



## ***Professional Biography Paul Hoover***

Throughout his 30 years of Substance Abuse and Behavioural Health & EAP work in the U.S. airline industry, Paul Hoover has worked collaboratively with governmental, corporate and labour entities to create a professionally based, health-oriented identification procedure prior to job decrement, for commercial pilots. Under his leadership a workplace based prototype was designed, implemented and refined over those years. It resulted in a best practices set of procedures which have been adopted by most U.S. commercial airlines as well as airlines in Canada, China, Australia and the Mid-East. These programmes identify, treat and safely return to the cockpit, airmen who suffer from chemical dependency diagnoses.

During his career Hoover worked under the aegis of the Air Line Pilots Association, US Airways, Trans World Airlines and American Airlines. He currently consults to airlines, aviation unions and treatment facilities on topics related to Substance Abuse, Employee Assistance, Critical Incident Stress Management, Anger Management and related behavioral issues which surface in the workplace. He also functions as a U.S. Department of Transportation Substance Abuse Professional when conducting a diagnostic assessment for pilots who have been charged with driving a motor vehicle while intoxicated or under the influence of alcohol.

Hoover holds a Master of Health Science degree in Mental Health Services from The Johns Hopkins School of Hygiene and Public Health, Baltimore, Maryland, USA. He is also a Certified Employee Assistance Professional as well as a certified U.S. Department of Transportation Substance Abuse Professional.