



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

February 5, 1969

A. J. GRACIA said farewell to his many friends at GAT during what was probably his final visit here on January 31st. He announced to those attending the seminar in the X-710 building that he was retiring and Dr. C. R. Milone would take his place. "Al" is leaving about the middle of February, he and his wife are taking a six-week Caribbean vacation, and officially retiring the end of March.

GAT COST Reduction semiannual report to the AEC for the period ending December 31, 1968, shows 115 actions taken for a total estimated dollar savings of \$403,983.

NEW SALARY EMPLOYEES include: JAMES C. HERTLER, D-761, who graduated from the high school in Bridgeport, Ohio, earned a BME degree from OSU in 1950. His last employment, for approximately 12 years, was as an engineer for the Chemical Division of U. S. Steel Corporation in Pittsburgh. Jim, his wife, Jean Ann, and five children are living in Chillicothe. JAMES W. ERVIN, III, our latest draftsman apprentice in D-761, graduated from Wellston High School and most recently has been doing drafting work at Diamond Power Specialty Corporation at Lancaster. His father is JAMES W. ERVIN, D-857. SYLVIA E. TRENT, clerk-trainee, D-224, graduated from West High School in Columbus and has been working as an IBM machine operator and bookkeeper at the First National Bank in Jackson. She, her husband, James A., and three children live in Beaver.

EMPLOYEES active in various community activities include: C. D. TABOR, re-elected president of the Jackson (city) School Board for the sixth consecutive year; G. D. ALTHOUSE, who as president of the Pike County United Fund, presided at the U.F.'s annual meeting at the Lake White Club; E. I. BIBBEY, D-811, is president and R. L. SMITH, D-711, a member, of the Lucasville Valley Local District Board of Education. W. E. ELLSESSER is again handling the Portsmouth Elks Lodge "Most Valuable Student" scholarship contest. Peg is also a member of the Board, Scioto County Chapter of the American Red Cross.

1969 BOWLING CHAMPS with a 2980 (with hdp) score in the Company Tournament held in Portsmouth January 25, is a team made up of SURACK, McCLELLAND (captain), CHRISTOPHER, BLAINE, and Yates (who bowled a 648 scratch).

GENIE GUNDLAH, D-110, and MARCELLA O'BRIEN, D-760, attended an Industrial Education Institute on "Improving the Secretaries Managing Skills" conducted at the Carousel in Cincinnati on January 28. BONNIE DAVIS, D-220, and RUTHIE HAYDON, D-101, will attend the same program at the Holiday Inn in Columbus on February 14.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

DO YOU DOODLE? According to some psychologists, what you doodle is an indication of what you are. For example, if you doodle animals and birds, you are affectionate and capable of great understanding. If it's boats, you are energetic and long to be free to do as you please. If you have been filling in the open spaces of "o's" you are indecisive; so you better start doodling squares in checkerboard fashion because that's an indication that you are logical and emotionally stable.

AT LEAST 60 traditionally men's or women's colleges have, within the last year, announced plans to become coeducational.

"HANDLING RESISTANCE to Change" was the subject of Dr. S. H. Fuller at the Portsmouth Management Conference. He said that all change has two aspects, technical and human. It is the human aspect that is resisted. . . It is not natural to resist change. . . You resist only those changes that take something away from you. . . Three ways to reduce hostility to change: (1) Don't have too much at any one time. (2) Time your change to occur when most people see the need for it and agree with it. (3) Allow for ventilation of grievances.

TWENTY-PERCENT of the Bendix Corp.'s 75,000 employees are engaged in research and development.

CLASSIFY and take action on each memo, letter, and report immediately after reading it--that's the advice of an executive v.p. of the Steelcraft Manufacturing Co. For example, if a reply is needed, he dictates it as soon as possible. If more information is needed, he sets fact-finding wheels in motion at once. "Delegate to assistant" also saves him time for more important work.

HUGHES AIRCRAFT CORP.'s "Cost Improvement" program, over the last nine years, is credited with a \$242.14 million total savings.

RELTOOL CORP. has a patented "radial lip" grind twist drill which lasts much longer (up to 10 times) than conventional drills and it produces a clean burrless hole. Instead of the conventional drill's sharp chisel edge that receives heavy stress at the outer cutting edge the new design has curved outer lips, allowing stress to be uniformly distributed over the entire cutting area. The whole idea makes so much sense that it's a wonder someone didn't think of it years ago.

THE AEC's secondary school lecture-demonstration program, "This Atomic World," began visiting the nation's high schools in 1955. Since then it has been in all 50 states and the District of Columbia. It has been presented to more than 14 million students.

IN HIS BOOK, "Management's Right To Manage," by George W. Torrence, BNA Books, 1968, the author examines arbitration awards to see whether arbitrators have restricted management's right to manage since three decisions by the Supreme Court in 1960 which held that the courts could order and enforce arbitration without considering the merits of the dispute, provided the dispute was subject to arbitration under the contract. The author concludes that they have not and, instead, "practically all the rights that have really been lost by management are those which management itself has given away, deliberately or otherwise."

NEW JERSEY provides part-time jobs as toll collectors on its Parkway system for men over 65. Eighty-seven of them work 10 to 15 hours a week during rush hours. Eight "retirees" were first hired in 1960, five of them are still on the job.

THE INEFFECTIVENESS of the usual lecture-type presentation is emphasized by an experiment conducted by a professor at Wayne State University. He found that, in lectures to 450 "Introductory Psychology" students, at any given moment only one in five was paying attention to what was being said.

A STAINLESS-STEEL shotgun has been developed in Sweden. It can be fired a thousand times without being cleaned; cleaned by running ordinary tap water through the barrel.

D. C. GOODLAND has been promoted to manager, Chemical Plants Engineering Section, Central Engineering Staff, for Goodyear-Akron. Dave was here from 1954 - 1964.

BOTANY INDUSTRIES produce an average of 25,000 high-quality men's suits a week. Since it would cost them about \$4,250 per week if an average of only one square inch of woollens per suit were wasted, they use a computer to advantage. It tells them precisely how many square inches of each type of cloth--including linings, pockets, and woollens are needed for each size garment.

THERE WERE 52 countries at the end of World War II. There are 86 more now.

THOUGHTS ON MANAGEMENT

FOR ANYONE who is concerned in any way with fostering the creative output of the people of any organization, the scientific, empirical and historical evidence shows clearly to whom he should look for the greatest results--the heretofore-derogated "old dogs" . . . who, while perhaps not at physical peak, and therefore, not the greatest at manual tasks, are more than a little capable as intellectual power-houses. Only two things can really, effectively keep "old dogs" from performing worthwhile "new (creative) tricks": (1) negative attitudes, and (2) failure to try. But it should not be too difficult for imaginative, enlightened leaders to find ways to alleviate, eliminate or offset these two factors and thereby help themselves, their organizations--indeed, all of society--to release the tremendous, untapped creative potential of the over-40.

- Jack W. Taylor, Personnel Journal

AN EXPERT is someone who is called in at the last minute to share the blame.

WE ARE GRAPPLING NOW with the problem of how to keep a man updated and still allow time for him to be productive. If the obsolescence rate is what we think it is, the cost is going to be frightening.

- Robert Hornbuckle, Ford Motor Co.

IN THE LAST 3,421 years of recorded history, only 268 have seen no war. We have acknowledged war as at present the ultimate form of competition and natural selection in the human species. One war can now destroy the labor of centuries in building cities, creating art and developing habits of civilization. In apologetic consolation, war promotes science and technology, whose deadly inventions may later enlarge the material achievements of peace.

- Will and Ariel Durant, "The Lessons of History"

YOUR PRESENT is the past of tomorrow; your acts today can create a better future.

- A Guide to Rational Living

A YALE president's advice to Novice G. Fawcett, president of Ohio State: "Always be kind to your A and B students. Someday one of them will return to your campus as a good professor. And also be kind to your C-plus students. Someday one of them will build you a two-million-dollar science laboratory."

- Harold A. Fitzgerald in "Look"

LIFE is like playing a violin in public and learning the instrument as one goes along.

- Samuel Butler (1600-1680)

ALL HUMAN BEINGS have aspirations, but it is education that controls to a very large extent the kind and quality of aspirations which people have.

- Edwin C. Merrill

WHEN I SAY the contribution of the behavioral sciences to management has been disappointingly small, I mean this: In the past 15 years there have been perhaps 150 books and 1,500 articles written on the subject. And yet the practice of management remains almost the same . . . The manager does just about the same things he has always done.

- Mason Haire

MIDDLE AGE is the time in life when you are still young, but only part of the time.

SOMEHOW or another, business tends to attract men who can make things happen. This is not to say that they are smarter, for example, than their brethren in the ivory-covered halls of education or that they are more creative than some of the people in government. Somehow, the reward system in business does attract men who make the future instead of waiting for it.

- Elmer R. John, General Mills, Inc.

TWIXT the optimist and pessimist, the difference is droll: The optimist sees the doughnut, but the pessimist sees the hole.

- McLandburg Wilson

THERE ARE TIMES--about twice a day I would guess--when I wish every single Better Listening program would add at least one more behavioral objective. I wish they would guarantee that at the end of the training, not one of the trainees would ever again interrupt the person who is talking.

- Dugan Laird

WISE MEN talk because they have something to say; fools because they have to say something.

- Plato, as quoted by Dr. Glenn T. Seaborg

I HAVE NEVER MET any human being in my life who will not work hard and effectively: (1) If he has been told clearly what is required of him assignment by assignment or day by day. (2) If he is capable of doing it. (3) If he agrees with me that it is worthwhile for both of us.

- R. Wilkinson in "Trained Men"

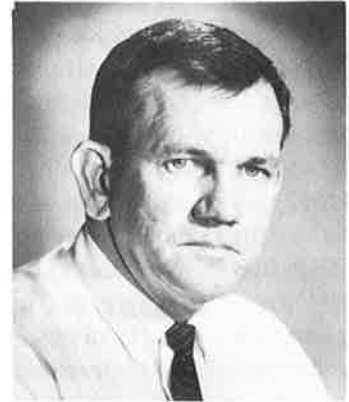
BEHIND every argument is someone's ignorance.

- Louis Brandeis

WHO'S WHO IN MANAGEMENT

JOHN R. HOWERTON is a foreman in Instrument Maintenance, D-712. He supervises seven hourly employees who repair and maintain electronic and mechanical instruments in the X-720 Instrument Shops. He reports to D. C. PATE, supervisor.

Howerton graduated from South Portsmouth (Ky.) High School; attended one technical school, and took correspondences from another. During World War II, 1943-46, he served with the U. S. Air Force as a sergeant in the South Pacific. When he returned, he became an Ohio U student and completed 3½ years towards a degree in Education with a major in Physical Science. His work experience includes teaching for the Greenup and South Portsmouth Boards of Education, working as a radio engineer for WSAZ in Huntington. He was hired here as an instrument mechanic in 1954, was promoted to foreman in 1962. He served in that capacity until our personnel reduction in 1964, was electrical foreman at Detroit Steel Corporation until assuming his present responsibilities in 1966.



John, his wife, Dorothy, and daughter, Patricia - 14, live in South Portsmouth; attend the Sunshine Methodist Church at South Shore. A married daughter, Linda Ratliff, her husband and their one-month-old grandson, Randy, live nearby. John is a member of the GAT Foremen's Club and the Portsmouth Elks Club.

GAT NAMES AND FACES IN THE NEWS



DR. F. E. WOLTZ



J. G. CRAWFORD



R. E. CHILDERS

DR. F. E. WOLTZ presented a one-hour seminar on Nuclear Engineering to students and faculty members on the Ohio State University campus in Columbus, yesterday morning, February 4.

J. G. CRAWFORD is to be the speaker for an American Institute of Chemical Engineers (AIChE -- local chapter) meeting at Bucknell University, Lewisburg, Pa., on February 19. Jack's subject is "Fluorination of All Enrichments of Uranium Oxide."

R. E. CHILDERS is president of the Pike County Republican Club. He is also Clerk-Treasurer of the Village of Waverly.