



# GAT Management NEWSLETTER

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CRAIG HOSMER, long term member of the House of Representatives from California and ranking minority party house member of the Joint Committee on Atomic Energy (JCAE), was on plantsite recently along with C. A. Keller, director, Uranium Enrichment Operations Division, Oak Ridge Operations, AEC. Program for the distinguished visitors included a tour, luncheon and presentations by C. D. TABOR, N. H. HURT, R. W. BROWN, G. D. ALTHOUSE, V. J. DeVITO and E. MARSH. M. B. Jobe, president, Goodyear Aerospace Corporation was also here for a short time.

20-YEAR ANNIVERSARIES of salary employees before September 19 are: September 8--I. E. BROWN, A. L. CARDENAS, MRS. HELEN HANTOWER and K. F. VULGAMORE; September 14--V. H. BUTCHER and D. P. GOODMAN; September 16--W. G. RUSSELL

FOUR OF OUR employees R. L. ETLING, II, J. R. CHEW, J. FELDER, JR. and G. J. SMITH were members of the cast for the musical "Annie Get Your Gun" presented by the Chillicothe Civic Theatre at Sugarloaf Mt. Amphitheatre on August 20, 27, and September 3. J. R. GEDEON and X. S. MAROUDIS judged the science exhibit at the Scioto County Fair. D. J. ZELINSKI has just been appointed a member of the Portsmouth Housing Board of Appeals.

NEW EMPLOYEES include: MRS. DIANA M. PIATT and MARILYN F. BOWEN, both stenographers in D-224. Mrs. Piatt graduated from Minford H.S., worked for the Minford Board of Education 8/70-7/71. Since that time she has been selling real estate, part time. Marilyn graduated from the Scioto County Joint Vocational School in June. HOWARD W. BIHL, engineer, sr., in D-761, is returning to GAT after an absence of 18 years. He is a graduate of Portsmouth East H.S., has a B.S.E.E. degree from Ohio U. and has been working in engineering or electrical maintenance at Empire Detroit Steel since 1955. MRS. CAROL K. KEMPTON, key punch operator in D-514, is also a former employee. She graduated from Clay H.S., went to Portsmouth Interstate Business College, worked here last more than six years ago.

THE CO-OP News Letter, West Virginia Institute of Technology, Summer 1973, says that Gary L. Cook, who was a chemical engineering co-op here, 1970-1972, graduated cum laude, J. P. HOPPER, graduate Ch.E., was one of those graduating with a 3.0 cumulative average or better. Jim came with us in January of this year. BEVERLY K. WEBB, WVIT's only female co-op student (she left GAT to go back to school), has a straight 4.0 point average as she works toward a Ch.E. degree.

## MANAGEMENT NEWS---ON THE NATIONAL LEVEL

RECENT TINKERINGS with the length of the workday and the workweek have not, in most cases, increased productivity, improved morale and motivation. Now, a professor at the U. of North Carolina is advocating "The Nine-Month Year" and the three months "free from work" be an integral unit which is not split up, but taken as a whole. He argues that we need family cohesiveness which cannot be accomplished over a weekend or short vacation. With no reduction in pay and three months free from work, an employee can take his family on a trip (perhaps in a camper or trailer he has up to \$15,000 invested in), pursue a sustained educational program, or make a major home improvement. Refreshed and remotivated, the employee comes back to work and productivity increases. The professor says that the nine-month year, once installed, should be for everyone in the organization. He discusses his idea in the July 1973 issue of the "Advanced Management Journal."

THERE ARE MORE than 2,600 colleges and universities in the U. S., each one different from all the rest.

JUST WHERE 10,000 or more workers were involved, 7,232,200 man-days were lost in 1972 because of work stoppages. Of the 20 disputes involved, nine were in the construction industry. The three most costly disputes, in terms of time lost, totaled more than 3.5 million man-days.

PEARL MEYER, vice president of a New York executive search firm says "A man who is 30 pounds overweight narrows his chances for a good job by 50%."

NEW YORK CITY has installed a new "Emergency Reporting System" (ERS) which is expected to have numerous benefits, including cutting fire department false alarm calls by two-thirds. Fifteen thousand vandal and corrosion resistant ERS alarm boxes have been installed. Callers (they expect 300,000 calls a year) using one of them are put in direct communication with a central police or fire dispatcher who takes immediate action. Only the equipment needed is dispatched in response to valid alarms, leaving the remaining units available for other incidents and reducing the need for relocation of equipment.

IN 1972, there were 1,280,000 people employed as engineers. According to the Bureau of Labor and the Engineering Manpower Commission, 805,000 were graduate engineers; 475,000 were non-graduates.

OREGON passed a law last October (1972) which requires a deposit, usually 5¢, by the buyer of all beverages. According to Governor Tom McCall, the number of cans and bottles littering the state's highways has declined in every successive month since then.

THOMAS EDISON obtained 1,093 U.S. patents, still an all-time individual record, and he had only three months of formal schooling.

SIGN OF THE TIMES: A letter to shareholders of a national corporation opens with this paragraph: "Our earnings increased in each quarter during 1972. However, the gains were not sufficient to bring the corporation's earnings for the full year to 1971 levels."???

AN O.S.U. metallurgical engineering research team is in the middle of a four-year \$1,066,200 project entitled, "Stress Corrosion Cracking of Stainless Steels and Inconels" paid for by the Edison Electric Institute (EEI). The objective is to make sure that premature corrosion failures will not occur in nuclear plants by defining the condition of the environment, the alloys, the stresses and temperature within which reactor systems can operate without such corrosion-induced failures.

THIS FALL, Kentucky and Ohio will lead the nation in the number of educational TV stations with 13 stations each. Nebraska and Georgia have 10, Florida nine, New York eight and California seven. Forty-seven states have at least one.

TWO CALIFORNIANS, Bill McDermott, 37, and Larry Green, 41, hit the jackpot with an invention anyone might have dreamed up. They took 80 marbles, enclosed them in a plastic net and called the result the "Arranger," a \$3.25 device for holding flowers upright in a vase. One million Arrangers have been ordered since they were first marketed for Christmas, 1970.

203 MANAGERS, above the line foreman level in a five-plant company, were asked how long it had taken them to learn their present jobs. Some were in production, others in engineering or maintenance, industrial relations, quality control--the usual divisions of a manufacturing enterprise. When the replies were tabulated, the data indicated that 85.3% of the managerial positions in this large typical organization could be learned in two years or less.

## THOUGHTS ON MANAGEMENT

THAT WE ARE a better breed of managers than yesterday's goes without question. As the industrial psychology team of Rohrer, Hibler and Replogle puts it, the businessman must be able to live with conflict, be compatible with intangibles, relax with contingencies and accept the fact that as a human being, he is not given sufficient understanding to reconcile his spiritual desires and expedient practices. But the most important thing is this: he tries. And it is this quality of trying that separates us from earlier managers.

--Samuel A. Ruello, president, PAR Technology, Inc.

AMERICANS are the only people in the world who will jog five miles and then take an elevator to the second floor.

--Orbens Current Comedy

VACATIONS have no relationship to the original purpose of recuperation--individual, mental and physical renewal. Time can be split, stored, and taken one day at a time. Thus, actual vacations when taken, are characterized by frantic personal activity. Post-vacation therapy is sick leave; study any organization's record of the timing of personal illness. And this sick leave is actually the employee's period of rest and self-renewal. Thus, a pattern has emerged wherein sick leave after vacation represents the purpose for which vacation was to have served.

--Arthur L. Svenson, "The Nine-Month Year"

SOME RETIREMENT communities will accept you at age 50 now, which must be the culmination of a new American dream--achieving old age early.

--Bob Talbert in Detroit Free Press

WE SHOULD GET FEEDBACK on what we've presented. When we ask for feedback, we prod each other to think, overcoming the natural tendency toward mental inertia, which causes us to listen passively rather than actively evaluating, comparing and making a decision. Also the feedback tells us whether our message was received and interpreted correctly. Furthermore, asking a question to get feedback gives us a chance to work in some unobtrusive repetition.

--Jessee S. Nirenberg, "Communicating for Greater Profit"

ONLY IN THE U. S. can a guy in a \$500 suit playing an \$800 guitar through a \$600 amplifier get away with singing, "I've Known the Miz-uh-rees."

--Bill Copeland in Sarasota, Fla., Journal

"IN THE THREE short decades between now and the twenty-first century, millions of ordinary, psychologically normal people will face an abrupt collision with the future."

--Alvin Toffler, author "Future Shock"

CRISIS PROBLEMS and crash solutions are at least as old as Noah's response to the impending flood. Sometimes crash programs produce extraordinary results...But America now seems to have moved into an era in which crash solutions to crisis problems are the rule rather than the exception...Within the past decade the United States has placed the crisis label on the problems of our cities, environment, our young people, our energy resources, our currency, our race relations and our work attitudes. All of these so-called crises have evoked massive campaigns to provide crash solutions...Obviously a genuine crisis demands a crash solution...But we must recognize that crash solutions to manufactured crises are inefficient, ineffective and wasteful. We must learn that serious problems rarely are eliminated by a frenzied search for instant perfection, but often can be relieved if we work calmly and persistently for gradual progress.

--Henry Ford II, "The Crisis-Crash Syndrome"

IT USUALLY TAKES most of us about a half hour longer to tell what we think about a given subject than to tell what we know.

--Sales Meetings magazine

MAN'S QUEST--through technology and and pharmacology--for a world without pain, effort or annoyance may have succeeded in so dulling his feelings and perception that the ability to experience joy, achievement or enthusiasm has been all but destroyed. The great joys in life seldom come to pass without some labor pains. Instant coffee is a bit like instant copulation--you save time, but you lose something else.

--Konrad Lorenz, "Civilized Man's Eight Mortal Sins"

IF A SPEAKER cannot strike oil in the first 20 minutes, there is no need to keep boring.

--Red O'Donnell

MANAGERIAL effectiveness is not an aspect of personality. It is not something a manager has, it is something a manager produces by managing a situation correctly. It is performance not personality. It is not what a manager does, but what he achieves.

--William J. Redden "It's Output That Counts"

## WHO'S WHO IN MANAGEMENT

WILBUR "PAT" MULLINS is police shift captain in D-112. He and the people he supervises (1 sergeant and 6 patrolmen) are responsible for plant security on "C" shift. This includes manning the portals, security patrols in all areas and operation of the X-104 communications center. He makes job assignments, prepares departmental and shift activity reports, and conducts all training on his shift. He reports to O. F. TUSSEY, chief of Fire and Police.



Mr. Mullins spent the first 11 years of his life in Ashland, Ky., the next 11 in Holden, W. Va. His education and training includes a high school education through the American School of Chicago, completion of the Canal Zone Police Training School and ICS courses in Industrial Management and Modern Supervision. He served as a sergeant in the U.S. Marines (8/41-11/45); worked as a policeman for Canal Zone police (1945-50), and General Motors (1950-53). He was hired as a police officer here in September, 1953, promoted to sergeant April, 1954, and to his present position on July 16, 1973.

Pat, his wife, Margaret, daughters, Linda and Mary, and son Robert, live at Lake White. Another son, Arthur, works in D-858. They are members of First Presbyterian Church in Waverly, where he is an elder. He is trail supervisor of Pike County for the Buckeye Trail Association, and a past field director of the National Campers and Hikers Association. For the past 15 years, he has been a member of Chief Logan Council and Shawnee District BSA, and has held nearly every office in scouting at the district level. He was awarded Scouting's highest honor, the Silver Beaver in 1969.

### GAT NAMES AND FACES IN THE NEWS



C. L. FRENCH



A. L. WILLIAMSON



B. KALMON



R. A. PILNEY

C. L. FRENCH is taking early retirement later this month with close to 36 years of service. His last day worked will be September 28. Clyde and his wife expect to do a lot of traveling, but continue to live in Chillicothe.

A. L. WILLIAMSON is now the mayor of Piketon. He was president of Council, became mayor when the former mayor resigned.

B. KALMON was the speaker for a meeting of the Southern Ohio Chapter of the Ohio Society of Professional Engineers. The meeting was at the Lake White Club and Ben spoke on the subject of "Pollution in Perspective."

R. A. PILNEY is to attend Unit I of the Wittenberg University Management Development program the week of October 1-5. He is the first of seven men approved to attend Unit I, II or III during the next few months.

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