



GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

October 1, 1969

OUR FIRST Pre-Supervisory Program is scheduled to start this month. Division managers in the 200, 400, 500, 700, and 800 Divisions nominated candidates. The men themselves had complete freedom of choice as to whether or not they wanted to be included in the first group. The men will study a variety of subjects designed to help them do a better job if they are ever selected to be foremen. The program, which includes home study and group meetings on Company time, is expected to last at least a year.

AT LEAST 23 GAT employees are seeking election, or re-election, in next months election - nine to city or village council, nine to different school boards, and five to the office of township trustee.

N. H. HURT and R. E. WILCOXON are the speakers for a meeting of the Student Chapter of the American Society of Mechanical Engineers in Athens on October 2. Their subject is "Opportunities for Mechanical Engineers in the Atomic Energy Field."

NEXT WEEK, October 6-13, is our annual All-In-One Campaign. Every year, we have three goals: (1) To have 100% participation, (2) to reach a new high in average contributions, and (3) to raise as much money as possible for the various United Fund Agencies. The example you set, what you say and do during the Campaign will make a difference. A step in the right direction, would be to increase your contribution.

RECENT PROMOTIONS include C. H. MARTIN, Jr., from Tech Squad trainee to programmer, scientific, D-514.

EDWARD M. PETROSKY is the newest member of the Technical Squad. Ed graduated from high school in Greensburg, Pa., and has a B.S. in Mechanical Engineering from Penn. State U. He was just recently married.

JAY A. BUDDE and JAMES B. MORGAN are new co-ops from the U. of Cincinnati. Jay graduated from Lehman H.S. in Canton. He is studying Metallurgical Engineering. Jim graduated from Portsmouth H.S. and is after an Electrical Engineering degree.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

PHYSICAL FITNESS researchers at UCLA say that the average engineer, business executive--any white collar worker--needs to raise his heart rate above 130 beats per minute and sustain it for at least three minutes, as the minimum daily training load to counteract cardiovascular degeneration. During heart-rate 130 exercise, you don't have to count, the proper intensity is that which causes the heart to beat hard enough so it can be felt in the chest but not in the head. They also recommend that you work-off 300 calories a day by exercise--perhaps by 15 minutes of wood chopping, ditch digging, log sawing, or jogging; stand for at least two hours a day; overload the muscles by lifting or carrying something weighing about 60 pounds at least once a day; stretch like a house cat--move every joint in every way possible each day to keep each one flexible and limber; relax--deliberately "let go" and relax every time tension begins to mount. Heart rate can be reduced at least five beats per minute if you follow their advice.

R. L. RHODES is now manager of Industrial Relations for Goodyear's plant in the Philippines. Russ was transferred to Akron in 1963.

LOCAL 182 represents Motor Wheel (a GT&R Co. subsidiary) employees in Lansing, Michigan. They held their annual picnic on August 24 (the temperature was 95°). Eight thousand people came and, in four hours, consumed 800 pounds of hot dogs, 12,000 ice cream bars and 7,200 gallons of pop--all of which was furnished by the union.

A GROUP of psychiatrists at Stanford U., after a thorough study of violence, say that, if we hope to save our leaders from senseless assassinations, our sons from being sent to fight wars we don't try to win and perhaps the whole world from nuclear destruction, we must make changes in many areas of American life. For example, parents should be most reluctant to resort to physical punishment of their children. Alternatives to aggressive behavior must be encouraged, and violent behavior played down. The psychiatrists point out that when youngsters watch their TV or movie heroes shoot their way to victory or are regularly beaten by their parents, they assume that these are acceptable methods of behavior. But, if examples and methods of non-violent protest were seen more frequently, children would be less likely to use their fists, or later a gun, and more likely to try discussion.

1,000 COLLEGE SENIORS were interviewed last spring and asked a number of questions about leaders in education, business and politics. A majority thought that business leaders were more forward looking and progressive than those in the other two fields. They also thought that those in business were more competent, self-seeking and ruthless; lowest of the three in "high moral caliber," and least "fair in dealing with others."

TO DRAMATIZE the \$15 million annual cost of work accidents in the seven-county area served by the Metropolitan Area Safety Council of Minnesota, the general chairman of the 1969 Occupational Safety Conference had himself photographed with \$15 million in bills stacked on a table in front of him.

THE WORLD'S BIGGEST power plant is to be nuclear powered and cost \$392 million. It is for the TVA in Alabama and will produce 3,125,000 kilowatts. Three "boiling water" reactors will turn water into steam right in the reactors. The steam at 540 and 1,000 lbs. pressure will go to three turbogenerators. The plant should be in full operation by 1972. The hydro-electric plant at Niagara Falls is the largest existing U.S. plant. It produces 2,190,000 kilowatts.

EXPERIMENTS on creativity conducted at Princeton University prove that excessive motivation, whether in the form of high rewards for performance or anxiety over the possibilities of failure, inhibits creativity.

A 90-YEAR-OLD woman in Indianapolis was murdered by a young purse snatcher. This caused 50,000 women in that city to band together and start a crusade against crime. So far, they have been able to get 9,000 new street lights installed - and crime has gone down as much as 85 per cent in some areas. They also worked with dropouts and got more than 2,000 of them back in school.

IN THE TIME CAPSULE Armstrong and Aldrin left on the moon, there is a 1-1/2" diameter disc of pure silicon on which Sprague Electric Co. placed the equivalent of 660 pages of printed material.

BY THE END of the century, in the opinion of steel-worker union president, I. W. Abel, the government may have to pay people for not working; just as now the government pays farmers for not growing things.

THOUGHTS ON MANAGEMENT

TO LIVE is to have problems, and to solve problems is to grow intellectually. It is probably safe to say that at no time has a larger number of informed and otherwise intellectually able individuals lived on this planet, yet the problems to be solved seem almost overwhelming -- how to keep the peace, how to feed and clothe an expanding population, how to keep the population from expanding too rapidly, and how to educate it. Education in the more enlightened countries has been rather successful in transmitting to younger generations the accomplishments of older generations. But . . . teaching has been much too authoritative. It has not given the younger generation instruction in how to use information in creative ways, or even the opportunity to do so in many cases. Creative education, on the other hand, aims at a self-starting, resourceful, and confident person, ready to face personal, interpersonal and other kinds of problems. Because he is confident, he is also tolerant where there should be tolerance. A world of tolerant people would be one of peaceful and cooperative people. Thus creativity is the key to education in its fullest sense and to the solution of mankind's most serious problems.

--J. P. Crawford

IT'S TOUGH to pay \$1.00 a pound for meat, but it's tougher when you pay 50¢.

--Mark Beltaire

WE SPEND at least several billions a year on leadership development and executive recruitment in the United States. Yet, we still know relatively little about the factors that determine a leader's success or failure.

--Fred E. Fiedler, "The Leadership Enigma"

THEN THERE WAS the computer that refused to work until it was promised at least two circuit breaks a day.

MENTAL EXERCISE is very important, and it doesn't mean using your mind on just anything. Read or study something that's not in your bread and butter line, something you don't quite understand. Do it every day. Make yourself scratch your head. People don't die because they get old. They die because they don't take care of themselves when they are young, because they don't exercise their minds, and because they retire. No one should ever retire.

--Dr. Swartz, AMA Committee on Aging

OFTEN, parents who have children with grade problems ask me for advice. I always tell them to sit down and work with the boys themselves. I tell fathers "you're a grown man, you certainly ought to be able to counsel a 15-year-old." Even if you don't know the subject yourself, have your son explain what he has learned and you'll know if he's getting it.

--Woody Hayes, O.S.U. football coach

IN THE unprecedented boom of the last decade, it is disheartening to realize that the two greatest factors have been warfare and welfare.

--Sidney J. Harris

MONEY does not necessarily motivate a man. If a man has two job offers, he will probably take the one that pays more. However, it is unlikely that he will work harder because the salary is higher. For a short time, perhaps, money can motivate a man to do his best. In the long run, this doesn't hold. For example, if you give regular pay increases, people will soon regard them as their right.

--Dr. Edwin Weiss

HALF THE THINGS that people do not succeed in are through fear of making the attempt.

--James Northcote

ALL MEN seek one goal: success or happiness. The only way to achieve true success is to express yourself completely in service to society. First, have a definite, clear, practical ideal - a goal, an objective. Second, have the necessary means to achieve your ends - wisdom, money, materials, and methods. Third, adjust your means to that end.

--Aristotle (384-322 B.C.)

ONE TROUBLE with life is that by the time you know your way around, you don't feel like going.

--The Carbide Courier

TRUTH that has merely been learned is like an artificial limb, a false tooth, a waxen nose; it adheres to us only because it is put on. But truth acquired by thought of our own is like a natural limb; it alone really belongs to us.

--Arthur Schopenhauer (1788-1860)

INSTEAD OF trying to love your enemies, why not try treating your friends a little better?

--E. W. Howe (1853-1937)

WHO'S WHO IN MANAGEMENT

DONALD H. HUMPHRIES, D-731, is a foreman in Cascade Maintenance. He supervises eight maintenance mechanics on "O" shift in the X-333 building, where they care for the mechanical operation of all process equipment. In addition, he is responsible for the continual operation of all auxiliary equipment, such as lube-oil pumps, steam and air equipment. He reports to P. R. CORNETT, general foreman.



Mr. Humphries (Tobe) attended Hinton, W. Va., High School. He worked for the Chesapeake and Ohio Railroad for 11 years, during which time he served a four year apprenticeship in steam and diesel locomotive repair. He obtained a four year certificate as a machinist from I.C.S. and served a short time in the U.S. Army as a private during this same period. In 1954, he joined GAT as a maintenance mechanic 1/C, was promoted to assistant foreman in 1955, and to his present position in 1956.

Tobe, his wife, Margaret, and their eight-year-old son, Paul, live at 490 W. 4th Street in Chillicothe, and attend the Walnut Street Methodist Church. He is a member of the Masonic Lodge, Silver Compass Club, Elks and the GAT Foremen,s Club.

GAT NAMES AND FACES IN THE NEWS



W. H. TAYLOR



C. L. JENKINS



N. F. REITER



E. G. KALB

WILLIAM H. TAYLOR is retiring after more than 42-1/2 years of Goodyear service. His birthday isn't until the middle of November but he has "banked" enough vacation so that his last day here will be October 15. Bill was one of the first men transferred to GAT and he has played an important part in the successful operation of this facility. He and his wife, Louise, expect to do considerable traveling; but, for a while at least, will keep their home at Lake White.

C. L. JENKINS has had slides prepared and is to make a presentation during a three-day Purchasing Conference at the parent company in Akron, October 20-22. His subject is "Automation of Purchasing and Stores Functions."

N. F. REITER, D-521, has been awarded a \$100 "scholarship" to attend a United Nations Seminar, October 5-10, in New York. Fifty people from the Ohio Conference of the United Methodist Church are to attend and Norm is to be the scholarship delegate from the Portsmouth District.

EARL G. KALB is the first graduate of the Draftsman Apprentice program. Earl was given credit for Ohio U drafting and math courses he had already taken so he was able to complete the three-year program in two years.

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