



R. L. DUFFEY  
ENGINEERING

D-761  
X-100

# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

February 16, 1972

COST REDUCTION actions reported to AEC for the six months ended December 31, 1971, totaled 96. The estimated dollar savings from these actions is \$1,011,394. One innovation (submitted by two hourly men) alone resulted in a cost savings of \$43,788, and an annual savings on manual maintenance of \$1,978.

THE MEN'S GAT Handicap Bowling Tournament was won, for the first time in the history of the event, by a Goodyear Aerospace (Jackson) team, the "Pinbusters," with a 3069 series. The Women's Handicap was won by "The Strikers" with a 2269 series. Irene Ashley (wife of G. R. ASHLEY, D-812) was the only GAT-related participant on that team.

RAYMOND V. WELCH and DANIEL BAILEY are new engineers in D-761. Ray has been working as a designer for the Monsanto Co. in St. Louis since March 1964. Dan has been working as a mechanical engineer with Nuclear Materials & Equipment Corp. in Apollo, Pennsylvania, since December 1968.

THE ANNUAL SHAWNEE District First Aid Meet for Boy Scouts will be held next Saturday, February 19, at the Beaver Elementary School. The program will be handled almost exclusively by GAT employees. E. L. DARDENNE is program chairman; J. E. JORDAN, D-724, is his assistant; O. F. TUSSEY and R. E. McNAUGHTON are chief judges; O. B. CUTLIP, D-113, and C. I. CRAWFORD are tabulators; D. H. CAUGHLAN is a registrar; A. L. WILLIAMSON is the master of ceremonies; O. PEKKALA, D-858, is a floor coordinator.

D. W. DONER retired from Goodyear on January 3 with more than 43 years of service. He is living in Florida and his present address is 26 Woodhaven Drive, West Palm Beach.

A SPECIAL GROUP of students at the Ross County Huntington High School are receiving regular talks from GAT personnel. R. I. KAPLAN spoke last month on the subject of "Air Pollution and Inorganic Chemistry"; C. L. FRENCH spoke about "New Zealand" February 10; L. E. FULLER will speak tomorrow (February 17) on "Out of the Way Places"; F. A. KOEHLER will speak February 24 on the topic of "Southern Mexico--Yucatan."

HUGH F. PORTER is now manager of machine and equipment design for Gdyr-Akron. He has been plant manager of Gdyr's Jackson, Michigan, tire plant since 1967. Hugh, one of the original complement of people transferred to GAT to get this plant started, left here in April 1957.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

PROSPECTIVE tellers at the American Security & Trust Co. can now learn their jobs in half the time, thanks to videotape. They formerly had to wade through 600 pages of programmed learning in six days. Now, for example, the first 13 pages of the manual which used to take an average of 40 minutes to read, takes only 15 minutes on videotape.

THE NAVAJO strip mine of the Utah Construction & Mining Co. near Farmington, New Mexico, is the largest single U. S. coal producer.

MANUFACTURERS are predicting that in 1972--for the first time since 1897--there will be more bicycles than automobiles sold in the United States. Although the U. S. is now the largest manufacturer, assembler and user of bikes in the world, dealers had to import nearly two million in 1971 to keep up with demand.

THE FIREMEN in West Virginia who fought a freight car blaze recently were sorry they had no gas masks. The car was loaded with garlic.

MANY OLDER PEOPLE, according to John Howard, co-author of "The Theory of Buyer Behavior," don't want to be reminded that they are old, and they often tend to react against advertising and marketing programs that separate them from everybody else. H. J. Heinz Co., for instance, discovered that many oldsters were eating the company's baby food. So Heinz packaged a special line of "senior foods." The experiment failed because senior shoppers continued to buy baby food for their "grandchildren."

THE PERSONNEL MANAGER of Shoney's Big Boy Enterprises goes after college dropouts. "It's difficult to find a college graduate who's willing to get his hands dirty. The guy we want didn't finish college and knows he has to work a little harder to keep up with his classmates who got their sheepskins."

A FIRM in New Jersey leases carpet to business firms. The carpet comes in two-foot squares which lock firmly in position by their own vacuum but if a square is stained or damaged, it can be replaced in seconds. They (in one of their advertisements) say that 80 percent of carpet's wear is on 30 percent of its area. Since their carpet squares can be rotated, the entire carpet (the minimum that can be leased is 200 square yards) lasts three times as long.

THERE WERE 15,000 wastewater treatment plant operators in the U. S. in 1967. The Federal Water Quality Administration (FWQA) estimates that three times that number will be needed by 1980.

GED is short for "General Educational Development." The Ohio State Dept. of Education administers the GED program in Ohio principally for people who are at least 19 years of age, have resided in the state for at least six months and are not high school graduates. Programmed study (so each person can progress individually) is available in five areas: 1. English (both oral and written); 2. Social Studies; 3. Natural Sciences; 4. Literature; 5. General Math. Pretests are given to determine knowledge backgrounds. When progress in the program indicates the individual is ready (the GAT program is the first in the state where employees can study on plantsite off-shift and have the benefit of professional instructors for two hours twice a week), he takes an examination--approximately two hours on each of the five areas (the examination is split and taken over a period of two days). If the person achieves a standard score of 40 or above on each of the five tests and an average score of 48, he receives a statement of High School Equivalency. Three GAT employees have received their High School Equivalency Certificates since the plantsite program began in July 1971. Since graduation from high school does not in any way give an employer a clue as to the degree of competence in the five subject areas covered by the GED tests, some employers are using the tests for other purposes. For example, Western Electric uses them as one of their selection tools before promoting a man to foreman. If it is determined he is weak in any of the five areas, he is required to complete further study.

CINCINNATI BELL has a group of 135 retired employees who keep track of other retirees by monthly telephone calls. In this way, retired employees all know about social events and the availability of volunteer work in connection with the company's community service projects. Also, the company is alerted if the calls find that an employee needs any kind of help.

TOURISM generates 10 percent more national income in Mexico than all of her exported goods.

TESTS indicate that on a highway, the volume of oil lost by burning, evaporation and leakage per 1,000 miles of driving a car at 60 mph is four times that lost at 20 mph (1.08 quarts compared with 0.27 quarts).

## THOUGHTS ON MANAGEMENT

THE ONLY PERSON entitled to be asleep at the switch is the owner of an electric blanket.

-- Short Circuits

ALMOST ALL thoughtful observers now recognize that what we have been witnessing on campus since the Berkeley uprising in 1964 is the leading edge of a massive pattern of social change that has gone on to envelop not just Western society but indeed all the technologically advanced countries. This year, our students are no longer displaying the diffuse anger at the world around them which marked earlier stages of disorder. Instead, the campus is witnessing the growth of a new and powerful variety of narrowly defined "liberation movements" which provide a new system of tensions. They will affect us immediately, and we may safely suggest that they will probably affect society at large within two or three years time.

-- William J. McGill, president of Columbia

THE VALUE of the mind, unlike the dollar, never depreciates if interest is kept up.

-- The Last Laugh

TODAY'S WORK FORCE represents about 40 percent of the total population, which means that there are two-and-a-fraction consumers for each worker. In the future, that number could rise to three or more. Unless the U. S. is prepared to accept lower standards of living, each worker, as a matter of simple arithmetic, must produce more. The future, it appears, will put an even higher premium on increasing productivity than did the past.

-- Editorial, Business Week

LIVING ON A BUDGET is the same as living beyond your means, except that you have a record of it.

-- Peebles Messenger

YESTERDAY, the man who could cut through the web of detail and get at the heart of the matter was the hero. He often moved to the top of the organizational ladder. He never seemed to be in doubt. His very tread shuddered marble halls with their firm resolution. But today, we worry more about the person who is too ready to fire off an instant decision that solves one problem and creates 20 more.

-- James W. McSwiney, president, The Mead Corp.

IT TAKES some 2,000 bolts to hold a car together--and one nut (behind the wheel) can tear it apart.

-- Hal Boyle

REAL PROSPERITY would be to have 1912 taxes, 1928 dividends, 1932 prices and 1970 wages.

-- Mickey Porter

GOOD MANAGERS are hard to find, hard to develop and hard to keep. Often bosses who think they are most aware of this, unconsciously do things that are certain to undermine their managers. Here are some of the easiest ways to mismanage a manager: (1) Make him responsible for too little; (2) Make him responsible for too much; (3) Never define his responsibilities; (4) Make him responsible without giving him authority; (5) Set unrealistic targets for him to achieve; (6) Assume that everything's always his fault; (7) Be tolerant when it really is his fault; (8) Set out to keep him on his toes; (9) Give unsought-for assistance; (10) When he does seek help, make sure he doesn't like the help he gets; (11) Start doing his job for him; (12) Keep checking up on him; (13) Have cozy chats with his staff about him; (14) Let him tell the bad news, give the good news yourself; (15) Criticize him in front of others--or, ridicule him. Even a few of these failings in the boss can result in a manager who is timid, sour, silent, just goes through the motions, or quits the company. To avoid these things, the boss should confine himself to the following four main tasks: (1) Assembling the right managerial group, (2) Organizing the group properly, (3) Setting the right goals for the group, and (4) Keeping the group on course and operating efficiently.

-- Eric Webster, "How to Mismanage Managers"

IN THE FIRST YEAR of some marriages, the man speaks and the woman listens. In the second year the woman speaks and the man listens. In the third year, they both speak and the neighbors listen.

-- George Wetzel

DON'T BE an agnostic. Be something.

-- Robert Frost

WHEN the history of our era is written, it may well be remembered as "The Age of the Nervous Man." For no civilization in the history of the world has had so many smokers, drinkers, insomniacs and compulsive eaters as ours.

-- Earl Nightingale

WHEN A HABIT begins to cost money, it is called a hobby.

-- Aladdin's Lamp

## WHO'S WHO IN MANAGEMENT

ERNEST N. WILLIAMS, SR., is the relief foreman for Departments 731, 732, and 735. He supervises 10 to 12 maintenance mechanics and welders on shift in the mechanical maintenance of cascade equipment and facilities. He reports to P. R. CORNETT, general foreman of Cascade Maintenance.



Williams graduated from Robbinsville High School in North Carolina. He served (1941-45) with the 82nd Airborne Division of the U.S. Army in the European Theatre, and was honorably discharged a PFC. He has worked as a mechanic (1945-47) for Tennessee Eastman Corp. in Oak Ridge, as a foreman of maintenance and production for Farmers and Ginners Cotton Oil Co. (1947-53) in Birmingham, Alabama, and as a maintenance mechanic for Union Carbide Nuclear Corporation (1953-57) in Oak Ridge. GAT employed him as a maintenance mechanic 1/c in March 1957, promoted him to assistant foreman in November 1958, and to his present position in October 1959.

Ernie and his wife, Elizabeth (Betty), live at 209 First Avenue in Waverly. Their son, E. Norman, Jr., is a chemical operator in Department 858, is married and has two children. Their twin daughters, Marian M. and Mildred M., are both seniors at Ohio State University. The Williamses attend the First Presbyterian Church in Waverly. He is a member of the GAT Foremen's Club and has many hobbies. They include gardening, golfing, fishing, and operating a citizens band radio (call letters KEP 0071).

## GAT NAMES AND FACES IN THE NEWS



C. D. TABOR



W. M. ARMSTRONG



H. G. JOHNSON



C. R. WALKER



R. C. WELLS



W. S. SMITH

C. D. TABOR is speaking today (February 16) at a luncheon meeting of the Rotary Club in Wellston on the subject of "The Future of the Nuclear Industry."

W. M. ARMSTRONG will celebrate his 30th anniversary of Goodyear service on February 19. Bill began his career as a police investigator with Goodyear-Akron.

H. G. JOHNSON spoke to the Men's Fellowship organization of the First Christian Church in Portsmouth on February 10. His subject was "Goodyear and the Community."

C. R. WALKER, D-552, and R. C. WELLS, D-551, presented a science demonstration to approximately 225 students of Parker Elementary School near Idaho in Pike County on January 26.

W. S. SMITH, D-424, was recently elected district chairman of Shawnee District Boy Scouts of America. He replaces A. B. STEGER, D-761.

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