



# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

October 16, 1968

A MICROPROBE X-Ray Analyzer, which cost almost \$100,000, has been installed in the X-710 building. It consists of three major assemblies--spectrometer, power control, and readout console. It can be used to non-destructively analyze most elements, both quantitatively and qualitatively, in volumes as small as one cubic micron.

EMPLOYEES active in one of the four counties' United Fund organizations include: J. E. HARSHMAN, general chairman for Pike County's fund-raising campaign; W. MULLINS, chairman for Pee Pee Township; G. D. ALTHOUSE, president; A. H. CLARY, J. LANG, J. E. JORDAN, and J. W. KEESEE, members of the Board of Directors. H. WATTS is a member of the Board in Ross County; R. C. KRAMER is a member of the Budget and Admissions Committee for the UF in Scioto County.

SEVERAL plantsite roads are getting a  $1\frac{1}{4}$ " topping of asphaltic concrete--which is called "slurry seal." The coating is designed, of course, to keep the roads from further deterioration.

500 SCOUTERS participated in the Fifth Annual Chief Logan Council Camporall on October 4-5-6. GAT employees helping to make the three-day event a success included: JOHN E. JORDAN, D-731; A. L. WILLIAMSON, D-227; and D. H. CAUGHLAN, D-761.

NEW EMPLOYEES include DOZIER CARTER, D-411, who graduated from Portsmouth High School and has a B.S. in Physical Education from Cedarville College. He taught briefly at Mt. Logan Jr. High in Chillicothe, now lives in Portsmouth. BARRY M. MILLER, D-423, graduated from Jackson High School, completed one year at Morehead State University, and completed the welding and blueprint reading course at the Jackson Manpower Training Center. His last employer was the Babcock & Wilcox Company in Barberton.

RUSSELL DeYOUNG, chairman and chief executive officer of the parent company, presented a check for \$230,000 to the UF campaign chairman in Summit County on October 8. It was the largest contribution in the 18-year history of their UF and \$15,000 more than last year. The total contributed to the UF by Goodyear (plus the amount contributed by employees) in the entire U.S. must be a very impressive amount.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

OUTWARD BOUND schools, there are 23 of them (only five in the U.S.), operate on the theory that pitting managers against nature causes them to develop abilities and determination to overcome adversity, the will to succeed and excel. Men, ages 21 through 45, live in tents; climb mountains; run a mile every morning; swim in a mountain stream; go through obstacle courses; crawl along nearly horizontal cables, etc. An article in "Business Week" last March about the value of this unusual management development tool has had quite an effect. For example, the Outward Bound school in the North Carolina Great Smoky Mountains has shortened its course from 26 days to 18 days, increased the fee from \$400 to \$450 and increased the number of courses.

R. A. MANNING, former GAT employee (1953-1956) and now a member of the Ohio House of Representatives from the 94th District (Summit County), is chairman of the joint House-Senate Committee on Liquor Control.

LOUIS JACKSON, a recent AMA conference speaker, points out the value of frequent discussions between each member of supervision and those who report to him. For example, he says that if you attend a seminar where plant improvements are discussed, passing on at least part of the information to your employees should improve their morale. When you have company material to distribute (for example, the Aetna Life Insurance Group Insurance Certificate -- 30 pages -- was distributed recently) use it as a means of contact. He suggests you read the material in advance and be prepared to answer questions. The employee is bound to appreciate such time and effort spent in his behalf much more than just receiving something of this sort handed to him or her without comment. Above all, Jackson advises, solicit from each employee answers on such pertinent questions as "How can we make our department more effective?" or "How can we make this a better company to work for?"

A \$5,000 SALARY in 1939 is about the same in purchasing power as a \$14,000 salary today.

RELIANCE ELECTRIC makes a unit that measures the dimensions of jet turbine blades to 0.0002 inch -- while these small blades are whirling past the sensor at 6,000 a second. Any blade that does not meet the tolerance is automatically designated by number.

IN NOVEMBER, in addition to the President and Vice President, the American people will elect 34 United States Senators, all 435 Congressmen, 22 Governors, 5000 state legislators, in 43 states, plus 10's of thousands of local officials.

A PATENT for a process which permits wood to be bent to shapes previously impossible has been granted a Syracuse University professor. The wood is put into a vacuum. After all the air has been removed, the wood is impregnated with ammonia gas under heat and pressure. This frees the wood cells and the wood can be twisted, compressed, embossed, etc., without destroying the cells. After the ammonia is removed from the wood, the cells lock in their new position without the distortion and shrinkage that is apt to occur with other bending methods. Package units for the patented process are already available.

IOWA has a higher percentage of its population over 65 years of age (12.5 percent) than any other state. Florida is second; Missouri, third.

ONE VIEW of the stock market, as described in an article in a recent issue of "Business Week," is based on a five-year projection. The authors point out that the net purchases of common stock by pension funds, life insurance companies, mutual funds, state and local retirement plans, figure to be double the supply of new issues. If this be true, it does not prevent declines but the overall trend must be upward.

THE POTOMAC Electric Power Company has prohibited the wearing of beards by male employees and "provocative" clothing by female employees. Officials did not elaborate on what constitutes "provocative" clothing.

INTERNATIONAL Correspondence School honored the enrollment of its eight millionth student this summer by flying him to ICS headquarters in Scranton, Pennsylvania, for special ceremonies and the presentation of a life-time scholarship for unlimited ICS study. He was then flown to New York City for an expense paid vacation. The two persons who just missed by one number -- the one just before and just after -- each received a limited free scholarship.

G.E. reports that the graduates of their course in creativity have three times the number of patents per engineer as do those not trained.

## THOUGHTS ON MANAGEMENT

WE PAY about \$4 billion a year in the United States for all police, all courts and all correctional institutions. This is less than one-half of 1 percent of the annual national income and less than 2 percent of all taxes collected. For this we get about what we pay for. That is to say, we get a system that leads to arrests in only about 25 percent of all serious crimes. We get convictions in only about 10 percent of those arrested, and in the end those actually incarcerated amount to only about 2 percent.

- James Reston, New York Times

RETURNING FROM two weeks off with pay, I have some observations; into each life some rain must fall, but why must it be when you're on vacations?

NOW THE REALIZATION is dawning that the institutions we have created may be taking us all in the direction of death. War escalates; so does mental illness; so does crime; so does racial strife; so do starvation and poverty for increasing millions in the world. Conditions seem organized to get worse and worse, and we live in constant awareness of the possibility of death, not by the gradualisms of illness and starvation, but, instantaneously, by the bomb . . . Aware that we have consciously built systems to deliver death to mankind, we are becoming aware that we shall just-as-consciously have to build systems for delivering life to mankind. We are seeking the basis for building from life for life.

- Ross L. Mooney, "Perspective on Ourselves"

THE PRINCIPAL DIFFERENCE between a dog and a man is that if you befriend a dog, he will not bite you.

C. WEST CHURCHMAN, systems analyst and author of "Challenge to Reason," suggests that we know very little about decisionmaking and even less about how one should decide, despite numerous research studies recently conducted. He recommends that we set out deliberately to establish at least two completely different solutions, openly in conflict and disagreement with each other, as a way to get closer to reality. Even so complicated a problem as the war in Vietnam can and should be treated in this way instead of relying on a single solution based on one set of assumptions.

- Norman Kaplan, George Washington University

NO MATTER how well a woman carries her years, she is apt to drop a few as she gets older.

- Today's Chuckle

WHAT YOU DON'T know won't help you much either.

- Don Frazer

THE NATURE of a social system we would desire, and the means to arrive there, depend first on one's view of the nature of man and secondly, on one's view of his capacity to change his social and natural environment. About man's nature, one school of thought believes that man must be led into activity through the application of positive or negative sanctions, but another school holds that when his basic needs are fulfilled, man strives for self-realization through creativity. Concerning man's ability to influence his environment, the basic disagreement is between those who believe that the potential for change is limited, and those who are convinced that man can achieve almost any goal he sets for himself because of the growing availability of energy, coupled with an increasing understanding of the universe.

- "Social Policies for America in the Seventies"  
by Robert Theobald

A NINETEEN-YEAR-OLD college student's definition of a "manager": "He's nice enough to make people want to work, and nasty enough so that when they don't, they wish they had."

- Management of Personnel Quarterly

OPPORTUNITY has to knock, but it is enough for Temptation just to stand outside and whistle.

IT IS BECOMING increasingly apparent that no modern business can continue to be successful without planned attention to the growth and development of its managerial staff.

- E. T. Reeves

BEHIND every successful man is a good woman -- and chances are she'll catch him.

THE COMPUTER will not eliminate middle managers -- it will force them to learn to make decisions. Many middle managers are not being trained and tested in risk-taking decisions, and when moved into top management they suddenly find themselves up against decisions they have not been exposed to before. The computer will force corporations to develop managers who are trained and tested in making decisions that spell success or failure.

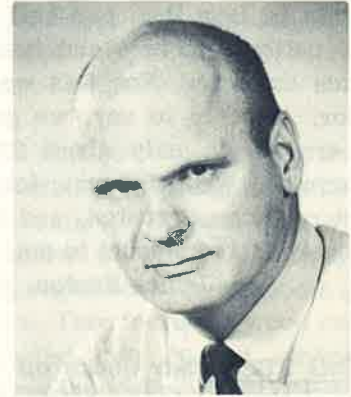
- Peter F. Drucker

MANAGEMENT is an ever changing, ever dynamic system of interacting minds.

- Joe Batten

## WHO'S WHO IN MANAGEMENT

DONALD L. SCOTT is a staff technical man in Department 522. He directs the activities of several employees in the X-Ray Laboratory, which is housed in Room 258, X-710 building. They do non-destructive analysis of elements or compounds by either X-ray diffraction or X-ray fluorescent spectroscopy. He reports to Dr. P. R. SEUFZER, superintendent, Development Laboratory.



Scott graduated from high school in Tazewell, Virginia. He attended Virginia Polytechnic Institute and took correspondence training through Capitol Radio Engineering Institute in Washington, D.C. He served as airman 1/c, aircraft mechanic, and later as a flight engineer in the U.S. Air Force (1951-1954). He came on our payroll as a production operator in training in 1955, was transferred to the Technical Division the following year. He has had several promotions since; was given his present classification in 1966.

Don and his wife, Shirley, with their children, Crystal (14), Brian (13), and Keith (11), live at 2022 Summit Street in Portsmouth. He is a member of the American Physical Society and the American Legion. He is co-author of at least nine published technical reports, some of which have been presented at conferences or printed in technical journals.

### GAT NAMES AND FACES IN THE NEWS



G. H. REYNOLDS



J. E. HARSHMAN



F. A. KOEHLER



W. B. HARBARGER, JR.



E. W. WOOSLEY

G. H. REYNOLDS is to speak to the Rotary Club at Wellston on October 23. His topic will be "The Future of the Nuclear Industry."

J. E. HARSHMAN is the new master of Orient Lodge 321 F&AM at Waverly.

F. A. KOEHLER gave the kick-off speech at the Jackson County United Fund Rally, October 10, in the Jackson County Court Room. The title of his talk was "Charity in Which We Can Participate."

W. B. HARBARGER, JR., was the guest speaker for the fall convocation at Rio Grande College. Wayne's topic was "Can Man Domesticate Himself?"

E. W. WOOSLEY is foreman of the Jackson County Grand Jury for the September-December term.