grants Program.

**ESTIMATED TIME FRAME FOR ACTIVITIES:**

The period of performance of this cooperative agreement starts on June 1, 1994 and ends on May 31, 1995.

By:

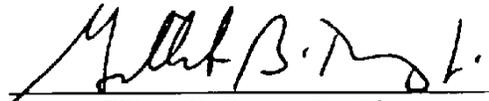


Laudelina Martinez, President, HACU

HACU  
Hispanic Association of Colleges and Universities  
(HACU)

Date

5/27/94



Gilbert B. Devey, Jr., Manager,  
Contracts Division, ASU 300

Federal Aviation Administration

Date

5/25/94

# About the Federal Aviation Administration

The Federal Aviation Administration (FAA) is the sole governing agency within the Department of Transportation (DOT) that carries out the responsibility of overseeing the safety and security of the nation's civilian system of flight navigation and air traffic control. Since 1967, Congress has given the FAA authority to regulate aircraft noise, safety for domestic airports, and the issuance of operating certificates to airports. In a single day, FAA air traffic controllers handle a combined total of more than 200,000 takeoffs and landings at U.S. airports. The public entrusts the FAA with the safety of half a billion airline passengers a year, which entails performing 30,000 security assessments, hosting more than 5,000 safety seminars, and conducting 300,000 safety inspections of airlines and aviation activities. The following sections provide a brief overview of the FAA's principal activities:

- **Air Navigation and Air Control.** FAA's air traffic and airway facilities services support safety along the aerial highways through the work of air traffic controllers, flight service specialists, engineers, and others.
- **Certification, Regulation, and Compliance.** To ensure aviation safety, the FAA sets standards for aircraft and people working in the aviation field; FAA staff also participate in accident investigations and other safety oversight programs.
- **Aviation Security.** As part of its mission to make the aviation environment a safe one for all passengers, the FAA sets policies to protect users of the nation's air transportation system from sabotage or hijacking. FAA staff also coordinate the security work of airlines, airport operators, and airport security guards.
- **Environmental Protection and Airport Improvement.** One of the FAA's most critical tasks is to ensure that aviation projects are not harmful to people and their local communities. To this end, the FAA works to reduce aircraft engine noise, limit aircraft exhaust, support compatible uses of land around airports.
- **Research and Development.** This arm of the FAA oversees a wide range of research, development, and system modernization efforts. The National Airspace System (NAS) Plan includes nearly 100 projects for revamping en route and terminal control systems, consolidating facilities, improving ground-to-air surveillance and communication, and modernizing flight service stations.

## FAA Mission Statement

"The FAA provides a safe, secure, and efficient global aviation system which contributes to national security and the promotion of U.S. aviation. As the leading authority in the international aviation community we are responsive to the dynamic nature of customer needs, economic conditions, and environmental concerns."

*"We believe in teamwork as a way of doing business..."*

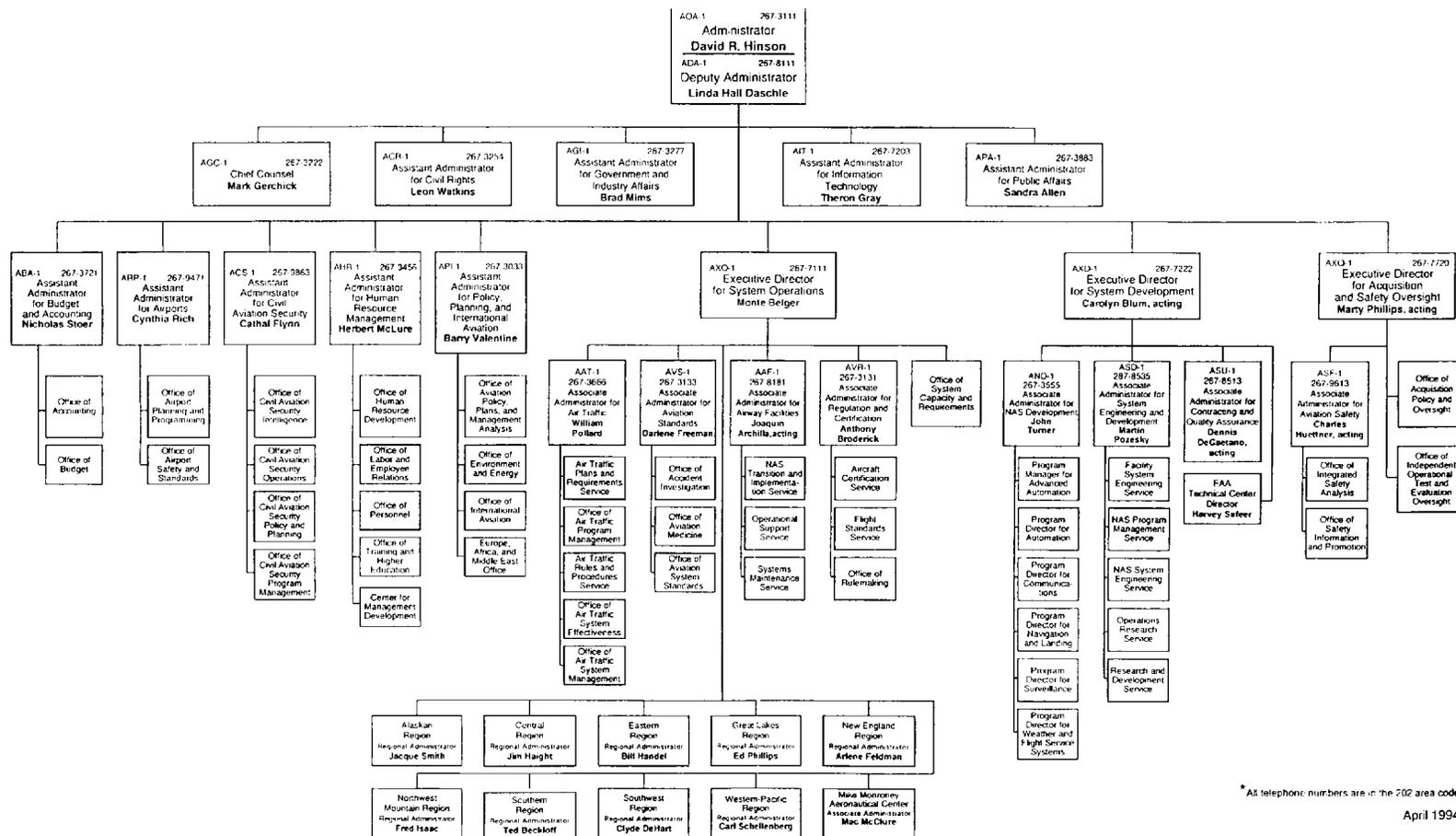
*"We're committed to diversity in the workplace..."*

*"We expect openness to new ideas and new ways of doing business..."*

*For more information, contact:*

*National Headquarters  
The Federal Aviation  
Administration  
800 Independence Ave, S'  
Washington, DC 20591*

# Federal Aviation Administration



\* As telephonic numbers are in the 202 area code  
April 1994

For the current organization chart, request the "FAA-HACU Reference Guide"

# HACU PROGRAMS - IDEAS FOR COOPERATION

## HACU Summer Intern Program

HACU sponsors a 10-week internship program designed to allow college students to experience the diversity and scope of the professional careers that are available in the Federal sector. 1994 HACU Summer Program participants include the following agencies:

- Federal Aviation Administration
- Department of Labor
- Department of the Interior
- Department of Energy
- Department of Agriculture
- Department of Commerce
- Department of Transportation

Sophomores through graduate students in all disciplines are encouraged to apply. There are internships in many different fields, including accounting, agriculture, health services, languages, public affairs, human resources, finance, environmental studies, computer science, natural resources, math and science, communications, transportation, engineering technologies, and many more. Students must maintain a 3.0 Grade Point Average, be U.S. citizens, and show satisfactory progress in a postsecondary educational program.

## The Hispanic Student Success Program

Hispanic student enrollment figures for college-level graduates have uncovered the following fact: for every 1,000 children who

enter the educational system in the U.S., only 70 graduate from college. In some areas this number is as low as 25. For this reason, in 1988, HACU started a pilot project called the Hispanic Student Success Program (HSSP) in San Antonio, Texas. Funded by the Pew Charitable Trusts and The Ford Foundation, the HSSP is a comprehensive project that seeks to increase the higher education participation and success rates for Hispanic students. The HSSP incorporates six vital components into its comprehensive model: Nurturing and Tutoring, Scholarship and Leadership, Parental Empowerment, College prep, Teacher Development, and Transfer Collaboratives. The mission of the program is to inspire in students an enthusiasm for learning and achieving.

## Excess Property Program

The purpose of this Federal program is to donate personal property to educational institutions or other non-profit organizations. The Stevenson/ Wydler Technology Act (Public Law 102-245, Section 303) states that "The Director of a laboratory, or the head of any Federal agency may give research equipment that is excess to the needs of the laboratory, agency, or department to an educational institution or non-profit organization for the conduct of technical and scientific education and research activities." Eligible organizations are defined as those non-profits involved in the conduct of technical and scientific educational and research activities.

## **FEDIX/MOLIS Program**

The Federal Information Exchange (FEDIX) is an on-line information service that provides accurate and timely Federal agency information to colleges, universities, and other research organizations. The Minority On-Line Information Service (MOLIS) is a state-of-the-art database service providing information on Hispanic Serving Institutions (HSIs) and Historically Black Colleges and Universities (HBCUs) as well as information on education and research opportunities.

Because the information on these two services is extremely valuable to HACU members, HACU has assigned two individuals to train members on the use and capabilities of FEDIX/MOLIS.

# HISPANIC-SERVING INSTITUTIONS RECEIVING DOT GRANTS

In May 1994, the Department of Transportation's Office of Small and Disadvantaged Business Utilization (OSDBU) awarded grants to eight HSIs for the purpose of administering OSDBU's Student Training and Education Program (STEP). HSIs that will receive the \$100,000 grants are:

- California State University, Los Angeles, CA
- Corpus Christi Junior College/Del Mar College, Corpus Christi, TX
- Humacao University College, Humacao, Puerto Rico
- Miami-Dade Community College, Wolfson Campus, Miami, FL
- Texas A&M International University, Laredo, TX
- The City College of the City University of New York, NY
- University of Texas at El Paso, TX
- University of New Mexico, Albuquerque, NM

As stated by Secretary of Transportation Federico Pena, the grant program will combine the efforts of government, HSIs, and the private sector to foster diversity in educational opportunities for college students in the field of transportation. He also expects that the program will promote greater participation of disadvantaged business enterprises in transportation-related contracts.

The 18-month project will use the varied resources offered by the HSIs to develop and implement educational programs in the field of transportation. In turn, students of these programs are encouraged to use their knowledge to become owners and managers of transportation-related Disadvantaged Business Enterprises (DBEs).

The HSI program complements OSDBU's ongoing grant program with Historically Black Colleges and Universities to administer STEP.

Specific activities in this program include development of an internship program, a transportation lecture series/curriculum and a faculty fellowship program.

*For more information  
contact:*

*Luz Hopewell,  
Director  
OSDBU  
1-800-532-1169 or  
(202) 266-2852*

# HACU PARTNERSHIPS WITH OTHER FEDERAL AGENCIES

In addition to its Cooperative Agreement with the Federal Aviation Administration, the Hispanic Association of Colleges and Universities has signed Memoranda of Understanding (MOUs) with several Executive Branch Departments. These include:

- Department of Agriculture
- Department of Transportation
- Department of the Interior
- Department of Energy
- Department of Commerce

These MOUs provide a cooperative framework for the parties to develop and establish programs which will be directed at expanding and strengthening the role of Hispanic Serving Institutions in support of the respective mission of the various Agencies.

The Memoranda reflect the concerns and priorities of each Department, however, all of them contain provisions which seek to expand education and training opportunities for Hispanic students.

These provisions enable HACU to provide cooperative education and summer internships for students in a wide variety of disciplines and career paths. At present, HACU has a 10-week internship program in Washington, DC, and plans are being developed to offer placement to students in the various field offices sponsored by each Department.

# HISPANIC-SERVING INSTITUTIONS

This is a list of the 128 Hispanic-Serving Institutions whose interests HACU represents. The curriculum programs included in this list, a subset of all available programs at each institution, were selected because they may be of particular interest to FAA managers. For a comprehensive description of the available curriculums at each institution, you may contact HACU and order the HSI Directory.

KEY: C = Certificate      A = Associates  
 B = Bachelors      M = Masters  
 D = Doctorate      \* = HACU Member

	B U S I N E S S M G T	E N V I R O N M E N T A L	A V I A T I O N M G T	T R A N S P O R T M G T	T E L E C O M M U N I C A T I O N S	C O M P U T E R S C I	G E N E R A L E D U C A T I O N	A E R O S P A C E E N G I N E E R I N G	P U B L I C A D M I N I S T R A T I O N	A E R O N A U T I C A L T E C H N I C A L	L A W E N F O R C E M E N T	A V I A T I O N C O M P U T E R	A I R T R A F F I C A N C E N T R A L	E L E C T R O N I C T E C H N I C A L	
<b>FAA WESTERN PACIFIC REGION ARIZONA</b>															
Arizona Westem College (602) 344-7500	A						A								
Pima Community College, Downtown Campus															
South Mountain Community College * (602) 243-8035	A														
<b>FAA WESTERN PACIFIC REGION CALIFORNIA</b>															
California State U., Los Angeles * (213) 343-3000	M		B		B	B					B				
Cerritos College (213) 860-2451	A					A									
College of the Sequoias (209) 730-3700	A						A								
Compton Community College (213) 637-2660															
Don Bosco Technical Institute (818) 280-0451															
East Los Angeles College * (213) 265-8662															
Gavilan College (408) 848-4712	A						A	A							
Hartnell College (408) 758-8211															
Imperial Valley College * (619) 352-8320	A							A							
Kings River Community College * (209) 638-3641								A		A					
Los Angeles City College * (213) 953-4000								A							
Los Angeles Harbor College (310) 522-8200															
Los Angeles Mission College * (818) 364-7795	A	A					A								
Los Angeles Trade - Technical College (213) 744-9000								A							A
Mount Saint Mary's College * (310) 476-2237	B						A								
Mt. San Antonio College (714) 594-5611	A														
Oxnard College (805) 488-0911	A				A			C							
Palo Verde College (619) 922-6168	A														
Rio Hondo College * (213) 692-0921															
Saint John's Seminary College * (805) 482-4697															
San Bernardino Valley College															
S. Diego State U., Imperial Val. Camp. (619) 357-5520															
Southwestern College * (619) 421-6700	A	A			A		A			A					A
West Coast Christian College (209) 299-7201															
West Hills Community College (209) 935-0801								A							
<b>FAA NORTHWEST REGION COLORADO</b>															
Community College of Denver															
Otero Junior College (719) 384-8721															
Pueblo Community College * (719) 549-3213	A						A								
Trinidad State Junior College (719) 846-5011	A							A							







# ABOUT THE HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES

The Hispanic Association of Colleges and Universities (HACU) was founded in 1986 to serve Hispanic students attending postsecondary institutions in the United States and Puerto Rico. HACU is a national organization that represents 127 Hispanic Serving Institutions (HSIs), which comprise 3% of all U.S. colleges and universities. HSIs are colleges, universities, and community colleges which have an Hispanic student enrollment of 25% or more and are not necessarily HACU members. HACU also represents 37 Associate Member Institutions that, although not HSIs, have a Hispanic enrollment of between 10% and 25%.

In a very short period of time, HACU has become the leading national advocate for Hispanic higher education in the United States by promoting policies that affect HSIs. HACU was one of the key organizations supporting the 1992 reauthorization of the Higher Education Act, which established the definition of an Hispanic Serving Institution.

HACU's goals are to share information among member institutions, generate resources for its programs, and create communication networks linking higher education, the Federal government, and private industry. HACU's mission is to increase Hispanic students' access to educational programs and improve the quality of the offerings at postsecondary institutions. Resources are used to accomplish HACU's mission by:

- Increasing awareness of Hispanic educational needs and opportunities;
- Supporting educational programs with an Hispanic focus;
- Funding special research projects for Hispanic students;
- Conducting summer programs for Hispanic students such as math enrichment, internships, and leadership development; and
- Supporting scholarship programs for Hispanic students.

## HACU Program Activities

*Advocacy and Information Sharing.* HACU encourages HSIs to participate in the formulation of national education policies and works to keep Federal legislators, government agencies, educational institutions, and the public aware of the issues facing Hispanic students in higher education today and the important role that HSIs play in the educational process.

*Almost 45% of all Hispanic postsecondary students attend HSIs. More than 400,000 Hispanic students are enrolled in colleges and universities in fifteen states and Puerto Rico.*

*For more information, including a membership directory, contact:*

*Hispanic Association of Colleges and Universities  
National Headquarters  
4204 Gardendale Street,  
Suite 216  
San Antonio, Texas 78229  
(210) 692-3805 - office  
(210) 692-0823 - fax*

*or in Washington, contact:*

*One Dupont Circle, NW  
Suite 320  
Washington, DC 20036  
(202) 833-8361 - office  
(202) 833-8367 - fax*

*Resource Targeting through Partnerships.* HACU works to establish contacts between government agencies, corporate entities, and foundation for the purpose of raising resources for HACU member institutions through collaborative agreements and special programs.

*Educational Programs.* HACU sponsors national conferences, workshops, and information seminars to provide a forum for discussion and action on Hispanic issues such as student recruitment, financial aid, postsecondary educational offerings, institutional fundraising, and career opportunities.

*Hispanic Student Success Program (HSSP).* HSSP is a dropout prevention and college preparation project to improve Hispanic educational participation and success rates in South Texas. It focuses on linkages between colleges/universities and pre-collegiate school systems, and between baccalaureate institutions and community colleges. The National Hispanic Student Success Program replicates the HSSP in East Los Angeles, CA; Miami, FL; Las Vegas; and the Bronx, New York.

*Office of Research.* The HACU Office of Research focuses on the institutional capabilities and programmatic needs of HSIs, and specifically, on the unique characteristics of individual institutions and the factors that contribute to the success of Hispanic students in higher education.

## **Funding**

Funding for HACU programs and administration comes from a variety of sources, including membership dues, corporate and foundation support, educational programs, and consulting services. HACU is a non-profit, tax exempt, 501 (c) organization.

## **HACU Contacts in San Antonio**

HACU President  
Vice President for Advancement  
Director of Grants and Special Projects  
Director of Grants and Contracts  
FEDIX/MOLIS Project  
Administrative Assistant for Membership  
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Gilbert Sanchez

Isaura Santiago

Leo Sayavedra

Connie Valdez

*Our leadership positions will be filled with people who value the contributions that employees of diverse backgrounds bring to the workplace. We have an absolute commitment to diversity and we expect the highest standards of leadership in each FAA organization.*

*-David Hinson  
Administrator*

*This partnership provides unique opportunities to the FAA as it makes an investment in education and youth at our nation's Hispanic-Serving Institutions (HSIs). HACU is pleased to be part of this effort.*

*-Laudelina Martinez  
HACU President and CEO*

*For more detailed  
information, request  
the "FAA-HACU  
Reference Guide"*