



R. L. DUFFEY
ENGINEERING

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GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - H. McClelland

January 19, 1972

THE AEC has established a Controlled Thermonuclear Research Division and appointed Dr. Spofford G. English as director. This new division is being established to spearhead the drive to make fusion a new source of energy for the nation.

S. R. SAPIRIE, the retiring (2-19-72) manager of ORO, and R. J. HART, the new manager, will visit plantsite on February 9. Mr. Sapirie has always made an annual visit to GAT, and is using this occasion to familiarize Mr. Hart with our operation. They will be accompanied by W. R. McCAULEY, J. H. HILL, R. J. BROWN and C. A. KELLER, AEC personnel from Oak Ridge.

C. L. RICE, chief administrative and finance officer for Portsmouth Area AEC, has been awarded the honorary degree, Knight of the York Cross of Honour. This is the highest degree in the York Rite of Freemasonry, and only conferred upon those who have held the highest office in each of the bodies.

F. L. KURTZ is now manager, Salary Compensation Policy and Practices, The Goodyear Tire & Rubber Company. Frank worked at GAT from February 1953 until his transfer in August 1959.

CHARLES R. BEVINS, who reported for work on January 17, is the new mail clerk in Department 423. Charlie is a graduate of Green Township High School in Franklin Furnace, and worked as a department manager for Clarks Department Store in Portsmouth before joining GAT.

MAY WE REMIND YOU that the only way your personnel record can be kept up-to-date is if you file a Form A-58 anytime there is a change in your life. If you change your address or telephone number, get married or divorced, have a new baby, or acquire additional education, you should file a personnel records change. This form is then routed to your department supervisor, subdivision superintendent, and division manager for their signature before being sent to Employment Services for inclusion in your personnel folder.

CHRISTMAS SPIRIT was delivered to area residents by six employees who borrowed Santa Claus suits from our Recreation Department. A total of 805 persons were entertained at nine different parties.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

DR. HARRY JOHNSON, chairman of the medical board of the Life Extension Institute in New York, estimates a full one-third of the 50,000 middle and top management men they examine each year are overweight. He said, "If I were considering two men of equal competence to work for me and one was overweight, I'd choose the other. There's a health hazard in being overweight."

FOR IMPROVED work performance: accentuate the positive. That's the advice of the authors of an article by the same title. For example, they cite a situation where the people who worked for a Mr. Smith wrote reports that he edited, compiled, and completed for a final report to top management. However, Smith always found it necessary to contact his subordinates for additional information and often he had to ask them for rewrites. This meant he was always fighting deadlines. He solved the problem by asking them to send a file copy of each report submitted. He later returned the copies with complimentary notes in the margins such as "well organized"; "good paragraph"; "good point"; "this is the kind of information we need." In short, he accentuated the positive--and, as a result, he eliminated the negative. The quality of the reports rapidly improved. In addition, the men spent more time on their reports so he rarely had to ask for more information.

FRUSA (for Flexible Rolled-Up Solar Array) is a new system for converting sunlight into electrical power for space satellites. Developed by Hughes Aircraft Company, the system contains two 16-foot-long panels which are rolled into one 10-inch-diameter cylinder at time of launch and then unfurled like window shades to an overall length of 32 feet to convert the sun's energy into 1,500 watts of power.

SEVEN SCHOOLS in the greater Boston area grant over 10 percent of all the advanced degrees in the entire country. The schools are: M.I.T., Harvard, Boston U., Boston College, Holy Cross, U. of Massachusetts, and North Eastern.

"THE PROOF OF AGE KIT" is available to those age 60 or older from Social Security district offices. The kit lists 14 records or documents that Social Security will accept to help establish claimants' ages, such as church baptismal records, marriage records, school records, and military records. Also included are forms that can be used to obtain records if they are needed.

A JOB ENRICHMENT program conducted in one department of The Bank of New York has resulted in an increase in productivity (measured on a per capita basis); errors have decreased substantially (35%); time lost by absenteeism, tardiness, and turnover has also substantially lessened. Perhaps the greatest improvement has been in the attitudes of employees. This is, of course, difficult to measure but readily apparent to supervision.

THE "SYSTEMS" APPROACH has about replaced time study and plant layout courses. If, for example, an industrial engineer were to study a man unloading a carload of coal with a shovel, Dr. William T. Morris, O.S.U. professor, says a system man would ask, "Why a shovel, why a man, why coal?"

A SCIENTIST working under contract with AEC recently reported the development of a new x-ray intensifying screen which could reduce medical x-ray exposures by as much as 20 times. Diagnostic medical x-ray examinations represent the largest single source of exposure to radiation in this country. The new screens could reduce significantly the U.S. x-ray per capita exposure, which at present is one of the highest in the world. This reduction can now be obtained without losing any of the benefits of medical x-ray diagnosis.

HALF OF ALL black and white TV sets sold in the U.S., 90% of all radios and tape recorders, two-thirds of all sewing machines, and all portable transistor radios are now imported. These statistics come from William Bywater, a labor official, who writes for the AFL-CIO News.

A FIREARMS CO. has found an effective way to crack down on employees with excessive absenteeism records. They make photo copies of his or her attendance (or absence) record and mail it to the employee's home. The document shows not only the number of days lost but also the amount of money. When Mrs. Housewife, straining against inflation's high costs, looks at hubby's record, his attendance usually improves.

DISNEY WORLD expenses for the average family, according to an article in Industry Week, are \$100 a day.

MOST OHIOANS probably think of their state as having more than the usual amount of water. Actually, Ohio ranks 42nd in the nation in total area of lakes and reservoirs (exclusive of Lake Erie). Our state has only one acre of water for each 90 persons, compared with a U.S. average of one acre for each five persons.

THOUGHTS ON MANAGEMENT

BE AT WAR with your vices, at peace with your neighbors, and let every new year find you a better man.

-- Benjamin Franklin

FROM TIME to time during the past few years, we have commented with growing alarm on the fact that the United States' capability to defend itself against the soaring military might of Russian-based Communism was deteriorating and that our Government leadership, including the majority of Congress, appeared apathetic to the danger. Since the public has been given very little information on America's loss of military power and the Soviet's mighty surge to overtake us, the American public too has been apathetic . . . Now a large number of Democratic and Republican Congressmen (over 100) have become frightened and are trying to reach the people with the shocking facts. Neither their fright nor the shocking facts they wish the American public to have have yet got the attention and cooperation of the nationwide press.

-- Dr. George S. Benson

WHEN ANGRY: It doesn't pay to say too much when you are mad enough to choke, for the word that stings the deepest is the word that's never spoke. Let the other fellow wrangle till the storm has blown away. Then he'll do a heap of thinking about the things YOU didn't say.

-- Exchange

I TALK TOO MUCH and say too little and so, if I may be so presumptuous, do most of us. The absence of talk makes us edgy and, somehow, guilty. Our dialogues, like our calendars, have thin margins. We are bred to savor nonstop activity and quickly-passing-seldom-quiet fads. If we must have fads, I wish some trend setter would start a new one: silence. I think it's time. In future years I would like to remember, if nothing more lasting, the great silence craze of the Winter of '71--'72--the Winter when I hope people shut up once in a while . . .

-- Jane Howard, author of "Quiet, Please"

THE KEY to success is the ability to get along with some people--and ahead of others.

-- Laughing Matter, in Modern Maturity

YES, JUNIOR, let your hair fly free! It's length will draw no frown from me. Too soon you'll find, my shaggy lad, you've got as little as your dad. Enjoy today those locks you've grown and let them fly before they've flown.

-- Mike Mitchell

RUT INDEX. Rate yourself on the following 10 points as honestly as you can, then follow the instructions which follow the questionnaire.

1. I have taken the same route to work every day since I've worked here.

Never vary route___Seldom vary route___Often vary route___.

2. I always start the day the same way (check attendance, inspect work area, etc.).

Never vary starting job___Seldom vary starting job___Often vary starting job___.

3. I always schedule work breaks and take them at the same time every day.

Never vary work breaks___Seldom vary work breaks___Often vary work breaks___.

4. I always have lunch at the same place.

Never vary lunch place___Seldom vary lunch place___Often vary lunch place___.

5. I always dress about the same for work.

Never vary style___Seldom vary style___Often vary style___.

6. I always have things arranged on my desk in about the same way.

Never vary arrangement___Seldom vary arrangement___Often vary arrangement___.

7. When I decide on a plan of action, I always carry it through as planned.

Never vary plans___Seldom vary plans___Often vary plans___.

8. I have never had an overdrawn checking account.

Never overdraw___Seldom overdraw___Often overdraw___.

9. Family matters never interfere with my work.

Never interfere___Seldom interfere___Often interfere___.

10. I am satisfied with the job I have and never wish I was doing something else.

Never wish job change___Seldom wish job change___Often wish job change___.

Give yourself 3 points for each Never answer, 2 points for each Seldom answer, and 1 point for each Often answer. Add up the total and then forget it. No test score is going to tell you whether or not you are dependent on routines--in a rut. But it can, hopefully, get you to think about it.

WHO'S WHO IN MANAGEMENT

EDWARD HARTNETT is an industrial relations staffman in the General Training Department (D-233), and is responsible for all art work done in the department. He conducts orientation and reorientation programs for all new or returning employees, as well as courses in Personal Economics and Sketching for the apprentices, and schedules the use of all audiovisual aids equipment. He reports to H. McCLELLAND, training director.



Hartnett graduated from Drummond High School in Wisconsin, Walker's Art School in Minneapolis and attended River Falls State Teachers College and the Portsmouth Branch of O.U. He served in the U.S. Marine Corp (1943-46) in the South Pacific, and was honorably discharged a corporal. Previous employment included lab technician for Ohio Steel Foundry in Springfield, commercial artist for Compton Printing, and sign writer for Detroit Steel Corp. Employed by GAT as a visual aid illustrator in 1953, he was promoted to his present position in 1968.

Ed is a widower and lives at 902 Third Street, Portsmouth. He has two stepsons and two daughters. Kenneth Lee is asst. director of admissions at the California Institute of the Arts in Los Angeles. Gerald Martin works for the Bureau of Unemployment in Indianapolis. Terry Ellen is a freshman at Indiana Technical College, and Linda Susan is a senior in high school. Ed is a member of Trinity United Methodist Church, Portsmouth Elks, American Legion, United Commercial Travelers, Portsmouth Management Club, and the GAT Foremen's Club. He is a past president of the Civic Forum and Portsmouth Art League. His hobbies are hunting and fishing.

GAT NAMES AND FACES IN THE NEWS



M. E. CORYELL



C. A. MENTGES



B. HARRIS



J. M. BOGGS

M. E. CORYELL was elected mayor of Portsmouth at the first meeting of City Council on January 3.

C. A. MENTGES has been elected treasurer of the Pike County Chamber of Commerce.

BERNARD HARRIS was a panel member from the Ross County Branch of NAACP, which held a discussion on the subject of "Minority Problems in Ross County" at a luncheon meeting of the Ross County Council of Social and Welfare Agencies on January 11 at the Fox Farm.

J. M. BOGGS is transferring to the GT&R installation in Topeka, Kansas, on February 16. He will be the new industrial hygienist, and will also have charge of the plant safety program.

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