



Wednesday, December 6, 2023 • 9:30am–4:30pm ET • NTSB Boardroom

Biographies

Panel #1 • FAA's Approach to Mental Health: First-Person Accounts

PANELISTS



Stephanie Day

Flight Attendant, Horizon Air • Employee Assistance Program Representative, Association of Flight Attendants

Stephanie Day, mother of four and a seasoned flight attendant with 25 years at Horizon Air,

embarked on what would become a challenging journey to transition from the cabin to the cockpit. Driven by her passion for flying, she began flight training in 2015. As she inched closer to soloing she was faced with earning her medical certificate. She knew if she was honest she would be denied because of past mental health and substance use issues. Feeling defeated, she halted her training, fearing her dreams were shattered.

Seeking support and wanting to be of service to others, Stephanie became an Association of Flight Attendants (AFA) Employee Assistance Program (EAP) representative and attended the annual Flight Attendant Drug and Alcohol Program (FADAP) conference in 2016. This experience, coupled with her recommitment to recovery, propelled her back on track. Sober since September 2016 and medication-free, Stephanie felt healthier than ever and in January of 2020 submitted her first medical certification request.

Six months after submitting and once again at the point of soloing in her flight training, Stephanie received a denial letter from the FAA. Devastated by the FAA's decision, she pivoted direction and returned to school. Stephanie is pursuing a Bachelor's Degree in Aeronautical Science, set to complete in January 2024. Her capstone project delves into the Human Intervention Motivation Study (HIMS) special issuance medical certification process for pilots, drawing from her personal challenges and advocating for pilots facing similar hurdles.

In July 2021, in the midst of purchasing a Cessna 150 to use for flight training for herself and her son, she was giving up on ever becoming a "licensed pilot". However, through the recommendation and support of

a HIMS peer, Stephanie restarted the medical certification process in March 2022. She aims to submit her second application by the end of 2023. Her story reflects not only her individual triumphs but also sheds light on the broader issues of mental health awareness and support within the aviation industry. Stephanie's journey is a testament to her unwavering determination and serves as an inspiration for those facing adversity in pursuit of their dreams.



Troy Merritt

First Officer
United Airlines

Troy Merritt, a First Officer for United Airlines in Los Angeles, began his aviation career in 2011 at the University of North Dakota where he learned to fly and studied aviation. After flying regional jets in New York City, he joined United Airlines. He also served as Vice President for the aviation LGBTQ+ non-profit, NGPA, for three years. Troy lives in Irvine, CA with his husband, who is also an airline pilot.



Tim Sisk

Principal Operations Inspector
Federal Aviation Administration

From Tim's earliest memories, he knew he wanted to be a pilot. In pursuit of his passion, he obtained two aviation degrees from the University of Central Missouri where he was a certified flight instructor for the Part 141 flight school and also earned his Airframe and Powerplant certificates. During his career he has worked as an aircraft mechanic, specializing in avionics installation; a flight instructor in airplanes and helicopters; and a pilot for various types of Part 91 operators. In 2019 he joined the Federal Aviation Administration as an Aviation Safety Inspector and now serves as a Principal Operations Inspector for a wide variety of air carriers,

commercial operators, and air agencies. In addition, he performs aircraft accident and illegal charter operation investigations. His role in the FAA has given him a wealth of experience in Safety Risk Management, and Risk-Based Decision Making.



Laila Stein

Certified Flight Instructor, Jeff Air Pilot Services • Adjunct Professor, Ivy Tech Community College

Laila Stein is a recent graduate of Western Michigan University's College of Aviation and an aspiring aviation researcher, currently located in the greater Indianapolis area. Her passion for flight was initially fueled by her family, who surrounded her from a young age with stories about her grandfather's love of the aviation community. During the final years of her undergraduate education at Western, she combined her knowledge of the collegiate aviation culture and her drive to make the world around her a better place in her Lee Honors College thesis titled "Mental Health in Aviation: A Study of Aviation Students on Their Perceptions of the Federal Aviation Administration's Rules Governing Mental Health". Laila works as both a certified flight instructor for Jeff Air Pilot Services and an adjunct professor for Ivy Tech Community College where she teaches private pilot ground school to area high-school students.



Anne M. Suh, MD

Internal Medicine Physician
Northwestern Medicine

Dr. Anne Suh is an internal medicine physician who practices in Chicago, Illinois with Northwestern Medicine. Her practice interests include

preventative medicine, hypertension, hyperlipidemia and Women's health. She graduated from Boston University Medical School in 1992 after completing her undergraduate degree in Biology at Yale University in New Haven, CT. She pursued her residency in Internal Medicine at the University of Minnesota Hospital and Clinics where she was a Chief Resident at Ramsey Medical Center in St. Paul.

In addition, Dr. Suh enjoys working with medical students and has been a clinical instructor at Northwestern for first and second year students.

She also enjoys volunteering and is a member of the Volunteer Leadership Committee at Northwestern which focuses on the importance of civic engagement and support of community partners in Chicago and the surrounding suburbs.

Dr. Suh enjoys the outdoors and hiking and camping, especially at State and National Parks with family as well as spending time with her beloved dog Chloe.

Panel #2 • Our Current Approach to Evaluating Mental Fitness: Views from FAA, Providers, and Researchers

**All speakers in Panel 2 are also participating in the Roundtable*

PANELISTS



Elizabeth Bjerke, Ph.D.

Associate Dean, Professor in Aviation
University of North Dakota

Elizabeth Bjerke, Ph.D. is the Associate Dean for the Odegard School of Aerospace Sciences at the University of North Dakota and a Professor in

Aviation. She has over twenty years of experience in collegiate aviation education starting a certified flight instructor and working her way up through the academic ranks. Her current research focuses on pilot healthcare seeking behavior and pilot mental health, pilot supply and sourcing, along with persistence within collegiate aviation programs. She also works closely with industry partners to secure pathways and partnerships to help students succeed upon graduation. She served as the Co-PI on the Pilot Source Study that analyzed airline pilot background data compared to initial training success. This project spanned seven years and incorporated data from over 20 regional airlines. Dr. Bjerke is an active participant in the Aviation Accreditation Board International, having served on their Board of Trustees for nine years.



Dr. Brent Blue

Senior Aviation Medical Examiner,
Airline Transport Pilot • FAA

Dr. Brent Blue has been a Senior AME for over 40 years. He is HIMS qualified. Dr. Blue is board certified in Family Medicine as well as Emergency

Medicine and serves as medical consultant to the Aircraft Owners and Pilot Association (AOPA). He is ATP rated with over 10,000 GA flying hours. He also serves as the airshow safety physician for the EAA AirVenture Oshkosh and was the team physician for the US Unlimited Aerobatic Team at the World Competition in Hungary. Dr. Blue lectures and writes extensively on aviation medicine and introduced pulse oximetry and low level digital carbon monoxide detection to general aviation in the 1990s.



Dr. Penny Giovanetti
Director, Medical Specialties Division
Headquarters • FAA

Dr. Giovanetti is currently the Director, Medical Specialties Division at Headquarters, FAA. In that position, she is responsible for developing aerospace medicine policies and procedures, overseeing the process of medical appeals to the Federal Air Surgeon, providing oversight of FAA employee drug and alcohol testing, managing the FAA mental health professional service, supporting the Office of the Chief Counsel Enforcement Division, responding to National Transportation Safety Board recommendations, and providing aerospace medicine expertise and advice to the Federal Air Surgeon.

Dr. Giovanetti joined the FAA in August 2012, as manager of the Medical Officer Branch in Oklahoma City. She retired from the US Air Force in 2007 after a 27-year career as a flight surgeon, staff officer, and commander. She held numerous positions in aeromedical standards to include the Tactical Air Command Surgeon's Office, Air Force Surgeon General's Office and the US Air Force Academy. She was Commander of the USAF Medical Center at Wright-Patterson AFB and Vice Wing Commander of the 311th Human Systems Wing, host to the USAF School of Aerospace Medicine, just prior to her retirement. She has logged nearly 1,000 flying hours as a flight surgeon in military aircraft, and is a licensed private pilot.

She holds a doctorate in osteopathic medicine from Des Moines University; master's degrees in Preventive Medicine/Environmental Health from the University of Iowa, and National Security Strategy from the National War College; and a bachelor's degree in English from Stanford University. She completed a residency in Aerospace Medicine, and is a Diplomate of the American Board of Preventive Medicine in Aerospace Medicine and Occupational Medicine. She also completed a residency in Physical Medicine and Rehabilitation and is a Diplomate of the American Board of Physical Medicine and Rehabilitation. She is a Fellow of the Aerospace Medical Association.



William R. Hoffman, MD
Neurologist and Aircrew Brain Health
Researcher • Affiliated Assistant Professor
of Aviation, University of North Dakota

William R. Hoffman, MD is a neurologist and aircrew brain health researcher with an interest in aeromedical screening and healthcare behavior. He is an affiliated assistance professor of aviation at the University of North Dakota John D. Odegard School of Aerospace Science and is the lead of the War Fighter Brain Health Research Team at the 59th Medical Wing, United States Air Force. He is an internationally invited speaker on pilot health behavior and leads the Aerospace Medical Association Mental Health Research Subgroup.



Dr. Quay Snyder
President/CEO
Virtual Flight Surgeons

Dr. Quay Snyder is President/CEO of Virtual Flight Surgeons, [Aviation Medicine Advisory Service] providing medical certification and aviation safety guidance for pilot and air traffic controller unions as well as business and general aviation pilots. Dr. Snyder has been the Air Line Pilots Association, International Aeromedical Advisor since 2010, after serving as Associate Aeromedical Advisor since 1994. Since 2015, he has served as the FAA / ALPA HIMS Program Manager and has over 20 years experience sponsoring and monitoring substance addicted pilots.

Quay holds board certification in Aerospace Medicine, Addiction Medicine, Family Practice and Occupational Medicine. He is a graduate of the United States Air Force Academy, Duke University School of Medicine and the University of Colorado Health Sciences Center. He served in the USAF, USAF Reserve and Colorado Air National Guard for 25 years as a flight surgeon, glider instructor pilot and in leadership roles.

Dr. Snyder is active in many aviation safety committees and organizations, both nationally and internationally. He is an AsMA Fellow and member of several of AsMA's Constituent and Affiliate organizations. He serves on the Board of Directors of the International Academy of Aviation and Space Medicine and on the Board of Trustees of the National Aviation Hall of Fame from 2014-2020. He has chaired the National Business Aviation Associations Safety Committee's Fitness for Duty Working Group and served on both the medical expert group for the FAA's Pilot Fitness Aviation Rulemaking Committee and co-chairs AsMA's Pilot Mental Health Working Group. Dr. Snyder also serves on several ICAO working groups including Problematic Use of Psychoactive Substances (PUPS), Mental Health, Medical Certification and Standards and CAPSCA. He is a member of the Flight Safety Foundation's Business Advisory Council and is on the faculty of the University of Southern California's Viterbi School of Engineering in the Aviation Safety and Security Program.

Dr. Snyder has been an FAA Certified Flight Instructor (Gold Seal) since 1975 and actively serves as a Designated Pilot Examiner since 1998 and FAA Safety Team representative since 2003. He received the Soaring Society of America's World Distance Award for 40,000 km (Earth's circumference) of solo cross country flight in his ASK-24B glider. He is also active in triathlons qualifying for the 2016, 2020 and 2022 Ironman Hawaii World Championships and in 2020, qualified for the International Triathlon Union's World Championships representing Team USA in every triathlon distance from sprint to long course as an age group amateur.



Professor Harley Waters
Student Wellness Coordinator,
Professional Pilot Faculty Member
Middle Tennessee State University

Harley Waters is a dedicated professional with a unique combination of roles as a Student Wellness

Coordinator and Professional Pilot Faculty member at Middle Tennessee State University.

With a background that includes a Master of Aviation Education, Harley has seamlessly blended her passion for aviation with a commitment to supporting student well-being. Her career has been marked by the successful implementation of student support programs and conducting cutting-edge research on mental health within the college aviation community.

Harley's pioneering work includes the development of a peer mentorship program at Middle Tennessee State University, an initiative that has proven instrumental in fostering a supportive and inclusive learning

environment. She has dedicated herself to improving student mental health, recognizing the vital role it plays in their overall success.

While Harley's contributions to student well-being stand out, she is equally recognized for her dedication to academic excellence. Her work is a testament to her commitment to both her professional and educational pursuits.

Harley Waters is a dynamic and compassionate professional who is shaping the future of student well-being in the realm of college aviation. Her commitment to mental health and her innovative approaches continues to have a profound impact on students and the academic community.

Roundtable • The Future of Mental Health in Aviation: Where We Go From Here?

PANELISTS



Dr. Frank Ayers

Chairman of the Aviation Mental Health Task Force in the College of Aviation, Embry Riddle Aeronautical University

Dr. Frank Ayers is the Chairman of the Aviation Mental Health Task Force in the College of Aviation

at Embry Riddle Aeronautical University in Daytona Beach, Florida. The Task Force was established by Dean Alan Stolzer in December of 2021 to address the mental health challenges our students face as they work to join the aviation industry. The Task Force consists of over 30 students, faculty, and staff from across the university, and has undertaken many significant initiatives to address the myths and challenges surrounding this critical issue.

Dr. Ayers is a Professor of Aeronautical Science and the School of Graduate Studies. Additionally, he is a Senior Editor at Plane and Pilot magazine and publishes two monthly columns on aviation safety, professionalism, and history. From 2009 to 2019 Dr. Ayers served as the 7th Chancellor and Chief Executive Officer of the Prescott Arizona campus of Embry Riddle Aeronautical University. From 2005 to 2009, Dr. Ayers served as chairman of the flight training department at the Daytona Beach, Florida Campus.

Prior to joining Embry-Riddle, Colonel Ayers served in the U.S. Air Force for 26 years, as a B-52 instructor pilot, B-52 Squadron Commander, Wing Chief of Safety, Base Commander and Chief of Joint Military Education Policy. He has earned an Airline Transport Pilot certificate, with type ratings in the Boeing 757 and 767, and is an active certified flight instructor. Ayers has logged more than 6,300 flight hours in a wide variety of aircraft types.

Dr. Ayers has earned a B.A. in History from Virginia Polytechnic Institute, an M.S. in Aviation Management from Embry-Riddle and an Ed.D. from Nova Southeastern University. He is a graduate of the Harvard University,

Senior Leaders in Government course and the University of Southern California, Aircraft Accident Investigation Course.

Dr. Ayers is a past elected member of the National Association of Intercollegiate Athletics (NAIA) Council of Presidents, and was appointed by Governor Doug Ducey to serve on the Arizona Post-Secondary Education Commission.

Dr. Ayers is the 2013 inductee in the Virginia Polytechnic Institute, Aviation Hall of Fame, for notable achievement in the fields of aerospace and aviation. Additionally, he was named the recipient of the University Aviation Association's 2005 Frank E. Sorenson Award, for "the professional educator who has made substantial contributions to the field of aviation research and scholarship."



Brian Bomhoff

Founder, Executive Director
Pilot Mental Health Campaign

Brian Bomhoff is the founder and Executive Director of the Pilot Mental Health Campaign (PMHC), the first non-profit dedicated exclusively to improving

mental healthcare access for aviation professionals. PMHC seeks to improve the lives of pilots by advocating for new, innovative policy frameworks that reduce barriers to care while keeping America's skies the safest in the world.

His diverse background includes experience as a political fundraiser and consultant. He currently serves as Vice President of Bomhoff Limited, an aircraft interiors design and manufacturing company based in Tucson, AZ. He holds a BA in Organizational Studies and Political Studies from Pitzer College, as well as an MBA from Presidio Graduate School. Originally from Kansas, he now calls Seattle and Southern Arizona home. Brian, a licensed pilot and skydiver, stays engaged in aviation and is a proud member of NBAA, NGPA, AOPA, and EAA.



William J. Bramble, Ph.D.
National Resource Specialist - Human Performance • National Transportation Safety Board

William J. Bramble, Ph.D., is a national resource specialist for human performance in the NTSB's Office of Aviation Safety. He holds a Ph.D. in psychology and U.S. private pilot certificate. Dr. Bramble previously served as an NTSB human performance investigator for over two decades. During those years, he supported over 50 major domestic and international aircraft accident investigations. In his current position, Dr. Bramble continues to support NTSB accident investigations and works on other agency matters related to aviation human factors. Dr. Bramble chaired the human factors working group of the International Society of Air Safety Investigators from 2018 to 2023.



Matthew Cain
Safety Committee Chair
Southwest Airlines Pilots Association

Matthew Cain is the Safety Committee Chairman for the Southwest Airlines Pilots Association (SWAPA). Mr. Cain is a Boeing 737 Captain based in Baltimore.

As the Chairman, Matthew represents over 10,500 pilots of Southwest Airlines in incident/accident investigations as well as performing various safety committee duties.

Prior to joining Southwest Airlines, Matthew was the Chief Accident Investigator for the AirTran Airways ALPA MEC where he was a Boeing 717 First Officer. Matthew's earlier career included pilot positions at Chicago Express Airlines and Colgan Air.

Matthew earned a bachelor's degree from the University of Georgia majoring in Risk Management and has the University of Southern California certificate in Aviation Safety and Security. He holds an Airline Transport Pilot Certificate with multiple type ratings and a Flight Instructor Certificate.



Rondeau Flynn
First Officer, Aero Medical Committee Chairman • Allied Pilots Association

First Officer Rondeau Flynn serves as the Aero Medical Committee Chairman for the Allied Pilots Association.

First Officer Flynn is a Boston-based B-737 Pilot for American Airlines with over 20 years of commercial airline industry experience encompassing Part 121 operations. He has logged over 13,000 flight hours. In this capacity, he has flown Airbus, Boeing, and Embraer aircraft.

He previously served as the Deputy Chairman for the Pilot Occupational Health Committee for the Allied Pilots Association (APA). In this capacity he coordinated, staffed, and developed threat mitigation strategies for the reduction of occupational health exposures. Interfacing with

industry scientists in the fields of Space Weather Radiation, and Cabin Air Quality the APA-Pilot Occupational Health Committee is dedicated to prevention based health measures for the members of APA. Additional responsibilities included APA's Solar Radiation Alert System, and conducting Space Weather Radiation Seminars for maternity pilots and their growing families.

FO Flynn began serving the members of APA in 2018 and in 2022 was selected and appointed by the APA President to serve as the Chairman of the APA National Aeromedical Committee. He is directly responsible for the budgeting, planning, development, and implementation of the industry's leading Aeromedical Department. As Chairman, he directly oversees multiple pilot peer-support programs including HIMMS, Project Wingman, Critical Incident Response Program, Pilot Occupational Health, the Disabled Pilots Awareness Committee, and APA's Sudden Grief Response Program. FO Flynn is also a member of APA's Project Wingman and the Sudden Grief Response Program where he continues to serve and advocate for the more than 15,000 pilots of American Airlines.

Upon the release of the July 2023 DOT-OIG Report (AV2023038) *FAA Conducts Comprehensive Evaluations of Pilots With Mental Health Challenges, but Opportunities Exist to Further Mitigate Safety Risks*. FO Flynn established an APA-Aeromedical Task Force to investigate and reduce the stigma associated with Pilot Mental Fitness. Upon completion in Winter 2024, APA Aeromedical will implement and develop best practices for the members of APA.

Headquartered in Fort Worth, Texas, near Dallas/Fort Worth International Airport, the Allied Pilots Association (APA) serves as the certified collective bargaining agent for the 15,000 professional pilots who fly for American Airlines. APA was founded in 1963 and is the largest independent pilots' union in the world. APA provides a broad range of representation services for its members and devotes more than 20 percent of its dues income to support aviation safety.



Jennifer Leigh Grega, NCAC I, LAP-C
Flight Attendant, United Airlines
Master Executive Chairperson,
Employee Assistance Program Committee

Jennifer Grega has been a flight attendant for over 34 years. Jennifer has served on the AFA-CWA Employee Assistance Program at United Airlines since 1999. She advanced to the Master Executive Chairperson for the EAP Committee in 2017. In 2018, Jennifer received the President's Volunteer Service Award for over 20 years of volunteer service in advancing the well-being of Flight Attendants.



Francis C. Heil
Managing Director, Safety
Airlines for America

Francis Heil is the Managing Director, Safety, and is responsible for interacting with Airlines for America (A4A) members and industry stakeholders such as

the FAA and National Transportation Safety Board. Heil provides support and strategic direction to the association's Safety Council and provides industry leadership to the cooperative government-industry Commercial Aviation Safety Team (CAST), Aviation Safety Information Analysis and Sharing (ASIAS) system and assists members in building upon their positive safety cultures and developing standard operating procedures to address changing regulatory requirements. Heil joined A4A in 2016 bringing more than 35 years of legal, regulatory and aviation experience to the Association.

Prior to joining A4A, Heil held positions with both American Airlines and the Federal Aviation Administration. While at American Airlines, Heil served as senior legal adviser to Safety, Operations, Maintenance and Engineering departments and the team responsible for handling the merger and integration of American Airlines' and US Airways' FAA operating authorities into a single operating certificate.

Heil served in the U.S. Navy for more than 20 years as a naval aviator, retiring from the Naval Reserve as a Captain. Heil began his aviation career upon graduation from the U.S. Naval Academy in Annapolis, MD.



Jeremy Horn
Managing Director of Safety
Horizon Air

Jeremy Horn is the Managing Director of Safety for Horizon Air, living our value of Owing Safety for Horizon's employees, guests, aircraft and equipment. He is also a facilitator and mentor in Alaska Air Group's leadership development programs. Prior to assuming his current role in December 2021, Jeremy served as the Alaska Air Group Director of Security.

Before joining Alaska in 2019, Jeremy served nearly 35 years in the Active Duty Air Force, Air Force Reserve, and Washington Air National Guard. He was commissioned upon graduation from the United States Air Force Academy, completed pilot training, and spent the next two decades as a fighter pilot, ground forward air controller, and instructor pilot. After transferring to the Washington Air National Guard, Jeremy deployed as a liaison officer in Afghanistan, commanded at the group and wing level, and served as the Director of the Joint Staff. He culminated his military career as Washington's Assistant Adjutant General for Air and the commander of the Washington Air National Guard.

Jeremy holds a Bachelors of Science degree from the United States Air Force Academy and a Masters of Aeronautical Science from Embry-Riddle Aeronautical University. He is rated as an Airline Transport Pilot with over 3,500 flight hours in fighter, trainer, and civilian aircraft and flies as a first officer in Horizon's Embraer E175.

Jeremy currently serves on the Regional Airline Association Safety Council, leads future planning for Alaska Air Group's COVID-19 Response Task Force, and is a member of the Northwest Region USO Board. He previously served as a King County Red Cross board member and as a member of the Air National Guard Strategic Planning Executive Committee. He has also been a guest lecturer for the Air National Guard

Commander Course, University of Washington ROTC, and numerous other public forums.

Jeremy and his wife Kelli reside in West Seattle. They have four grown children and three grandchildren.



Turan Kayagil, MD, FACEP
Medical Officer
National Transportation Safety Board

Dr. Kayagil is a Medical Officer at the National Transportation Safety Board (NTSB). Dr. Kayagil serves as a subject matter expert, conducting medical investigations for accidents in all modes of transportation, and engaging in other agency activities related to medical aspects of transportation research, policy, and outreach. In his 4 years at the NTSB, he has contributed to hundreds of aviation accident investigations.

Dr. Kayagil is a board-certified Emergency Medicine physician and a Fellow of the American College of Emergency Physicians. He holds a Medical Doctorate from Georgetown University. He has worked as an attending physician in multiple emergency departments in Virginia and Pennsylvania, including as academic core faculty at a Level 1 trauma center. He also holds a private pilot certificate.



Mark Larsen
Director of Safety & Flight Operations
National Business Aviation Association

Mark E. Larsen, CAM is the director of safety & flight operations at the National Business Aviation Association. In this position, he oversees NBAA safety and flight operations education and policy initiatives and rulemaking efforts with the FAA, Department of Transportation, and National Transportation Safety Board and serves as the staff liaison to the NBAA Safety Committee. He also advocates for aviation medical and mental health support initiatives in business aviation. His responsibilities include representing NBAA on the FAA's Aviation Safety Information Analysis and Sharing (ASIAS) program's General Aviation Issues Analysis Team, the FAA's General Aviation Joint Safety Committee's (GAJSC) Safety Analysis Team, and the FAA's Air Carrier Training Aviation Rulemaking Committee (ACT ARC) Steering Group. Mark also serves as a member of the Board of Governors of the Air Charter Safety Foundation, Bombardier Safety Standdown Advisory Council, and Embry-Riddle Aeronautical University Prescott Aerospace Advisory Board. Mark began his NBAA career in 2004. Over the years his responsibilities have included researching and answering incoming questions from NBAA Members on a wide range of operational and administrative issues, conducting a number of analyses of business aviation operators and airports, serving as the staff person responsible for domestic operations issues, and serving on NBAA's web site team. He is a graduate of the University of North Dakota, where he received a Bachelor of Business Administration degree majoring in aviation management. During his education at UND, Mark earned his commercial pilot certificate with airplane instrument, single-engine and multi-engine ratings and his flight instructor certificate.

In addition to working full-time at NBAA, Mark was a flight instructor at Dulles Aviation in Manassas, Virginia from 2005-2009. He earned his Certified Aviation Manager certification from NBAA in 2015 and his Mental Health First Aid certificate in 2023.



Andrew LeBovidge

Executive Vice President, National Air Traffic Controllers Association

Andrew LeBovidge, a 30-year veteran air traffic controller, is the Executive Vice President for the National Air Traffic Controllers Association

(NATCA). NATCA is a labor union and aviation safety organization that represents nearly 20,000 highly skilled air traffic controllers, engineers, and other aviation safety professionals, with 15 bargaining units within the Federal Aviation Administration, several Department of Defense air traffic facilities, and 116 privately operated federal contract towers within the United States.

Mr. LeBovidge started his air traffic control career at Houston Air Route Traffic Control Center in 1992 and has served as a representative for NATCA since 1998, first at the local level, and then as a Regional Vice President for NATCA's Southwest Region from 2015-2021. He served on the 2009 collective bargaining agreement negotiating team, the National Academies of Science Committee for Study of Federal Aviation Administration Air Traffic Controller Staffing, the FAA Independent Review Panel on the Selection, Assignment and Training of Air Traffic Control Specialists, and on a number of other collaborative workgroups with the FAA. He was appointed to the Federal Aviation Administration's Advanced Aviation Advisory Committee by the U.S. Secretary of Transportation in October 2022.

Mr. LeBovidge has maintained a strong commitment to addressing health issues in the air traffic control environment, with a particular focus on mental health issues. Mr. LeBovidge served on the union team responsible for negotiating processes to allow for air traffic controllers in the United States to obtain medical clearances with special consideration while being treated with certain selective serotonin reuptake inhibitors. Mr. LeBovidge also created a toolkit for local Union representatives to utilize while assisting members facing health issues, compiling a broad spectrum of processes under one umbrella to facilitate access to those in need. Mr. LeBovidge is currently engaged in exploring the opportunities to develop and implement a peer support program for ATCOS within the United States.



Travis Ludwig

Pilot Assistance Chair
ALPA

Travis Ludwig is a United Airlines Captain flying the Boeing 737, based out of DCA/IAD/BWI. Captain Ludwig started as a member of ALPA in September

2001 as a first officer at Comair five days before September 11th. This experience would shape Travis' understanding of the importance of ALPA and ALPA's extensive resources.

After raising a family, Travis joined the volunteer ranks as an Aeromedical volunteer in 2015 for United Airlines MEC, eventually serving as the United Aeromedical Vice Chair then Chair.

Prior to being the ALPA-I Pilot Assistance Chair, Travis served as the ALPA-I Pilot Assistance Vice Chair. During the COVID-19 pandemic, Travis became an instrumental connection to the United Pilot group and ALPA-I and helped develop a coordinated ALPA response. As a member of the RTCA group writing a Guidance Document on Aircraft Cleaning and Disinfection, Travis helped cement the ALPA priorities in the RTCA paper. Travis still serves on the United Airlines MEC Environmental Safety Committee and Aeromedical committees.

As the Pilot Assistance Chair, Travis oversees ALPA-I's: Aeromedical, Canadian Pilot Assistance, CIRP, HIMS, PPS, and Professional Standards committees. Likewise, Travis is Co-Chair of the Health and Environmental Working Group and is playing an active role in facilitating the stand up of the Aircrew Recovery Canada to deal with addiction in Canada.



Greg Regan

President • Transportation Trades Department, AFL-CIO

In 2021, Greg Regan was elected President of the Transportation Trades Department, AFL-CIO, a labor organization consisting of 37 unions that together represent workers in all areas of transportation. TTD focuses on federal legislation, regulatory matters, and policy issues that impact transportation workers.

In his current position, Greg leads and oversees TTD's daily operation and serves as the organization's spokesperson and chief strategist. He collaborates with TTD's affiliated unions to fight for long-term investments in our transportation system, ensure jobs in this sector are safe and secure, and to protect and expand the rights working people have to a union voice. Under Greg's direction, TTD works with elected leaders on both sides of the aisle and focuses on substantive, policy-driven arguments to advance core agenda items.

Prior to being elected President, Greg served as TTD's Secretary-Treasurer and Senior Legislative Representative and oversaw TTD's work in aviation, passenger rail, and procurement. He is a leading labor expert on issues related to aviation safety and security, and led TTD's fight in 2015 for Amtrak reauthorization legislation that protects and promotes our national passenger rail service and its skilled workforce. In addition, he coordinates TTD's work to reform transportation procurement policy as a board member of the Jobs to Move America Coalition. Before joining TTD, Greg spent six years working for Congresswoman Louise Slaughter (D-NY), advising her on a variety of issues, including labor, trade, defense, energy, and homeland security. For the latter three years, he served as the Congresswoman's Chief of Staff.

Originally from Rochester, New York, Greg holds a B.A. in Public Policy from Hamilton College. He lives with his wife and dog in Washington, DC, and is an avid golfer, hockey player, canner, woodworker, and supporter of (mostly) losing sports teams.



Dr. Dajuan Sevillian
Chief of Human Performance
and Survival Factors Division
National Transportation Safety Board

Dr. Dajuan Sevillian is Chief of the Human Performance and Survival Factors Division at the National Transportation Safety Board (NTSB) Office of Aviation Safety. Prior to being chief, he was a senior human performance investigator at the NTSB's Office of Aviation Safety. Dr. Sevillian has investigated several major aircraft accidents, some of which have been presented at NTSB public board meetings. Dr. Sevillian has more than 20 years of experience in aviation/aerospace. He has worked for the Boeing company and has significant expertise related to human systems integration, design and integration of flight controls, navigation, flight deck avionics, flight crew procedures, certification, and system testing. Dr. Sevillian has worked for several airlines and his professional portfolio includes expertise in airline safety, security, and regulatory compliance investigations. Dr. Sevillian's Ph.D. work is featured at the Space Medicine Association (SMA), and he has served as a panel member and subject matter expert (SME) at various conferences including National Aeronautics and Space Administration (NASA) and Flight Safety Foundation (FSF) regarding system and software safety engineering issues. Dr. Sevillian has also contributed to the International Society of Air Safety Investigators (ISASI) journal on aviation safety issues. He earned his Ph.D. in Aviation Human Factors from Cranfield University, a Master of Science in Aeronautical Science, and a Bachelor of Science in Human Factors from Embry-Riddle Aeronautical University.



Keith Sikes
Pilot
Republic Airways

Keith Sikes is a pilot for Republic Airways, having been part of the organization since April of 2003. He has served as a Captain, a First Officer, a Line Check Airman, and a Ground Instructor in human factors-related classes. It was here that he developed his passion for addressing the unique stresses that aviation personnel face.

Keith joined the Safety Committee for the IBT 357 in 2019 and has worked with a team to develop a Critical Incident Response Program (CIRP). This program has evolved steadily toward a Peer Support Platform, having taken 103 calls from the small pilot group since April of 2022. While these calls addressed training stress, critical incidents, company discipline, and personal situations, it has become abundantly clear that most of these calls involved personal situations that have potential to affect performance in the cockpit.

Keith worked his way through a master's degree in Clinical Mental Health Counseling while flying the line at Republic and is a licensed professional counselor in South Carolina. He is currently a student in Liberty University's Doctor of Education in Community Care and Counseling with a Trauma cognate. While he works one day a week in a private counseling agency, his passion is first and foremost, the aviation community.

Keith is the husband of one very patient lady who has put up with his aviation obsession for over 33 years. He has two sons, both of whom work in the aviation industry. He has four young grandchildren who love airplanes and two dogs who love to see him come home from traveling. Keith is a runner and a self-avowed health advocate. He loves sharing his passion for health with others in his church, local community, and most of all the community in which he has spent most of his vocational life, the aviation community.



Dave Spero
National President
Professional Aviation Safety Specialists
(PASS)

Dave Spero was elected national president in September 2021. He previously served six terms as vice president of PASS Region II. Following four years in the U.S. Air Force, Spero joined the FAA as an electronics technician in 1988. Before being elected regional vice president, Spero served as a chapter vice president, local union representative and regional member of PASS's National Legislative Committee. In 2009, he graduated from the National Labor College with a bachelor's degree in Union Leadership and Administration and was recognized with a Distinguished Senior Paper Award.



Dr. Alex Wu
Epidemiologist, Public Health Specialist
MITRE

Dr. Alexander Wu is an epidemiologist and public health specialist at MITRE. He assists Federal organizations on public health challenges such as data modernization, data use agreements, and infectious and chronic disease epidemiology. Prior to joining MITRE, Dr. Wu was a senior advisor at Resolve to Save Lives and helped county, state, Federal, and international public health organizations with their response to the COVID-19 pandemic.

Dr. Wu served as an Epidemic Intelligence Service Officer at the U.S. Centers for Disease Control and Prevention from 2018 to 2020 and was assigned to the Northwest Portland Area Indian Health Board in Portland, Oregon. He assisted Tribes in the Pacific Northwest.

Dr. Wu completed his doctorate in Environmental and Occupational Medicine and Epidemiology from the Department of Environmental Health at the Harvard School of Public Health, and his dissertation included surveying commercial airline pilots regarding mental health.

Before his doctorate, Dr. Wu was an environmental epidemiologist at the Utah Department of Health and conducted public health assessments including evaluation of remediated industrial waste sites, air pollution, and drinking water contaminants.

Dr. Wu completed his master's in public health from Brigham Young University.