



U.S. Department of Transportation
Federal Highway Administration



INSTRUCTOR NEWS | DECEMBER 2022

MEET NHI'S NEW DIRECTOR: TOM HARMAN

In the early 1990's, I became a National Highway Institute (NHI) Instructor for a one-week modal on asphalt mixture design. For almost a decade I looked forward to those sessions; to hear the perspectives of the participants and to share my subject matter expertise. Their questions challenged me, and their perspectives shaped me.

This past January, I participated in [NHI's Instructor Development Course \(NHI-420018\)](#) with the amazing Miss Carolyn Eberhard, Master Instructor, sitting in the back of the room. Her feedback to me, as always, was spot on, positive, and very constructive. I am very proud to be a (re)certified NHI Instructor (#1123). It was also amazing to see the other participants blossom from their initial 10 minute-ish presentation to their final 10-minute instruction! The transformation in just 3 ½ days was awesome to observe! As the NHI Director, I am humbled to know that our



image credit:
Barbara Szostek FHWA

superpower is our Subject Matter Expert Instructors! You are what makes NHI soooo special and the reason why our hosts and learners come back time and time again. Thank you!

We have a few things cooking here at our new home that I also want to share...

- First things first, our new home is incredible: two state-of-the-art training rooms, easy Metro access (Dunn-Loring-Merrifield /Orange Line), a green screen room (very cool), and much, much more. I hope you have a chance to check it out soon.
- Second, we are developing Master Classes to help build our skills as instructors. The first 60-minute pilot in this series is entitled, “Applying Training to the Real World,” developed by NHI’s own Stacey Caston, training program manager/team leader, and Lauren Harrington, instructional systems designer. The Master Class is based on some of the concepts presented in the [NHI Learners First: Creating Engaging and Interactive Learning Experience](#). If you haven’t yet, check it out.
- And last, but not least, “What would you do differently?” Do you have an idea, concern, challenge, or innovation you would like to share? I want to hear it! Drop me a line: tom.harman@dot.gov

ANNOUNCEMENT FROM CAROLYN EBERHARD, NHI INSTRUCTOR LIAISON

NOTE TO ALL:

I just wanted to thank all of you for your support and friendship over the many years we’ve worked together. I’ve been a firm believer that a persons’ working relationship functions better when you can not only discuss the business of the day but also build personal relationships.



I've had wonderful people to work for and to work with in my career. My career has taken many twists and turns but ultimately, I have reached my goal: to facilitate learning. While I'll never be able to Inspect or Build a Bridge or Tunnel, I like to think because of the training the Inspectors receive, the great

Instructors that teach our courses, and our role as Training Professionals, that we have collectively made the Highways/Bridges safer for the traveling public as well as our families.

My journey, all 60+ years, with the Bureau of Public Roads, Federal Highway Administration (FHWA), and many contracting firms supporting the NHI's mission, has been great. My last day of work will be December 30th. I'll be leaving you in the very capable hands of Paula Ellis, the new NHI Instructor Liaison. I wish you all a very happy, healthy, and safe future and hope our paths cross again at some future date.

Fondly,

Carolyn

INSTRUCTORS OF EXCELLENCE AWARD 2023 ANNOUNCEMENT

The NHI plans to reestablish the Instructor of Excellence award in 2023! We look forward to recognizing the efforts of more than 400 instructors from the FHWA and NHI's contractor partners. We value your ongoing commitment to training adult learners across the transportation workforce and know you are our most valuable resource.

The Instructor of Excellence award is no small achievement. We require you:

- achieve NHI's Instructor Certification
- teach at least three sessions within the year
- achieve a satisfaction rating of 4.8/5.0 on your evaluations
- be endorsed by an NHI Training Program Manager.

CONGRATULATIONS TO 2022 NHI CERTIFIED INSTRUCTORS

- John Bogue
- Thomas Deitering
- Matthew Hickox

- Matthew Hinshaw
- Tom Howell
- Denise Inda
- Richard Kerr
- Casey Kramer
- Michael McCall
- Todd Morrison
- Rick Nelson
- David Nicol
- Andy Packard
- Mike Pichura
- Bryan Spangler
- Jason Stith
- Alex Waardenburg
- Philip Walker

BECOME A NHI CERTIFIED INSTRUCTOR

The first step in becoming NHI instructor certified is to attend and successfully complete the Instructor Development Course (IDC). After gaining approval to teach, an instructor should teach a course one or two times, using the skills learned on the IDC course.

Instructors can then request a Master Trainer to observe their delivery, and upon successful demonstration of the required competencies and skills during the observation, the instructor will be awarded the NHI Instructor Certification.

Please request instructor certification observations by contacting Paula Ellis at nhiinstructorliaison@dot.gov

Many thanks to our current Master Trainer team for conducting these observations:

- Richard Denney

- Paula Ellis
- John McFadden
- Sobia Nawaz
- Silas Nichols
- Michele Palicka
- Kathryn Weisner
- Stan Woronick

AND FINALLY, 2023 INSTRUCTOR WEB CONFERENCE

Tentatively, we will have our first web conference for instructors in March or April of 2023. There will be the option of two dates and times for you to sign up for. Agenda items to follow.

NHI: Training Transportation Professionals Since 1970.

National Highway Institute, Federal Highway Administration

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