



# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

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THE FOURTH Annual Value Engineering Workshop is to be held at Oak Ridge, Oct. 27-31. About 40 AEC and contractor employees are expected to attend including: A. H. CLARY, M. E. CORYELL, D. B. JONES, C. A. MENTGES, F. S. VOSS, M. R. ZIGLER and AEC area manager, R. V. ANDERSON.

RECENTLY visiting plantsite were 12 men and women who are among those who handle Selective Service in our four-county area. Included in the program for them arranged by D. E. PRICKETT were tours of the X-770 (DR. WOLTZ in charge) and X-746 buildings (R. H. GILLESPIE); perimeter road (F. E. PICKENS), luncheon (L. E. FULLER), and a description of the gaseous diffusion process and the future of our industry by G. H. REYNOLDS.

EIGHTEEN GAT secretarial employees who said they were interested in studying for and taking the Certified Professional Secretary two-day examination have been supplied with study guides. In addition, a number of reference books have been purchased for them and placed in the Engineering Library.

C. D. TABOR spoke to the Lions Club of Beaver on Oct. 7; A. H. WERNECKE was the speaker for a meeting of the First Christian Church Men's Fellowship group in Portsmouth on Oct. 9. Both men spoke on the same subject, "The Future of the Nuclear Industry."

NEW SALARY EMPLOYEES include: PHILIP M. CALLIHAN, electronic technician in D-527. He graduated from Clay H.S. and has had more than 1300 hours of training in electronics. For most of the last nine years he was an employee of North American Rockwell. Phil and his wife, Sandra, have three children. G. C. CALLIHAN, D-731, is his uncle. ROBERT B. COCHRAN is an accounting clerk in D-512. He graduated from Waverly H.S., studied electronics at Piketon Vocational, is presently taking courses at Ohio U-Chillicothe. MRS. SHIRLEY M. TRENT is a clerk-trainee in D-375. She graduated from Jackson H.S., has had a year at Ohio U-Chillicothe, and is presently enrolled for an art course by correspondence. REGINA ANDERSON is her sister, SYLVIA TRENT, her sister-in-law.

GAT is changing from our present "Personal Analysis" type appraisal system for salary employees to one where each of us is evaluated on how well we handle the responsibilities connected with our job. The new form is entitled "Individual Performance Appraisal and Review" and we think you are going to like it. Sessions to introduce and explain the new program will be held soon.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

BY USING work sampling techniques, a chemical plant in the East discovered it was using its maintenance force inefficiently. Direct savings amounted to more than \$100,000 a year as travel time was reduced from 34 to 19 percent and delay time from five to three percent.

ACCIDENTS may be subconsciously motivated. According to an article in the September issue of the "Reader's Digest," people - particularly those who seem to be "accident prone" - may be getting injured because they are the victims of deep emotional conflict. Studies, as far back as 1926, show that a person may have accidents because of feelings of guilt, anger, hostility or frustration. Incidentally, the same feelings cause much of the sickness and absenteeism which result in a cost to American industry of some \$7 billion annually. What can an individual do to break a troublesome accident trend? The author suggests analyzing what happened the day of and/or the day before the accident. It could be something a wife said, what a son or daughter did or perhaps a sharp word from the boss that triggered the injury. Talking about an accident with a friend or relative may cause the person to realize that the mishap wasn't simply bad luck or the result of clumsiness. Finally, if the accidents are resulting in serious injury, psychiatric help should be sought.

AFTER employees at a plant in Pennsylvania had worked three million man-hours without a lost-time injury, they were each given a holiday with pay anytime they chose. They have been promised another holiday with pay when they reach four million.

C. W. HUMPHREYS is plant manager at Goodyear's Melbourne, Australia plant, Bill worked here from 1953 - 1957.

AN OHIO FIRM discovered that male employees were turning in 60 more suggestions than female employees. They ran a male vs. female idea contest and offered a company-paid night on the town for two as an added lure. Suggestions greatly increased and women outpaced the men by a 7 to 5 ratio.

COFFEE BREAKS do add up to a lot of lost time. Top management at one firm is said to be toying with the idea of telling new employees they can have their choice, coffee breaks or retirement three years earlier.

HAVE YOU HEARD about "quarks"? Besides neutrons, electrons, and protons which most of us have at least heard of, and the less familiar small particles called lambdas, pions, kaons and sigmas; physicists at the University of Sydney, Australia, think they have seen, at least the path of, a quark. In case you didn't know, a proton may be made up of three tightly bound segments which have been named quarks. Once the giant accelerator at Weston, Ill., is in operation, we should know for sure whether or not the theory is fact.

THE U.S. PUBLIC HEALTH SERVICE estimates that workers lose 77 million man-hours of work each year due to a variety of illnesses which are traceable to smoking.

AN INSTANT HELMET has been developed by the Air Force Materials Lab. Fast setting polyurethane is poured into a mold, which is put on the airman's head, and in minutes, he has a custom helmet liner ready for insertion in the shell. The new liner is comfortable, shock absorbent and costs 25¢. It replaces one that cost \$82.

SIGN OF THE TIME: A movie marquee advertising, "Now Showing - Everything!"

ON THE WALL, in back of the desk of U.S. Secretary of Commerce, Maurice H. Stans, is a framed question: "Why?" He says, "A good part of my job (the department has a billion dollar budget and 20,000 employees) is asking questions. If you ask enough questions, you're going to bring some good ideas to the surface. And you're going to find out what's wrong with some ideas that may have sounded good when first presented."

OHIO has spent more on recreation in the last seven years than was spent between 1803 and 1963.

PEOPLE who park cars or trucks where children play might do well to follow the example of New Jersey Bell who instruct their drivers to make a "Safety Circle" inspection of their vehicles before driving them. They make certain that no youngsters, pets, toys or obstructions are in front of, behind, under or beside the vehicle.

AT GREEN BANK, W. VA., there is a computer that makes 8-1/4 billion comparisons a second! Developed by the National Radio Astronomy Observatory, it is used to measure the movement of our galaxy within the universe.

## THOUGHTS ON MANAGEMENT

IT IS POSSIBLE that many years in the future historians will look back on the period around the year 2,000 and name it after a particular material, as they have already done for the Stone Age, the Bronze Age, and the Iron Age - labeling these civilizations by the primary material that they have used. . .It's hard to predict whether our next stage of development will be known to future generations as the nuclear age or the space age. But I do think that one of the candidates will be the name Uranium Age. . .

--Dr. Glenn T. Seaborg

YOU CAN'T LEARN management entirely in the classroom anymore than you can be 100 per cent successful managing by experience.

H. Randolph Bobbitt, Jr., O.S.U. professor

WHEN THE WORRIES and cares of the day fret you, and begin to wear upon you, and you chafe under the friction--be calm. Stop, rest for a moment, and let calmness and peace assert themselves. If you let these irritating outside influences get the better of you, you are confessing your inferiority to them by permitting them to dominate you.

--William George Jordan (written about 1900)

THE BULLS and the Bears are not responsible for as many losses on the stock market as are the bum steers.

--Leo Aikman

TEACHERS would like to teach, to be sure, but most of them are not teaching. They are baby-sitting. Many of them spend most of their time in custodial activities aimed at keeping the kids quiet. Indeed, some studies show that it is not the productivity of the teacher that is so very low. It is simply that he or she has no time to teach. . .What we need to do is to relieve the teacher of all but the teaching work. Only then will he be able to do what today is practically impossible - teach individuals.

--Peter F. Drucker

THERE ARE some things money can't buy, including what it used to,

--Bits and Pieces

SILENCE is one great art of conversation. He is not a fool who knows when to hold his tongue. A person may gain credit for sense, eloquence, and wit, who merely says nothing to lessen the opinion which others have of these qualities in themselves.

--William Hazlitt

AN ORDINARY PERSON'S memory system lies relatively unused most of the time. For some, their only intense activity of the subconscious may well be during dreams and nightmares, when the restricting conscious mind is dormant. But virtually everyone possesses a surprisingly large creative potential. Creativity can be learned.

--Dorian Shainin

WINNING isn't everything, but wanting to win is.

--Vince Lombardi

THE MAIN DIFFERENCE between young people today and people of my generation is that I like dressy clothes, because I feel special in them. I grew up during the depression and didn't have lots of clothes. Dressing up was a special occasion. Kids today have no special occasions. New clothes mean nothing. But bell-bottom slacks and leather vests, miniskirts and fishnet hose do, because people notice them. I suppose this is a backlash on our affluent society.

--Professor of philosophy (41 yrs. old)

COMMON SENSE is not common.

I'D RATHER see a sermon than to hear one any day; I'd rather one should walk with me than merely tell the way. The eye's a better pupil and more willing than the ear, fine counsel is confusing, but example's always clear. And the best of all the preachers are the men who live their creeds, for to see good put in action is what everybody needs. I soon can learn to do it if you let me see it done; I can watch your hands in action, but your tongue too fast may run. And the sermon you deliver may be very wise and true; but I'd rather get my lesson by observing what you do. For I might misunderstand you and the high advice you give - but there's no misunderstanding how you act and how you live.

--Contributed by Phyllis Lallow

THE YEARS seem to go like 60, once you've passed 50.

--Earl's Pearls

THE SPEAKER finished, everyone applauded politely and got up to leave. One man went up to the speaker and said, "That sure was a lousy speech," and joined the others. Just then the man who had been in charge of the meeting came up and told the speaker, "I don't know what that man told you, but don't worry about it. He's not very bright. He just repeats what he has heard others say."

## WHO'S WHO IN MANAGEMENT

DOZIER CARTER is a buyer in D-411, Purchasing Department. He is responsible for the purchases of such things as janitorial supplies, insulation materials, maintenance fasteners, G.S.A items, and the shipping of 16 mm films to and from plantsite. He reports to O. E. GLEIM, assistant purchasing agent.

Mr. Carter graduated from Portsmouth H.S. and has a B.S. in Physical Education from Cedarville College. He has taken graduate courses from Rio Grande and Arkansas State Teachers Colleges. Prior to coming to GAT last year, he had been a supervisor of recreation in Dayton, a teacher at the Chillicothe Correctional Institution, the Mt. Logan Jr. H.S. in Chillicothe, and the Harrison Elementary School in Hamilton.



Dozier is single and lives with his parents at 1126 15th Street in Portsmouth. He has five sisters - Florise, a nurse in Chillicothe; Lorene, a secretary in Dayton; Ossie, a nurse in New York; Dorothy, an anesthesiologist in Dayton; and Ruby, a social worker in Portsmouth. Dozier belongs to the Beulah Baptist Church. He was center on Portsmouth's 1961 State Champion basketball team.

## GAT NAMES AND FACES IN THE NEWS



M. M. CRAWFORD



F. A. HOHORST



F. E. WOLTZ



A. L. WILLIAMSON



F. E. BAKER

MARION M. CRAWFORD is retiring October 30, after more than 16-1/2 years of GAT service. Sam and his wife, Helen, have a nice home at Lake White, a fishing boat, a "camper" van and another car for trips. In addition, he is a "ham" shortwave operator. Looks like they are all set to enjoy retirement.

F. A. HOHORST presented a paper entitled "The Effects of Oxygen on the Degradation of Dichlorotetrafluoroethane by Fluorine" at the recent American Chemical Society meeting in New York. A. J. SARACENO co-authored the paper.

CONGRATULATIONS are in order for DR. FRANK E. WOLTZ who celebrates his 25th anniversary of Goodyear service on November 1.

A. L. WILLIAMSON was recently elected president of St. Mary's Parish Council in Waverly. L. BICKETT, D-811, is immediate past president of the Council. Mr. Williamson is also president of Piketon Village Council, is on the November ballot as candidate for the Scioto Valley Local Board of Education.

F. E. BAKER has built a small gyrocopter in the backyard of his home in Waverly capable of an air speed of about 100 miles per hour. Frank expects to be airborne before the end of the month.

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