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## Flight Instructor Professionalism

Kenneth P. Byrnes Ph.D.

*Embry-Riddle Aeronautical University, Daytona Beach*, bynesk@erau.edu

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# Professionalism

SAFETY-QUALITY-PROFESSIONALISM

Kenneth Byrnes PhD

**EMBRY-RIDDLE**  
Aeronautical University  
DAYTONA BEACH, FLORIDA  

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**FLIGHT DEPARTMENT**

# We don't train pilots....

- See metadata page for the [\*We don't train pilots... video.\*](#)

...we train decision makers that also know how to fly.

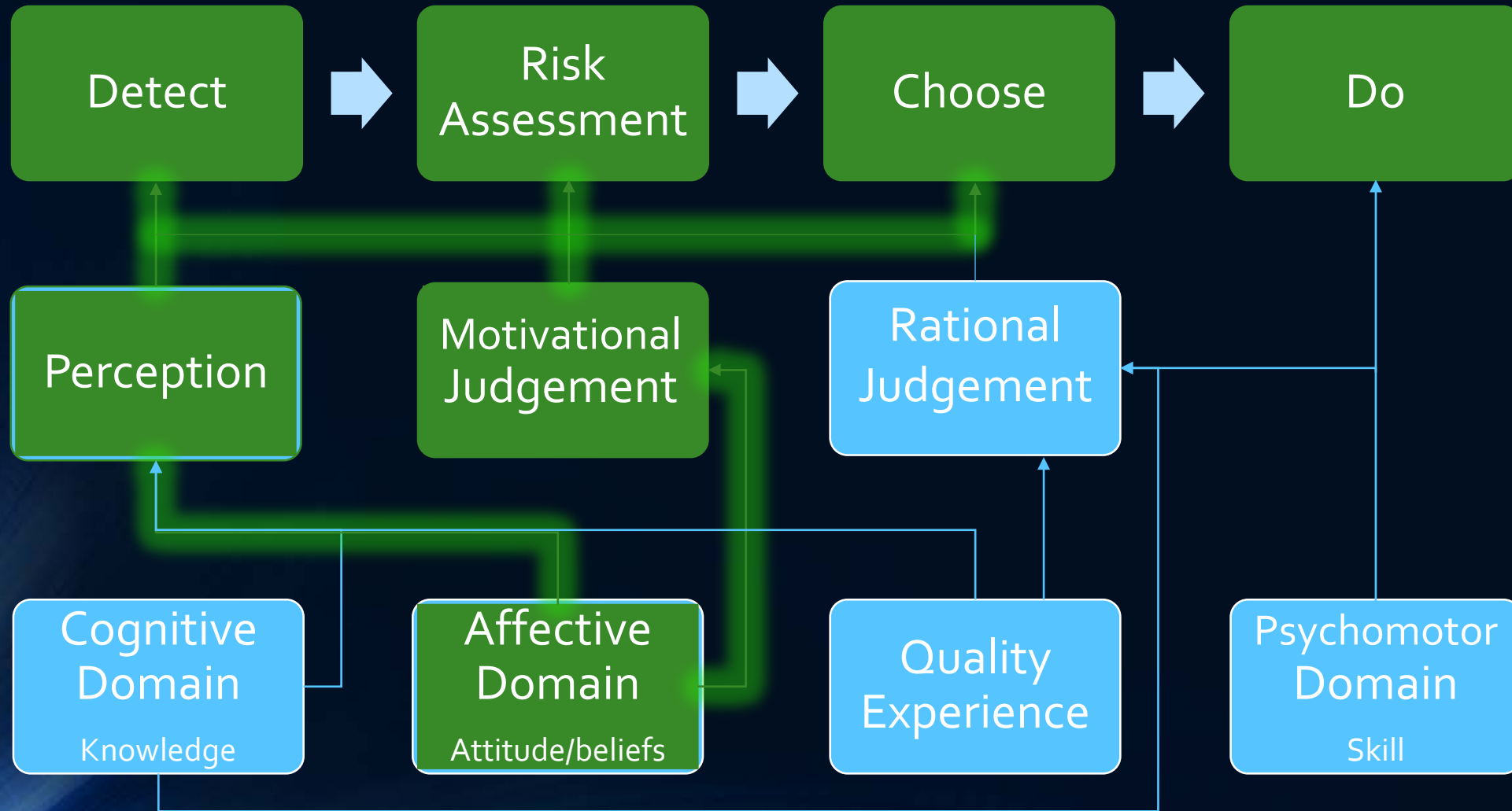
# ....We train Master Aviators

- Four major components to being a master aviator:
  1. High level of knowledge (cognitive domain)
  2. Exceptional psychomotor skills (psychomotor domain)
  3. The right mindset/character (affective domain)
  4. Quality experience



# Aeronautical Decision Making

## Affective Domain





# Affective Domain

- The manner in which we deal with things emotionally, such as feelings, values, appreciation, enthusiasms, motivations, and attitudes.
- Difficult to measure
- Least understood
- Most Important



# The Affective Domain - Receiving







Colgan 3407



# FAA Administrator's Initial Comments

- "extreme need to refocus on professionalism"
- "We need strong professionals to step forward and become mentors"

# Professionalism Defined

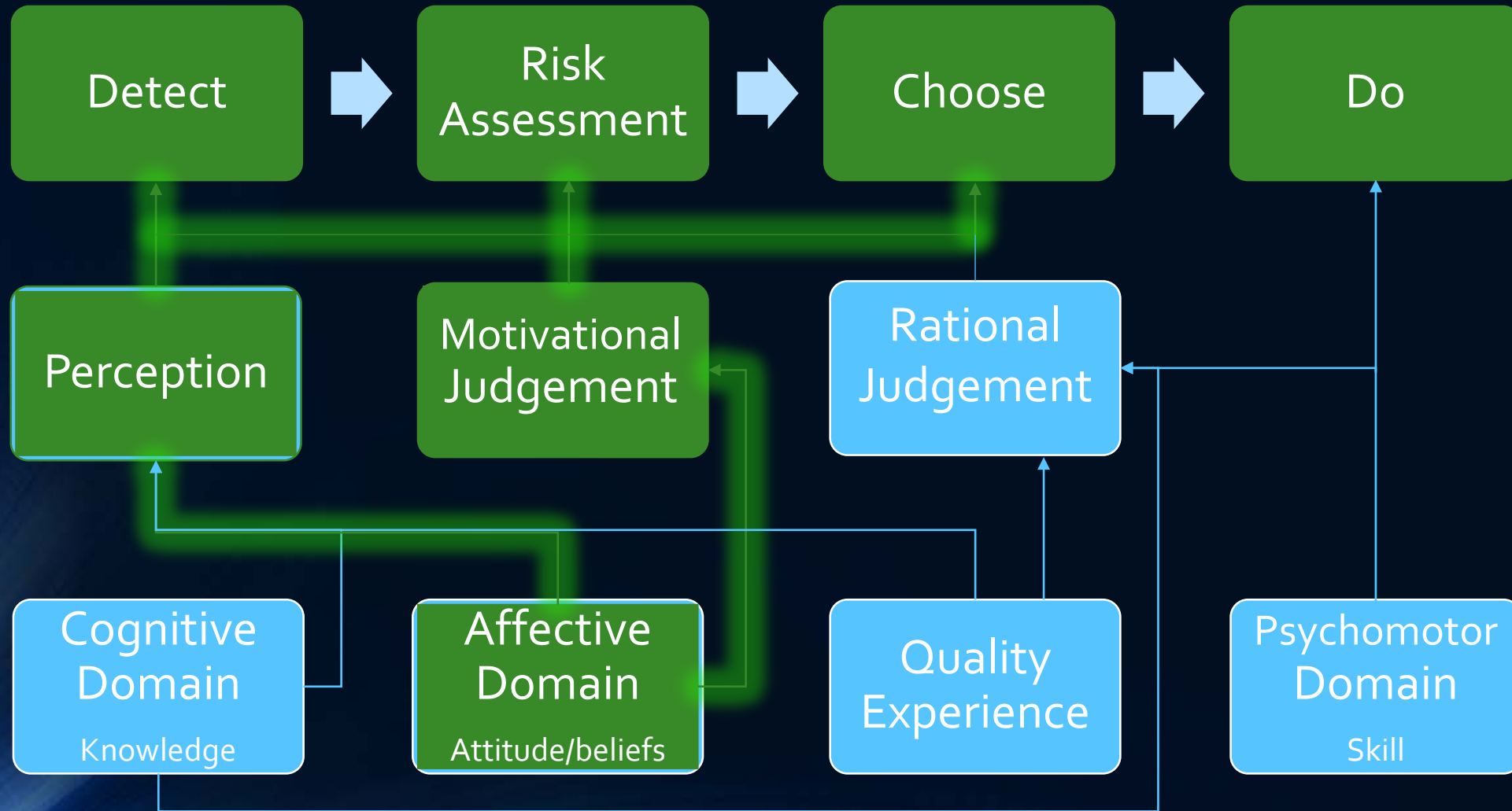
Professionalism is implied by:

1. Personal and technical competence
  2. The neatness/attractiveness of the work environment and/or personal appearance and dress.
  3. The manner in which communication occurs and/or business affairs are conducted (conduct)
- 
- Tangible
- Intangible

**AFFECTIVE DOMAIN**

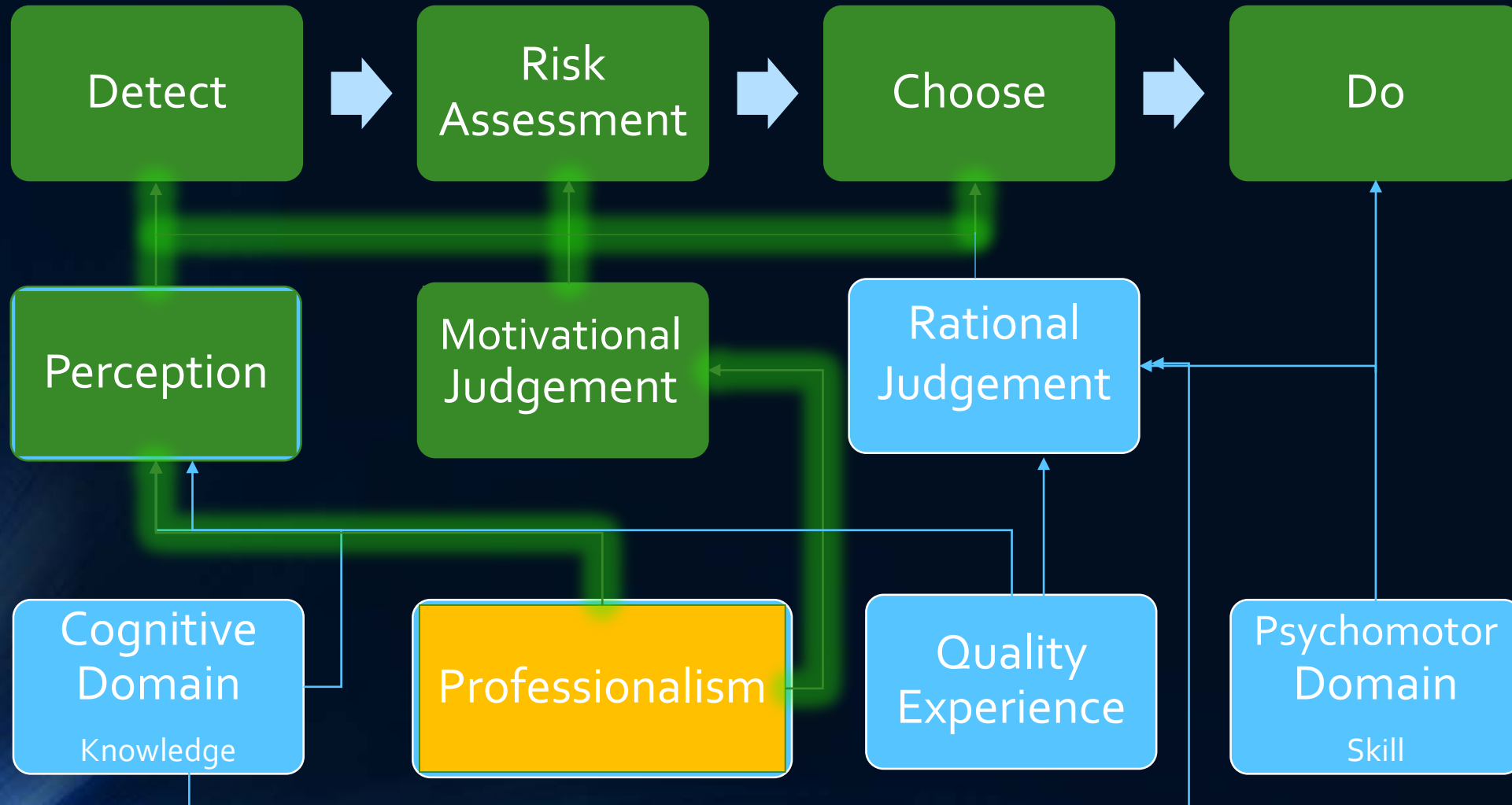
# Aeronautical Decision Making

## Affective Domain



# Aeronautical Decision Making

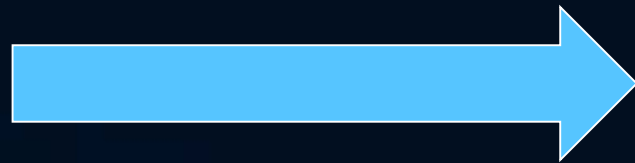
## Affective Domain





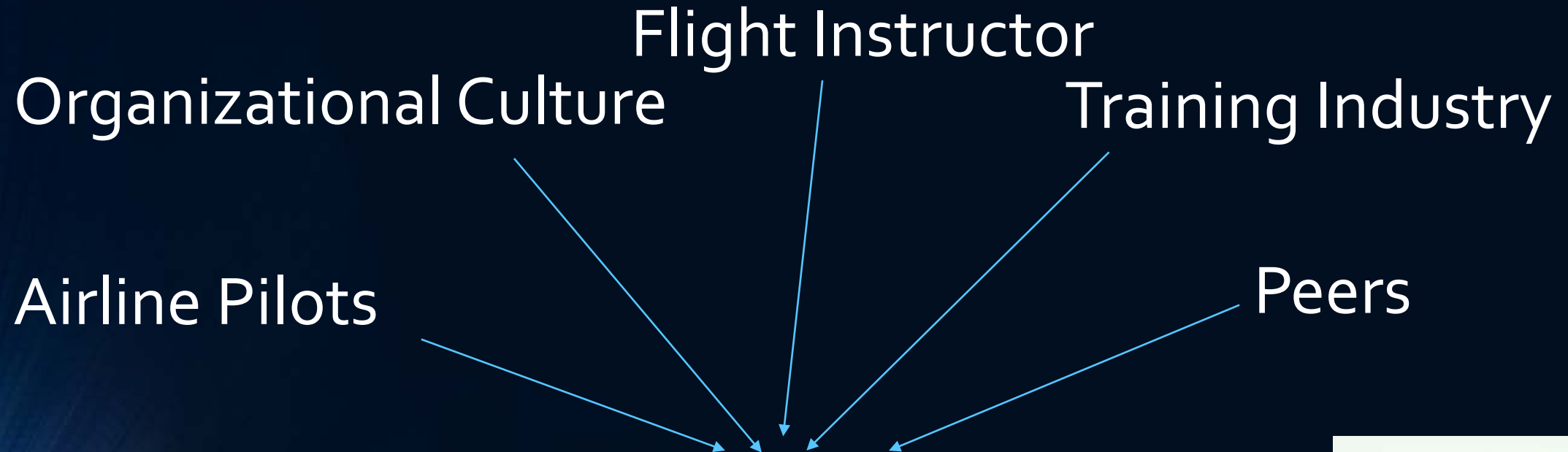
# Professional Development

How do we mold today's student pilot into tomorrow's aviation professional?





# Who has the most influence in the development of professionalism?



# Professional Influence - Levels of Professionalism



Entrenched Professional



Experienced Professional



Young Professional

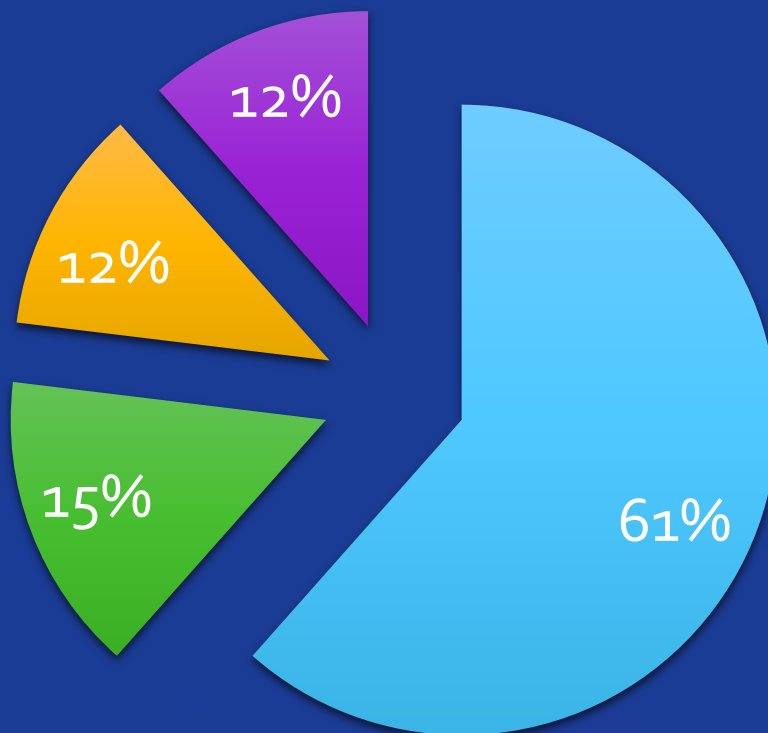


Future Professional



# Motivation to Become a Pilot

My first role model in aviation was:



- A professional Airline Pilot/Military Aviator
- My Flight Instructor
- A private pilot
- A parent

# Professional Influence - Levels of Professionalism



Entrenched Professional



Experienced Professional



Young Professional



Future Professional

61%

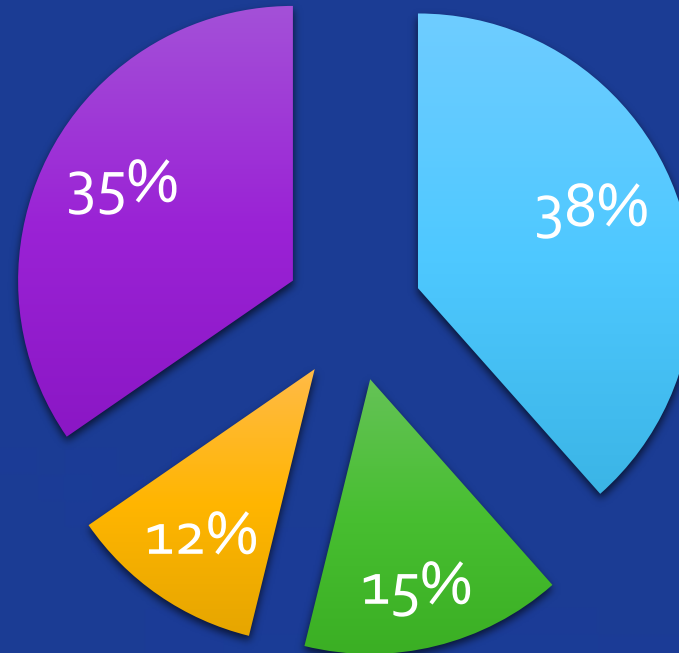




# Motivation to Become a Pilot

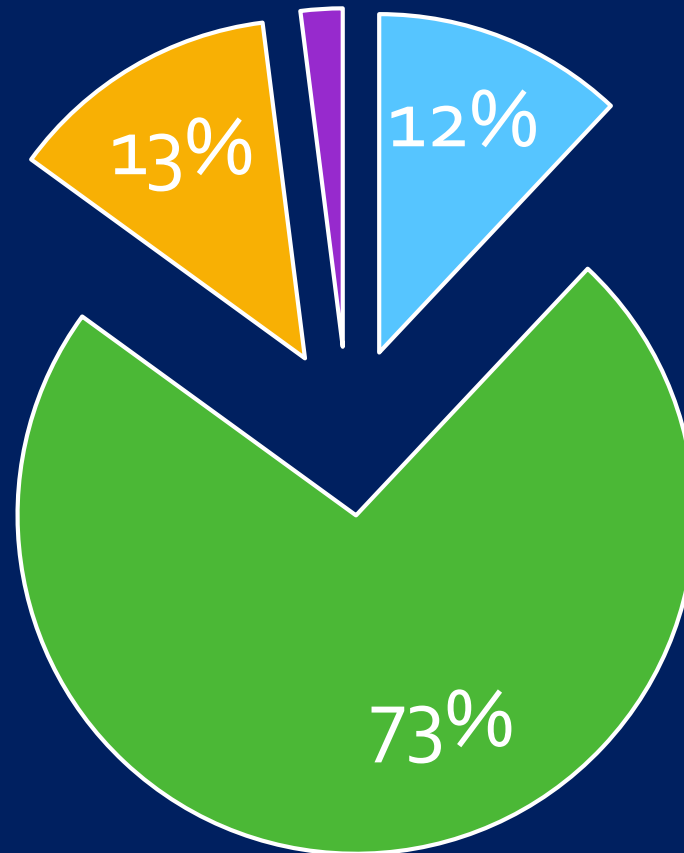


I have been interested in pursuing an aviation career since:



- Before elementary school
- Elementary school
- Middle school
- High school

# I learned the expectations of aviation professionals from:



■ Organizational Values

■ My Flight Instructor/ Professor

■ A professional Airline Pilot/ Military Aviator

■ Other



# Professional Influence - Levels of Professionalism



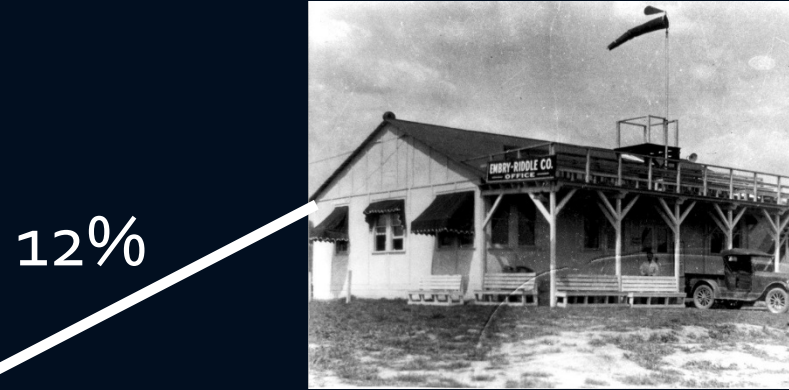
Entrenched Professional



Experienced Professional



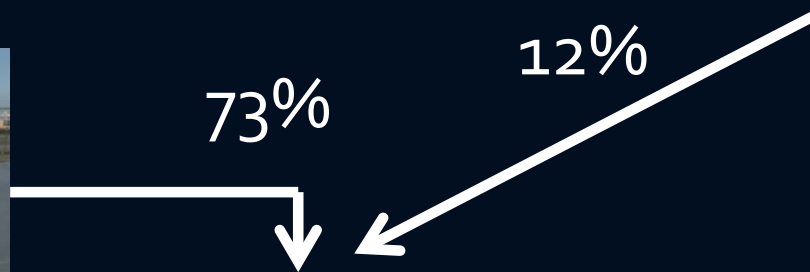
Young Professional



Future Professional

73%

12%



# Where does pilot professionalism begin?

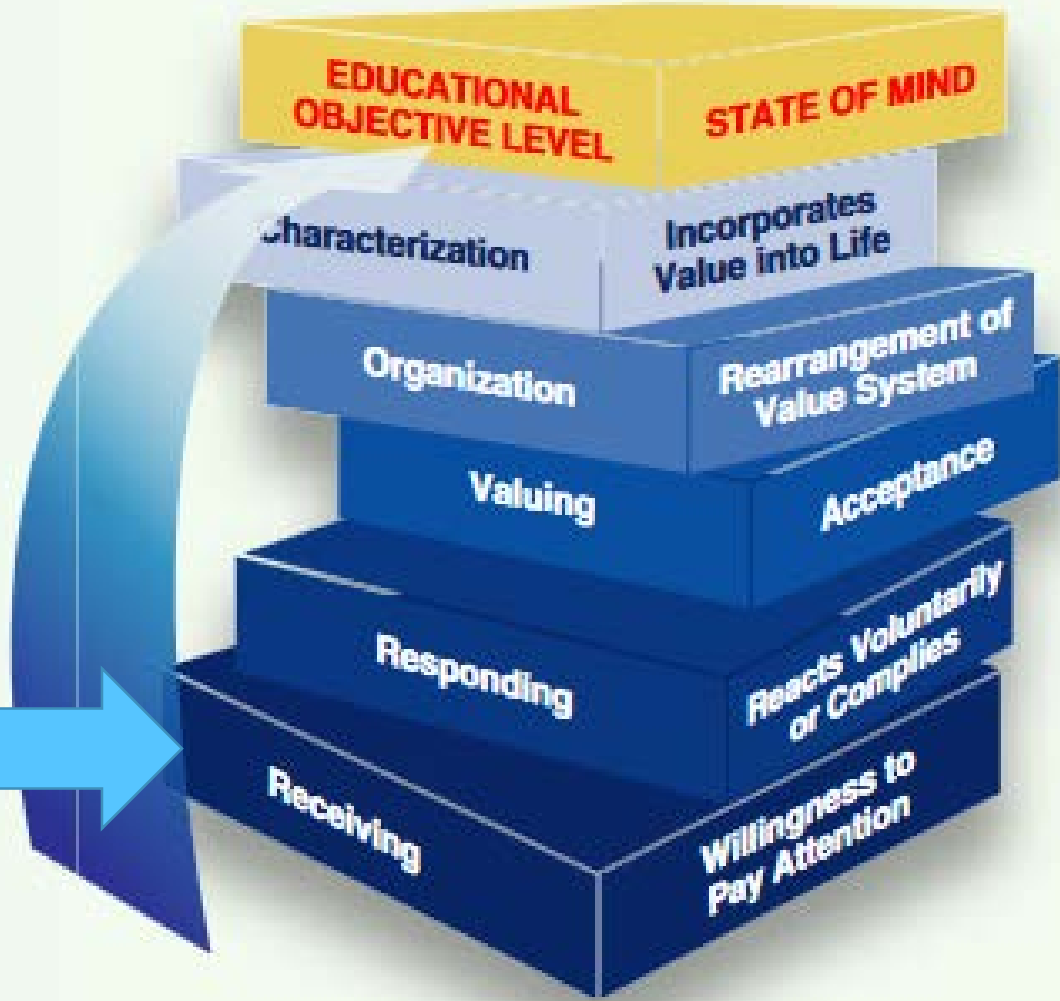
## Education and Training

This is where a student begins to identify with his/her profession and takes on some of the personal attributes associated with it.





Professionalism





# Organizational Professional Expectations

## ***IP CODE OF CONDUCT***



*ABOVE ALL ELSE, SAFETY IS ALWAYS OUR NUMBER ONE PRIORITY*

*PROJECT A PROFESSIONAL APPEARANCE AND ATTITUDE*

*ACCEPT ALL TYPES OF STUDENTS REGARDLESS OF THEIR DIFFERENCES*

*KEEP INFORMATION CONCERNING STUDENTS CONFIDENTIAL*

*FOSTER AN OPEN LINE OF COMMUNICATION WITH YOUR STUDENTS AND MANAGER*

*CONVEY A POSITIVE ATTITUDE TOWARDS ALL TRAINING ACTIVITIES*

*ADDRESS STUDENT CONCERNS IN A TIMELY AND PROPER MANNER*

*TAKE PRIDE IN YOUR STUDENTS' ACCOMPLISHMENTS*

*BE A MENTOR TO YOUR STUDENTS*

*TREAT EACH STUDENT WITH HONESTY AND INTEGRITY*

*RECOGNIZE THE GREAT RESPONSIBILITY YOU HAVE AS A FLIGHT INSTRUCTOR*

*REMEMBER THAT THE KNOWLEDGE YOU IMPART ON YOUR STUDENTS WILL REMAIN WITH THEM THE REST OF THEIR FLYING CAREERS*

## **Professional Pilot Code of Ethics**

- Professional Pilots value the safety of themselves and those they fly with at all times!
- Professional Pilots are prepared for every flight and make the most of every hour spent in the air, in the simulator, or in oral preparation!
- Professional Pilots are on time to every activity!
- Professional Pilots dress appropriately for every flight activity!
- Professional Pilots exemplify self-discipline and exercise sound judgment at all times!
- Professional Pilots never mix alcohol and aviation or driving and never use illegal substances.
- Professional pilots treat everyone with dignity and respect.
- Professional Pilots adhere to the ERAU student honor code, ERAU flight rules, and FAA regulations.
- Professional Pilots love to fly and have fun doing it!
- Professional Pilots are the only kind of pilots that fly at Embry-Riddle Aeronautical University!

***Embry Riddle is not a Flight School!!!!!!  
We Educate and Train Professional Pilots to Industry Standards!!***

# Developed a Robust Training Program

- See the metadata page for the [\*Robust Training Program video\*](#).

# What Attributes Makeup Instructor Professionalism (conduct)?

- Professionalism Survey Developed
- Data Analysis suggested 4 attributes:
  1. Respect (.85)
  2. Altruism (.822)
  3. Instructor Leadership (.753)
  4. Responsibility (.745)



# Instructor Respect

- Acceptance of constructive criticism
- They treat others with respect regardless of social standing or abilities
- They are respectful of others that come from different backgrounds
- They are diplomatic when expressing ideas and opinions
- They use appropriate names and titles

# Instructor Altruism

- Act as a good mentor and role model for their students
- A desire to exceed their managers expectations
- A belief that their role is critical in the development of their students decision making skills.

# Instructor Leadership

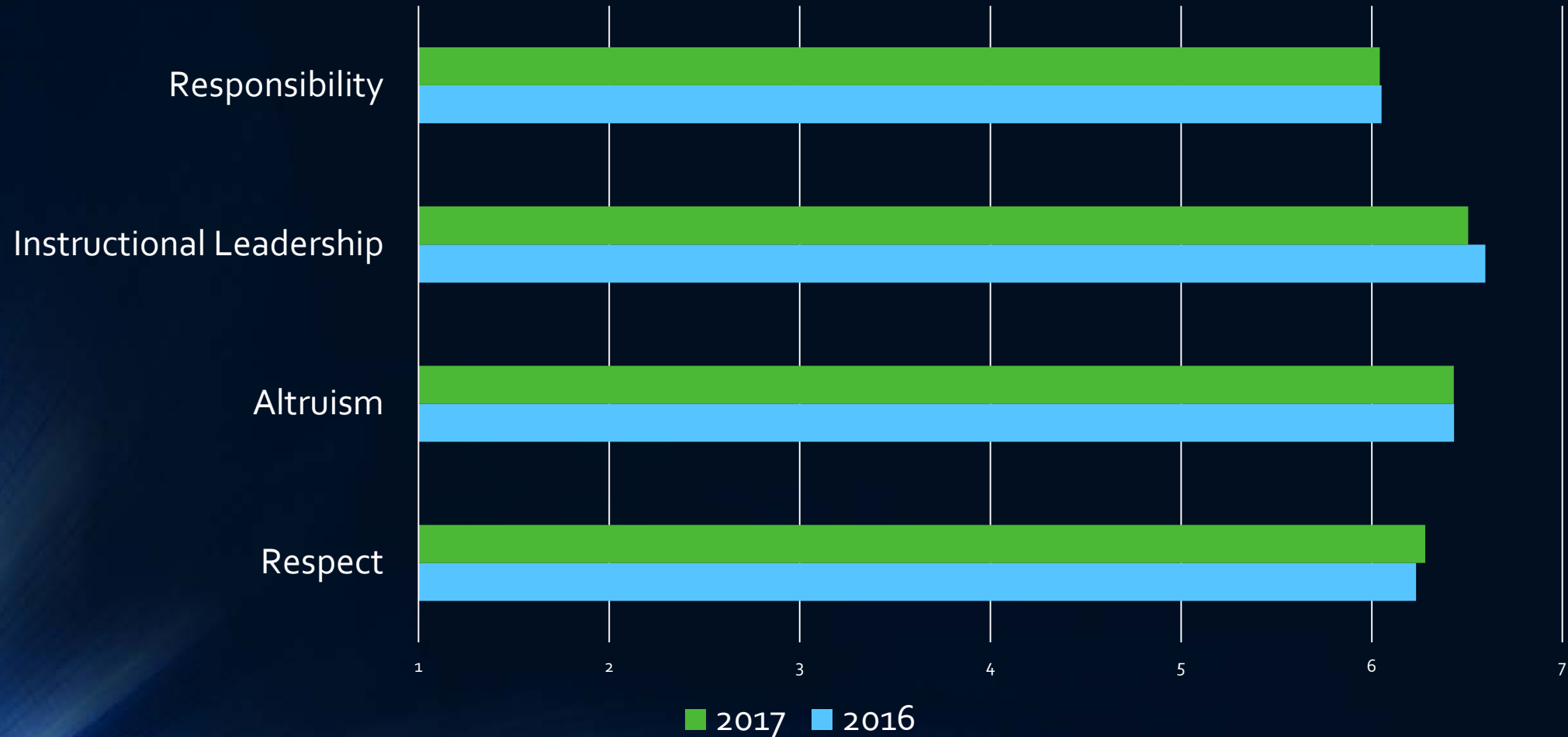
- A desire to exceed the expectations of their students
- They feel that providing quality flight instruction is important
- A commitment to helping students complete their flight training
- They follow through with their instructor responsibilities

# Instructor Responsibility

- They accept the consequences when they do not follow through with their responsibilities
- They are always on time for their activities
- If they will be late, they contact their students at the earliest possible time to inform them.
- They are fully prepared for every training activity

# Annual Professionalism (Conduct) Measure

## Instructor Pilot Professionalism Values



# Conclusions

- The affective domain influences motivational judgment and perception.
- Professionalism is in the affective domain.
- Entrenched professionals inspire future professionals to join the pilot workforce.
- Flight instructors have the most influence on the development of professionalism (73%).
- Aviation training organizations also influence the development of professionalism (12%).
- We now have a method to measure flight instructor professionalism.
- The four attributes of Instructor professionalism are respect, altruism, leadership, and responsibility.
- Aviation training organizations must focus on instructor professionalism to ensure future pilots are provided solid values of professionalism.
- Age and Flight hours do not impact flight instructor professionalism





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