

# LEARNING

# Curve

Volume 9, No. 4  
Winter 2008

NETWORKING THE FINEST EDUCATIONAL RESOURCES IN THE TRUCKING INDUSTRY

## Featured School

## The Community College of Baltimore County

With a rich history, multiple locations, and adaptability to meet changing training needs, the Commercial Vehicle Training (CVT) Program at The Community College of Baltimore County (CCBC) provides the perfect launching pad for a rewarding career in commercial vehicle operation.

CCBC is a multi-campus community college with each of its facilities located just minutes from downtown Baltimore, MD. In 2007, CCBC entered into a partnership with Carroll CC in Westminster, MD to provide Commercial Drivers License (CDL) training (CDL-A and B) to its students. That partnership was replicated in June of 2008, when Prince George's CC partnered to have CCBC provide CDL-Class A training to its students.

CCBC began providing a full range of commercial vehicle instruction in the early 1990s. Since that time, programs have continually evolved to meet the changing needs of students, employers, and government regulators.

Entry into either the CDL-A or CDL-B program requires a current, valid Maryland CDL Learner's Permit. The 4-week-long CDL-A program includes 24 hours of classroom study and 127 hours of range/road training. Classroom training includes the National Safety Council's "Defensive Driving for Professional Truck Drivers"

course. The 2-week-long CDL-B program also includes the defensive driving course. "Safety-first" is the hallmark of CCBC's CVT program.

In 2007, CCBC recognized that some students require more classroom training time to obtain their learner's permit, while self-study was enough for others. Demonstrating adaptability, CCBC revised its programs and created a new, 28-hour classroom-only program to prepare students to write and test for their Maryland CDL learner's permit. This reduced the CDL-A and B programs, which had been 6 weeks, and 8 weeks respectively, to 4 and 2 weeks in length. The ancillary effect was a more affordable cost for students who can obtain a learner's permit on their own.

The CCBC training fleet includes four tractor-trailers (48-foot dry vans), two full-size passenger buses, and a heavy straight truck. At semi-annual open houses, CCBC invites the general public to see the range facility, sit in its different vehicles, and meet transportation employers and see their equipment, from tankers to flatbeds to coach buses. Benefiting from its extensive history in CDL training, CCBC has many long-standing employer relationships and invites them to make presentations to students in the classroom, and to visit the range to observe students behind the wheel and pre-recruit prospects. CCBC also helps students to prepare résumés and learn Internet job search techniques.

The strength of the program lies in the quality instructional and administrative staff. CCBC's administrative and registration staff (2 dedicated to the program) provides information on local funding agencies, potential payment options, and a full explanation of registration requirements and program expectations. The diverse and experienced staff (4 full-time and 1 part-time instructor) provides instruction dedicated to successful student learning outcomes. The instructors are personally



Trucks driven by CCBC's Commercial Drivers Licensing (CDL) students are now rolling billboards for the program.

vested in the success of the students. That is why CCBC's completion rate and license-pass rates consistently exceed 90%! For more information, contact Wanda Johnson, CCBC, 11101 McCormick Rd., Hunt Valley, MD 21031, (410) 773-4173, email [wjohnson@ccebmd.edu](mailto:wjohnson@ccebmd.edu) or visit [www.ccebmd.edu](http://www.ccebmd.edu).

## NAPFTDS FALL REGION CONFERENCES

Offering high-quality, workshops/seminars on national and regional issues for truck driving instructors and support staff. *Free of charge to attendees.* Allow about 1½ days per conference.

**Check your Region - Contact your Region Coordinator**

### Region #3

Oct. 30-31 Thurs., Fri.

**Len Marsh**, Coordinator

Des Moines Area Community College

Des Moines, IA

Ph. 515-262-1680

### Region #6

Nov. 20-21 Thurs., Fri.

**Richard Tucker**, Coordinator

Moultrie Technical College

Tifton, GA

Ph. 229-391-2644

### Region #7

Nov. 20-21 Thurs., Fri.

**Wanda Johnson**, Coordinator

Community College of Baltimore County

Hunt Valley, MD

Ph. 410-773-4173

**Vendors are encouraged to exhibit products or services at Region Conferences. Cost to exhibit is \$150 at each Region.**

## In This Issue

- ♦ **Teaching and Learning Work Ethics**
- ♦ **National Convention**
- ♦ **Welcome New Members**
- ♦ **Regional Conference Reports**
- ♦ **'Keep an Eye on the Future'**
- ♦ **President's Message**

## National Convention

April 1-3, 2009

— Radisson Hotel Opryland —

**Nashville, Tennessee**

# Teaching and Learning Work Ethics

By Dr. Diane Wright,  
Wichita Area Technical College

The No. 1 priority of employers is to improve the work ethics of present and future employees. Nationally, as well as in Kansas, employers identify the area of work ethics as increasingly important for worker success. They express concern that a strong work ethic is increasingly difficult to find among employees and job applicants. This concern is evident in a recent survey of 150 human resource directors from some of the largest U.S. companies. Fifty-nine percent of the respondents ranked work ethics as the No. 1 necessary job skill, aside from the basic occupational skills needed to perform the job.

The U.S. Department of Labor estimates that 80% of workers who lose their jobs do so not because of lack of occupational skills, but because of poor work ethics. The magnitude of this issue mandates the immediate attention and response of technical educators. The mission of technical education is to provide business and industry with trained workers who possess both strong occupational skills and good work habits. Wichita Area Technical College has implemented a formal program to address poor work ethics. The program provides activities and knowledge needed to foster positive work habits.

Business and industry leaders have identified essential work ethics that should be taught and practiced in order to develop a viable and effective workforce. The 10 work ethics traits identified are stated below.

- 1) **Attendance:** Attends class, arrives/leaves on time; notifies instructor in advance of planned absences; makes up assignments punctually.

- 2) **Character:** Displays loyalty, honesty, trustworthiness, dependability, reliability, initiative, self-discipline, and self-responsibility.
- 3) **Teamwork:** Respects rights of others; is a team worker, is cooperative; is assertive; displays a customer service attitude; seeks opportunities for continuous learning; displays mannerly behavior.
- 4) **Appearance:** Displays appropriate dress, grooming, hygiene, and etiquette.
- 5) **Attitude:** Demonstrates a positive attitude; appears self-confident; has realistic expectations of self.
- 6) **Productivity:** Follows safety practices; conserves materials; keeps work area neat and clean; follow directions/procedures.
- 7) **Organizational Skills:** Manifests skill in personal management, time management, prioritizing, flexibility, stress management, and dealing with change.
- 8) **Communication:** Displays appropriate nonverbal and verbal skills.

## Welcome New Members!

### New Full Memberships:

**St. Cloud Technical College**  
St. Cloud, MN

**Louisiana Technical College**  
Thibodaux, LA

### Returning Full Memberships:

**Hawkeye Community College**  
Waterloo, IA

### Affiliate Memberships:

**College of Lake County**  
Grayslake, IL

## MARK YOUR CALENDARS NOW! 2009 NAPFTDS 19th National Convention

**April 1st - 3rd, 2009**  
Nashville, TN  
Radisson Hotel at Opryland  
2401 Music Valley Drive  
Nashville, TN 37214  
Phone # 815/889-0800  
800/333-3333

Make reservations: Mention **NAPFTDS 2009 Conference**. Reservation cut-off date is March 17, 2009.

Our room block will span the dates March 31, 2009 through April 4, 2009. There are a limited number of rooms on March 31 and April 4, but the hotel contract says they will honor the group price (\$99.00) three days prior to, and following the room block, **based on availability**. So reserve early.

Special thanks to our ad  
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call 918-770-6446

### NAPFTDS MEMBERSHIP PRE-APPLICATION

Organization/Company: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Phone: \_\_\_\_\_

FAX: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**FULL MEMBERSHIP (\$175):** Any publicly funded school or representative employee of that school engaged directly in providing truck driver training.

**ASSOCIATE MEMBERSHIP (\$350):** Any industry or representative employee of that industry which indirectly supports public truck driving schools, limited to agencies such as trucking companies, insurance companies, publishers, and equipment manufacturers interested in the welfare of publicly funded truck driving schools.

**AFFILIATE MEMBERSHIP (\$250):** Limited to administrators or staff at a publicly funded school interested in the trucking industry or administrators in schools that contract with proprietary organizations to provide truck driver training.

**THE NEXT STEP:** Application for membership shall be made on an application form as may be required by the Board of Directors. A majority vote of the Board of Directors is necessary for the acceptance of an application for membership. All applicants who have been accepted into the membership of the Association must submit a fully completed and signed application form that, by doing, signifies their adherence of the Articles of Incorporation and Bylaws of said Association. Membership in the applicable class shall be complete upon application of the Association, approval of the Board, and payment of the appropriate dues.

Return form to:

**Tina Frindt, Treasurer, NAPFTDS**  
1900 Corporate Center Drive East, Suite 100  
Tobyhanna, PA 18466  
Fax: 570-839-3534

Questions about membership may be directed to:  
**Robert McClanahan, Executive Director, NAPFTDS**  
Phone: 918-770-6446

### Important notice to those who are not yet members of NAPFTDS

If you are not a member of the Association, and you would like to continue receiving the *Learning Curve* and other benefits of membership, please complete the **MEMBERSHIP PRE-APPLICATION FORM** in this newsletter and return with your payment of appropriate dues. While we have generous supporters, member dues are the backbone of our Association.

# Regional Conference Reports

**What:** Region #1, 2 Conference

**Where:** Salt Lake Community College, Salt Lake City, UT

**When:** Oct. 1-2, 2008

**Speakers/Presenters:** Included **Joe Peterson**, Vice President of Instruction SLCC; **John Latkiewicz**, SLCC/Skills Center Dean; **Dave Terry**, President, NAPFTDS; **Robin Erickson**, Utah Clean Cities; **Gordon Larsen**, Questar; **Alan Nielson**, Emission Solutions Inc; **Merritt Norton**, Caterpillar; **Ed Woods**, Caterpillar; **Dan Simms**, Cardwell Distribution; **Gary Parsons**, Instrument Sales and Services, Inc; **Rick Oaks**, Utah Highway Patrol; **Dave Creer**, Executive Director-Utah Trucking Association; **Robert Kelleher**, FMCSA Utah Division Administrator; **Jonathan Codell**, Int. Rescue Commission; **Ken Medell**, VESL Truck Driving Instructor; **Cheryl Shurtleff**, ESL/Associate Professor; **Ali Mustafa**, VESL /Professional Truck Driving Program Student at SLCC/Skills Center; **Dave Ledford**, EA Miller.

**What was Discussed:** Robin Erickson moderated a presentation on the fuel crisis. She and a panel of experts explored practical fuel solutions for using alternative fuels and energy strategies that will help save money on overall truck/fleet expenses and reduce our dependency on foreign oil. This included an overview of using compressed natural gas (CNG), liquefied natural gas (LNG), and bio-diesel — all American-made fuel; also, energy strategies such as auxiliary heaters and cooling systems helping to reduce idling of trucks, savings on fuel costs and benefits to air quality. In addition, Rick Oaks of the UHP spoke on why they do what they do — safety is everyone's responsibility. Dave Creer and Robert Kelleher gave an informative presentation on several topics, such as Entry Level Driver, CDLIS (Commercial Driver License Information System), CLP (Commercial Learners Permit), and Crash Causation. John Latkiewicz moderated a panel discussion on Vocational English as a Second Language/Professional Truck Driving, targeting refugee populations. Dave Ledford spoke on the quality training, company expectations, driver wellness, and the hiring needs of the transportation industry.

**Vendors:** Included EA Miller, C.R. England, Crete Carrier, U.S. Express, Tesco Williamsen, MPRI, Gear Master, Andrus Transportation, and J.J. Keller.  
*Submitted by: Rick Dalton*



*NAPFTDS Region IV Conference Attendees: Row 1: Scott Cook, Robert McClanahan, Joseph Turek, Mark Brown, Billy Cartright, and David Young. Row 2: Mike Hall, John Holroyd, John Eastman, Rick Buchholz, Jerry Ridder, and Ed Boring. Row 3: Andy Alber. Not pictured: Jared Starks, Crowder College and WATC faculty Alan Engstrom, Roy Allred, Steve Kendall, and Tony Young.*

**What:** Region #4 Conference

**Where:** Wichita Area Technical College (WATC), Wichita, KS

**When:** Sept. 28-30, 2008

**Speakers/Presenters:** **Sheree Utash**, Vice President Academic Affairs & Learner Services WATC; **LeArta Watkins, Sr.** Learning Office, Distance Learning WATC; **Robert McClanahan**, NAPFTDS Executive Director; **Dr. Diane Wright**, Vice President Education Research & Development WATC; **Gary Davenport**, Deputy Director of the Transportation Division of the Kansas Corporation Commission; **Ron Matson**, Ph.D., Wichita State University; **John Holroyd**, Kansas CDL Coordinator.

**Introduction/What was Discussed:**

*Welcome — Sheree Utash; Online Curriculum — LeArta Watkins; Regulatory Update — Robert McClanahan; Integrating Work Ethics in the Classroom — Dr. Diane Wright; Hours of Service — Gary Davenport; Co-worker Relations and Health Work Culture — Ron Matson; CDL Testing and Updates — John Holroyd.*

**Sponsors:** **Cargill Meat Logistic Solutions, Inc.**; **Conway Truckload**; **Doonan Truck & Equipment of Wichita**; **Sara Lee**; **U.S. Xpress Enterprises, Inc.**; **Werner Enterprises.**

**Attendees:** **Central Community College**, Hastings, NE; **Central Tech**, Drumright, OK; **Conway Truckload**, Joplin, MO; **Crowder College**, Neosho, MO; **U.S. Xpress Enterprises, Inc.**; **Werner Enterprises**; and **Wichita Area Technical College.**

**Notable:** The conference was held at the Hotel at Old Town Conference Center on Monday, ending with a tour and BBQ at the Seneca Center. Moving to the skills area on the range, Tuesday's event was a presentation by John Holroyd, Kansas CDL Coordinator.

*Submitted by: Crissie Moffet*

**What:** Region #5 Conference

**Where:** Southern State Community College, Wilmington, OH

**When:** Sept. 25-26, 2008

**Speakers/Presenters:** **Ryan McCall**, Vice President of Academic Affairs; **John Joy**, Dean of Corporate and Community Services; **Phil Steinkamp**, John Woods Community College; **Steve Belyus**, Ohio Traffic Safety Office; **John Sawyer**, Driver Training Consultant to AAA and Ohio Traffic Safety Office; **Lori Cook**, AAA Education Supervisor; **Patrick Bloss**, Sales Manager, Glockner Oil Corp; **Bob Fischer**, Werner recruiter; **Homer Paul**, US Xpress; **Ellen Voie**, President/CEO and founder of Women in Trucking.

**Introduction/What was Discussed:** Ryan McCall and John Joy gave the welcome addresses. Phil Steinkamp brought us up to date about the proposed "Beginning Driver Training Criteria". Steve Belyus explained what actions would occur at the state level when the Federal Motor Carrier Safety Administration (FMCSA) publishes the final rules. John Sawyer and Lori Cook gave participants exercises that allowed each instructor to experience being learning challenged and exactly what it is like to be dyslexic. They then showed us to recognize and deal with these problems. They also gave overviews of the four-step teaching method, learning pyramid, evaluating teaching, assessing educators, and traits of a good teacher/coach. Patrick Bloss provided explanations of fuel cost increases, answering questions such as, "Why do diesel prices climb faster than gas, and then fall slower?" as well as other fuel concerns such as bio-fuels. Steve Belyus discussed vehicle accident investigations and re-creation. Bob Fischer and Homer Paul brought participants up to date with their respective company's hiring practices and programs.

**Notable:** To an educator, Sawyer and Cook's presentation of what it's like to be dyslexic was truly shocking. Belyus' presentation was interesting and engaging, as everyone was quickly working calculators. This was necessary as he gave us assignments to complete. Finally, regarding Women in Trucking, it's exciting to see the industry change to meet the needs of women truck drivers. "Kudos to Ellen and her organization!"

*Submitted by: Eddie Mullins*

**Watch for additional reports in the next *Learning Curve!***

# 'Keep an Eye on the Future'

By Robert McClanahan,  
Executive Director

Yesterday I thought that a good theme for the upcoming NAPFTDS convention in Nashville would be "Focus on the Future." However, on my way home after work, listening to the news, I thought, "How can we focus on the future with so much happening in the 'here and now'?" There is so much going on that affects not only our professional, but also our private lives. I'm referring to the economy, the upcoming elections, funding and budget issues, and reported lower enrollments at our schools. These are just a few of the issues that we must deal with today. "How can we possibly worry about the future when we have to first survive now?"

After rethinking this theme, I thought that "Keep an Eye on the Future" would be more accurate. We cannot ignore that once the elections are over, once the economy has turned around, and once the demand for entry-level drivers returns, we must be prepared to face the future. Entry-level regulation is coming. Regulation for the CDL learners permit is coming. It's just a

# RULES & RIGs

matter of time when these regulations will become effective. Whenever it happens, it will affect our training programs and the way we do business. No one knows what the final regulations will look like, but we need to keep an eye on what's happening at the federal and state levels.

We must also be prepared for the future labor shortage that will be upon us in a very short time. I'm not talking about just a driver shortage. Rather, within the next couple of years we will be facing a labor shortage that will make it more difficult to attract students into our truck driver-training programs. We baby boomers are retiring and there are not enough younger people in the labor market to replace us. All industries will be trying to recruit the same person into their companies. What are we going to do to attract new people into the transportation market? How are we going to train them? Distant learning, simulators, and newer technology will change the way we train. Federal and state regulations will also change how we train.

In short, we must "Keep an Eye on the Future."

## President's Message

Dave Terry



Hello members of the NAPFTDS. I hope your summer went well, and you had some well-deserved fun and time off with family, not just working on a "honey-do" list. We have been looking forward to a fall full of region conferences all over the country. In fact, by the time you receive this issue of *Learning Curve*, you may have already had yours. If so, was it well attended, and did you learn some things for your college and its programs?

We are all waiting for FMCSA's major release regarding entry-level training. Nothing had been decided when I wrote this message. It's possible that in a presidential election year, we may not know anything until after the elections and after a new Administration has taken over the FMCSA.

Be sure to visit the association's website ([www.napftds.org](http://www.napftds.org)) for information on our national convention and start planning now to attend. These national meetings give you the opportunity to get involved with the association and help in the decision-making process by serving on the board of directors. Help us make a difference in the

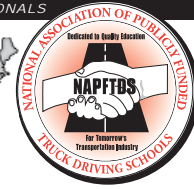
industry, as well as in the training industry. We look forward to seeing you in Nashville on **April 1-3, 2009**.

As president of this association it has been my opportunity and privilege to serve you. I have gained a lot of appreciation for my predecessors. It is with great gratitude that I wish to thank our Past Presidents, Executive Board members, and regular board members for all they do to support and assist this association in running smoothly. It's not always easy in a non-profit organization to give the time necessary to do everything that needs to be done. However, to all these great people who I also consider my friends — a job well done — especially Crissie Moffet as a support to the Board. Thank you all, and keep up the good work. See you soon, and may God bless us all in our duties and endeavors to teach well.

**November 21** is the deadline for the next issue of *Learning Curve*. Questions about article submissions should be directed to Robert McClanahan, 918-770-6446

# LEARNING Curve

NEWSLETTER FOR PROFESSIONALS



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