



R. L. DUFFEY  
ENGINEERING

# GAT Management<sup>100</sup> NEWSLETTER

Editor - H. McClelland

August 1, 1973

THE GENERAL TRAINING DEPT. is moving to the first floor of the X-100 building into the area formerly occupied by Stationery Stores. As soon as the area can be air conditioned, offices and conference room installed, personnel will be moved. The change in location is being made so that ever-expanding D-761 can have more room for its employees.

ONLY THREE salary employees have 20-year anniversaries before our next Newsletter. H. T. FANNIN, J. F. NEWMAN and W. H. PYLES were all hired on August 10, 1953.

THE LARGE "Uranium Processing" board that usually hangs on the wall in the X-100 building Lobby has been loaned to District 9, Ohio Department of Transportation. It is to be part of a GAT display (along with other displays) in a mobile trailer which is to be at fairs in Adams, Brown, Highland, Pike, Ross and Scioto counties. It is estimated that as many as 100,000 people may see it before it is returned to us late in October.

NEW SALARY EMPLOYEES include: MRS. SHARON WILLIAMS, clerk typist in D-224. She graduated from high school in Louisiana, also went to Chillicothe Business School and to Ohio U.-Chillicothe for one year. She worked for General Telephone in Waverly for four years, was with Charles Evans Insurance in Chillicothe 1963-69. MRS. JOYCE STARRETT, steno in D-224, graduated from Portsmouth West H.S. and Southern Ohio Manpower Training Center. Her last employer was Fred Brown, Inc. (a Portsmouth automobile dealer). BEVERLY HENNINGER, also a steno in D-224, graduated from Southeastern H.S. and had a year's training and three month's experience at Portsmouth Interstate Business College. E. T. CRACE, D-732, is her grandfather.

SOMETIME before our next Newsletter (8-15), we should have 1500 on the payroll. The last time we had that number was in November, 1962.

RECENT TRANSFERS include: B. F. McQUESTEN from key punch operator to data processing operator trainee, D-541; S. M. McGRAW from fireman (hrly), D-113, to inspector-equipment & parts, D-729; E. L. BRADLEY, III from Tech Squad trainee, D-222, to engineer, D-241; J. B. FENTON from accountant, D-351, to administrative specialist, D-761; C. G. STORMS from stenographer, D-224, to clerk, D-423; V. E. RATLIFF from stenographer, D-224 to D-852; P. A. WILLIAMSON from clerk, D-311, to stenographer D-411; C. E. DIXON, III from mail clerk, D-423, to clerk, D-424.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

A NATIONAL sampling of firms of all sizes, in various industries, found five management tools in widespread use. When 147 company presidents were asked what management techniques they were using, 93% said they were using Electronic Data Processing (EDP), but 12% said they are disappointed with their EDP systems. Ninety-three percent also said they were using Management Informations systems (MIS); some manual, others computer based. Management by Objectives is used by 83%, but 15% said they were dissatisfied with MBO. Organizational Development--the study of an organization, particularly its human resources, to find and improve present and future weaknesses--is used by 78%. Direct Costing is used by 63%, but 12% are dissatisfied with it. Discounted Cash Flow Analysis and Systems Approach and Engineering is used by 47%. Coming up fast is Job Enrichment--43%. Thirty-one of 63 companies using it have added it recently.

WEYERHAEUSER Co. held an OUT (Oust Unneeded Trivia) Day. It was a good idea. Employees got rid of 422 tons of paper and other unneeded items.

CHILDREN aged three to six should be tested to be sure they don't have amblyopia, popularly known as "lazy eye." An article in the July issue of Reader's Digest says that school eye tests may spot the trouble too late to correct it completely. That article also told about a home eye test developed by the National Society for the Prevention of Blindness. The Training Department has obtained a few of these tests which are available on a "first come" basis.

RIVERSIDE HOSPITAL is just one of many hospitals in Columbus, but it has 2,200 employees, a medical staff of 450 and 30,000 patients (who require 290,000 patient days of care) a year.

NEXT TIME you close a letter with "Sincerely yours," be thankful times have changed. Back in 1843, letters to the Queen of England were signed, "I remain, With the profoundest veneration, Madam, Your Majesty's most faithful subject and dutiful servant." And remember they didn't have typewriters or ballpoint pens, the few people who wrote used quill pens!

DID YOU KNOW that Lagos, the capital of Nigeria, in Africa, has 1.2 million people and no sewers? Each night an army of municipal workers collects buckets of "night soil" and trucks it away to a lagoon outside the city.

THE AEC Museum of Atomic Energy at Oak Ridge now has an outdoor exhibit of actual process equipment from the K-25 building including electric motors, compressors, converters, control valves and interconnecting piping. Classified components are simulated in the display.

SONY CORP. president Akio Morita says that retirement age for nonexecutive personnel in Japan is 55, but there is no mandatory retirement age for executives. "People who do not become executives leave at age 55 because at that age they have flexibility to adjust to another business. However, four different compositions written by fourth and from a very low level and who is the one the company has judged to have unique ability. It is dangerous, and it is not good for the company to lose such a capable man only because of his age."

BOTH GREYHOUND and Continental Trailways are offering unlimited travel anywhere in the U.S. and Canada for 30 days (\$149) or 60 days (\$199). Customers who purchase an Ameripass also receive lodging discounts at over 100 hotels and reduced meal prices at Post Houses. Children under 12 travel half price.

O.S.U.'s new six-story Health Sciences Library has the largest automated book delivery system of any library in the country (there are only three others). The new library provides facilities for 1,100 students and faculty and has a capacity of 175,000 books. A series of automated conveyor belts and elevators searches out any book and delivers it to the student. On the reverse cycle, it picks up a returned book and restacks it in its proper location.

WESTINGHOUSE is developing a faucet that turns on and off when someone places his or her hands near it. Also under development is a bathroom sink with buttons which, when pressed, regulate the amount and temperature of the water.

PSYCHOLOGISTS are finding out some interesting things. Did you read what happened when 80 elementary school teachers were asked to grade

fifth-grade students. Experienced teachers consistently gave lower grades to papers supposedly written by students with unusual names. The names Elmer and Hubert got poorer grades than Michael and David, Bertha did worse than Karen and Lisa. This happened no matter which paper the "losers" names appeared on!

## THOUGHTS ON MANAGEMENT

AT FIRST GLANCE, he appears to be a successful and efficient executive. His desk is piled high with unfinished business. He listens with one ear either to a subordinate or to someone on the phone, all the while sifting hurriedly through a stack of memos because he is late for a meeting he has already postponed three times. But this overworked executive is actually spending 90 percent of his time on trivial routine and only 10 percent on creative work. He is that familiar figure in business--the manager who is so busy that he never gets anything done. His major problem is that, instead of assigning work downward, he has allowed his subordinates to follow their natural tendency to delegate upward. As a result, he is overloaded with work he should not be doing. Victims of the upward delegation syndrome are legion. Professional managers have been long concerned with the "demotivation," the breakdown in teamwork and the undesirable centralization of authority it encourages. The answer is so simple. Give a subordinate a job to do and enough authority to do it. Once he understands it, and knows the date you want it completed, cut off feedback (if you don't, you may get personally involved) and leave him do his job while you do your own.

-- Louis A. Allen, "How to Stop Upward Delegation"

BABE RUTH struck out 1,330 times. He also hit 714 home runs. So, even if you've had a bad day, there's always another turn at bat and it pays to keep on swinging.

-- Earl Nightingale

QUALITY ASSURANCE is probably the most demanding of functions in terms of the inter-disciplinary components that are required. It must, therefore, be recognized that quality assurance is impacted by all departments and that functions that are quality related may be performed by many departments--quality assurance is only one of them. Product quality will depend upon the ability of all departments to coordinate their efforts in products development. The attainment of quality objectives is the responsibility of those who have been assigned the responsibility for performing work. This includes the designer, welder, power plant operator, purchasing agent, etc...

-- Stanley A. Marsh, president, STAT-A MATRIX, submitted by J. W. Hofer

A SENSE OF HUMOR is what makes you laugh at something which would make you mad if it happened to you.

-- The Last Laugh

THE NATION's natural energy sources--coal, oil and gas--provide the tremendous energy needed to turn the wheels of American industry and keep the economy moving forward. Ever-increasing demands for these vital elements by business, industry and the public sector make it more imperative than ever before that they are used efficiently and wisely. Moreover, exploration and development of additional energy supplies are not keeping pace with accelerating demands. Fuel shortages can adversely affect the company's progress and the well-being of its employees and their families. Recognizing this crucial fact, Goodyear pledges to give the highest priority to fuel conservation, energy-saving techniques and the development of other energy sources, such as atomic power.

-- Russell DeYoung

I WISH I WERE what I was when I wanted to be what I am now.

-- James T. Stainback, Jr.

I'D RATHER see a sermon, than hear one any day. I'd rather someone walk with me, than merely show the way. The eye's a better pupil, and more willing than the ear. Fine counsel is confusing but examples always clear. And best of all the preachers are the ones who live their creeds. For to see good put in action is what everybody needs. I soon can learn to do it, if you'll let me see it done. I can see your hands in action, but your tongue too fast may run. And the lectures you deliver may be very fine and true; but, I'd rather get my lesson by observing what you do. For I may not understand you and the high advice you give; but, there's no misunderstanding how you act and how you live.

-- author unknown

MY HUBBY is handy with hammer and saw. The things he assembles fills me with awe. But what I need most is a hobby curtailer, his hobby is building and we live in a trailer.

-- Dorothy Dalton in Modern Maturity

DON'T OVERLOOK the dandelion as a food source. It contains huge amounts of vitamin A and supplies ample vitamin C. In addition, it is rich in iron. And it's flavorful and free. Gather fresh, crisp dandelions from your lawn or even a public park. Wash them thoroughly and remove roots and stems. Serve leaves in a salad with your favorite dressing or cook them as you would any other leafy green vegetable.

-- Virginia B. Warren, "Stretching Your Food Dollar"

## WHO'S WHO IN MANAGEMENT

EDWARD E. WAGNER, JR. is foreman of the Paint Shop, D-726. He is responsible for the activities of nine painters and one sign painter who do interior and exterior painting as needed on plantsite. In connection with their work, they operate a large spray booth to handle items that are portable or those which require a special finish, in a controlled atmosphere. He reports to D. P. GOODMAN, general foreman.

Mr. Wagner graduated from Chillicothe High School, attended OU Chillicothe Branch for one quarter and then served in the U.S. Navy (8/4/48-7/21/52). While there he completed the Interior Communications School on Electrical Fundamentals. He worked as a plumber's helper, RR brakeman and salesman prior to joining GAT (6/28/54) as a production process operator-in-training. He became a power operator 1/c on April 9, 1956, was promoted to power coordinator (10/20/58) to foreman of Utilities Operations (6/16/63), and transferred to his present position on September 16, 1972.



Ed, his wife, Norma, and their three children live at 450 Lille Street in Chillicothe. Cynthia (17), just graduated from Chillicothe High School and works at the YMCA, Chris Edward (15), is a junior at CHS, and Charles N. (12), is in the seventh grade at Mount Logan Junior High. The Wagners attend the Bridge Street Church of Christ. Ed is a member of the Elks Lodge #52, GAT Foremen's Club, and past v.p. of the CHS Band Boosters. He is presently a candidate for 6th Ward councilman in Chillicothe. His hobbies include bowling and hunting.

### GAT NAMES AND FACES IN THE NEWS



C. H. CRABTREE



R. A. FOX



J. G. CRAWFORD



W. E. COOK

C. H. CRABTREE is chairman of Special Events and Special Days for the Oak Hill Area's Centennial celebration August 5-11. There will be parades, concerts, an amateur talent show, fiddler's and barber shop quartet contests and the presentation of "Singing Hills," with a cast of 250, on August 4-6-7-8-10.

R. A. FOX has just received his diploma for completing a BBA degree course at Ohio U. with the help (financial) of GAT's Educational Assistance Program.

J. G. CRAWFORD took a week's vacation recently so he could devote more time to the direction of the Pike County YMCA's Learn-to-Swim program. A record number of 240 youngsters and about 20-25 adults were enrolled.

W. E. COOK, as president, presided at a Lake White Club meeting on July 14 as about 35 present and former members and guests from Ohio, Kentucky, W. Virginia and North Carolina celebrated the Waverly Toastmasters Club's 15th anniversary. H. STEINHAUER is a charter member.

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