



GAT Management NEWSLETTER

R. L. DUFFEY
ENGINEERING

D-761 Editor - H. McClelland
X-100

July 17, 1974

MODIFICATIONS TO the X-700 facility, which include new ac/A slope test stands, a new cooler flushing unit and three stabilization stands, are nearing completion. Total cost exceeds \$1.5 million.

SALARY EMPLOYEES with 20-year anniversaries between July 18 and August 7 include: R. W. CRAYCRAFT, D-513; MRS. FAYE THOMPSON, D-720, and MRS. MARY WALTERS, D-513, all on July 19; V. H. MAY, D-723, on July 20; C. E. BOWMAN, D-527, on July 21; MRS. HELEN GILBERT, D-212, and R. O. JONES, D-737, on July 26; B. L. BOWERS, D-113, on July 30; D. J. BLANTON, D-224; R. M. DUFFY, D-554; R. F. HAUTH, D-729; C. L. HILL, D-811; W. C. MACE, D-852; R. MILLER, D-511; G. M. PAULEY, D-554; T. J. SNEAD, D-554; R. G. TUFTS, D-552, and E. W. WOOSLEY, D-761, all on August 1; and J. S. BRANT, D-351, on August 6.

NEW SALARY EMPLOYEES include: ANDREW N. HERRON and ROBERT A. WILLIAMS, both engineers in D-533, and both recent graduates of Ohio U. with B.S.M.E. degrees. DONALD V. CLINE, code inspector, D-241, graduated from Huntington H.S. in Ross County, has been working since 1968 as an engineer and inspector for Buckeye Union Insurance Co. in Columbus and Dayton. PHILLIP K. HOWARD, tech. assistant, D-551, studied at both Ohio U. and O.S.U., has been working at Columbus Auto Parts since June, 1972. MRS. MARJORIE L. DARRAGH, clerk in D-221, graduated from Holy Redeemer H.S. in Portsmouth, has been at Pike County Hospital since 10/73. David in D-423, is her son. MRS. SHIRLEY C. BATES, clerk in D-737, graduated from Western H.S. in Latham, has been working at Stone Straw Co. in Waverly since 1965. MARY M. FLANAGAN, steno in D-411, has an AA degree in Secretarial Studies from Scioto Technical College. Her father works in D-724. WILLIAM M. LEWIS, engineer in D-552, has a B.S.E.E. degree from O.S.U. LELAND N. ROCKVAM, engineer in D-823, has a B.S.C.E. degree from the U. of Minnesota, has been at Whiteman AFB in Missouri since 1971. GARY MOORE, clerk in D-423, graduated from Oak Hill H.S.

PAUL B. BROWN, JR., former co-op, has been transferred from D-222 to D-761 as an engineer. He has a B.S.E.E. degree from West Virginia Tech. RONALD L. MILLER has been rehired as an engineer, D-761. He was here in 1969-70 as a co-op. He has a B.S.E.E. degree from Indiana Institute of Technology, has been an instructor at Scioto Technical College since 8/72. JOHN E. ARNETT has been rehired as a materials control analyst in D-424. He was here from 1954-1961, has been a storekeeper at U.S.S. Chemicals Division in Haverhill, Ohio since 1962. JOHN A. SLOVISKY, engineer in D-533, is a former co-op. He has a B.S.M.E. degree from Akron U.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

ROCKWELL INTERNATIONAL'S Columbus, Ohio plant recently held their 12th annual retirees' day. Four hundred twenty-five retirees and their spouses, a total of 550 people, came from as far away as California, Arizona, and Florida to attend. They gathered at the firm's recreation park, were taken in buses to the main building where they were guests of the company for lunch in the cafeteria and met and talked with company officials. They were also given copies of a new book, "Footprints," a history of the Columbus plant.

ACCIDENT INSURANCE was "born" in the U.S. on April 1, 1864, when a policy was issued in Hartford, Conn., to insure a man for a trip to and from Washington, D.C. The amount was \$5,000, the cost was \$2.00.

AMERICAN MEDICAL Association research indicates retirement can and will age a man unless he is sufficiently motivated to follow a program of physical and mental activity. The average American male lives only 30 months after retirement, has a suicide rate higher than any other age group, and has a dramatic increase in medical problems immediately after leaving his job. Gardening, travel, and other leisure activities only partially replace the mental demands made by an occupation--the resulting void is "too often filled with worry over self." The obvious solution is--don't retire, just change jobs or do something which keeps both body and mind active.

ARGONNE NATIONAL LAB EMPLOYEES recently completed 3,814,000 man-hours of lost-time-injury-free operations. It was their best safety record for any period since 1959.

BELL COMPANIES are now storing on computer tape directory information such as the customer's name, address, telephone number--even telephone book delivery instructions. Some 300,000 listings--enough to fill the white pages of a large directory--can be stored on two reels of tape. The taped information is then fed into a photocomposer which provides ready-to-print listings. Formerly, metal type was used and the information on the two tapes would take a stack of lead $8\frac{1}{2}$ inches wide, 10 inches long and 75 feet high.

SIGN OF THE TIMES: The largest false teeth factory in the world is in tiny Liechtenstein (which is between the Swiss and Austrian Alps). Every month, the factory produces about 2.5 million teeth.

AN ARBITRATOR from Michigan cuts the expenditure of time and money on grievance arbitration by conducting the hearing over the long-distance phone from his office. The parties are together in a hearing room in their own community. Before the hearing, the arbitrator has been supplied by the most extensive joint fact-stipulation possible. Long distance phone expense is much less than travel expense so arbitration costs are less.

GENERAL MOTORS AND FORD (with the exception of Pinto) will both use 100 percent radial tires on their 1975 model cars.

TWO FORMER EMPLOYEES are members of the Factory Council at the Jackson (Ohio) Goodyear plant. W. L. Hewitt is engineering manager. W. L. Sams is manager of accounting. Bill Hewitt was a section head in Plant Engineering here at the time he was transferred to Gdyr-Akron in 1962. Bill Sams was manager of the Finance Division until he was transferred in 1965.

AT LEAST 25% of Manhattan Island was created by landfill.

THE AARP, American Association of Retired Persons, and the NRTA, National Retired Teachers Association, have been cited for the fifth consecutive year by the National Safety Council for "outstanding contribution to adult driver education." They taught 38,579 of their members the Defensive Driving Course in 1973.

JAMES MADISON, our fourth president, was only 5'4" tall and weighed 99 pounds. William Howard Taft (27th president) was much taller and weighed 335 pounds.

THIS YEAR, some 35 million Americans are expected to move from one home to another home. Roughly 63% of these moves will be for a relatively short distance. But, some 13 million Americans will move to a different county, and half of these moves will be across state lines. However, "Sales Meeting" magazine says that about 4% of Americans spend their entire life in the same dwelling; about 16% never move out of the county in which they were born.

DID YOU KNOW that the center of population of the U.S. is five miles east-southeast of Mascoutah, Illinois? The geographic center of the U.S. is on unpopulated land in South Dakota. There is an official marker at a nearby rest stop on State Highway 85.

THOUGHTS ON MANAGEMENT

ONE OF THE KEY determinants of an employee's motivation and commitment to a company is his feeling about how he is being utilized...The best source of information about employee utilization is the employee himself...For example, one of the questions we frequently ask in problem diagnosis is: "How much of your work could be handled by a person having less experience or training?" The employee checks one of five responses ranging from "a great deal," to "none at all."...The percent of employees checking the first named or "quite a bit" decreases markedly as the skill levels increase and post-survey studies have consistently shown this to clearly reflect reality...Employees, by and large, do not want to be underutilized...

--excerpted from "Pragmatic Approach to People Problems"

THE NICE THING about dictation is that you can use a lot of words you don't know how to spell.
--"Supervision Magazine's" "The Last Laugh"

CHANGE has become the dominant concern of top management, and growth plans are geared to projected changes in wealth, technology, demand patterns, birthrate, habit, taste, population distribution, power supply, raw material production, and other such considerations. As these factors change, so the firm's activities must change to meet them, and change can be of only two kinds--imitative or creative. You can change the way other people have changed already, or you can change in a new way. You can follow, or you can lead. You can wait until you find out how other firms have coped with or exploited the projected changes, and then copy them, or you can think up original ideas that they have not hit on. And if you do that, you are being creative in the fullest sense. Change is not a sideline in the business of leadership, it is integral to the whole idea: to describe a man who left things exactly as he found them as a "great leader" would be a contradiction in terms. A leader may change the map of Europe, or the breakfast habits of a nation, or the capital structure of an engineering corporation; but changing things is central to leadership, and changing them before anyone else is creativeness.

--Anthony Jay, "Management and Machiavelli"

A REAL PROOF of courtesy is to have the same ailment the other person is describing and not mention it.

--The Gas Flame

ALTHOUGH EXERCISE is vital to good health, it's an arduous route to weight loss. For example, a doughnut contains about 151 calories, equivalent to the energy expended by an average person jogging for about 14 minutes or walking for about 49 minutes. In that light, it may seem easier not to eat the doughnut at all.

--contributed by G. P. Zoellner

SUNSHINE is delicious, rain is refreshing, wind braces us up, snow is exhilarating. There is no such thing as bad weather, only different kinds of good weather.

--John Ruskin (1819-1900)

MOST PEOPLE think they know what they need to eat, and many make a determined effort to eat "balanced meals." Those who eat "Junk" food and know it often rationalize that they make up for it by drinking orange juice, or having a steak and salad for dinner. They rarely do. The danger here is not that the "Junk" will hurt them (it's generally high in calories and while it won't make them sick, neither will it insure well being) but that it will replace food containing vital nutrients. For example, children who snack on cookies and soda pop, and teenagers who fill up on potato chips or pretzels, are usually too full and thus not interested in drinking the milk or eating the green vegetables and meat served at mealtime.

--Don Fabun, editor of Kaiser News

EXPERIENCE is a poor guide to man, and is seldom followed. What really teaches a man is not experience, but observation.

--H. L. Mencken

A SOCIETY that blindly accepts the decisions of experts is a sick society on its way to death. The time has come when we must produce, alongside specialists, another class of scholars and citizens who have broad familiarity with the facts, methods and objectives of science and thus are capable of making judgments about scientific policies. Persons who work at the interface of science and society have become essential simply because almost everything that happens in society is influenced by science.

--Rene Dubos

WHEN WE AMERICANS are done with the English language it will look as if it had been run over by a musical comedy.

--Finley Peter Dunne (1867-1936)

WHO'S WHO IN MANAGEMENT

JAMES C. HERTLER is supervisor of General Engineering, D-761. He is responsible for the activities of several engineers and draftsmen and one designer. They design and oversee the installation of new auxiliary facilities and modifications to existing facilities and assist maintenance subdivisions in solving engineering problems. He reports to J. A. BRACKEY, superintendent, Plant Engineering.

Mr. Hertler graduated from Bridgeport (Ohio) H.S., and received his BME degree from Ohio State U. Previous experience includes working as a designer for Columbus Heating and Ventilating Co. (8/50-9/51); as a materials inspector for the U.S. Army Corps of Engineers in Columbus (9/51-6/52); as senior design draftsman for Blaw-Knox Chemical Plants Division in Pittsburgh (6/52-2/57), and as senior project engineer for USS Chemicals Division of U.S. Steel in Pittsburgh (2/57-1/69). GAT employed him as a senior engineer on January 20, 1969, and promoted him to his present position May 1, 1973.



Jim, his wife, Jean, and their five children live at 1229 Dolphin St. in Chillicothe. Their oldest son Tom is 20, Bill (18), is a sophomore at Wittenberg University; Carol (16), a junior at Chillicothe H.S.; Andy (9), a fourth grader and Judy (6), a first grader at Allen Elementary. The Hertlers are members of Calvary Lutheran Church where Jim is vice president of the Council. He belongs to Masonic Lodge #650 in Pittsburgh, Valley of Columbus Scottish Rite, Triangle Fraternity (for engineers), GAT Foremen's Club, and is vice president of the Silver Compass Club. He is a registered professional engineer in Ohio, and holds the Legion of Honor from the Order of DeMolay where he is an advisor. His hobbies include playing softball and bridge.

GAT NAMES AND FACES IN THE NEWS



M. W. HARTLE



W. E. LANDRUM



M. L. HANSON



B. J. CLARK



J. B. HICKS

M. W. HARTLE was in San Francisco recently to attend his last board meeting as one of Lions International directors. During his two-year term, Merle estimates he traveled more than 103,000 miles attending board meetings and talking to members in 24 states and four foreign countries.

W. E. LANDRUM recently received an Associate in Arts degree from Ohio U.

M. L. HANSON has been elected v.p.; B. J. CLARK, secretary; and J. B. HICKS, treasurer of the Scioto Valley Section of the Instrument Society of America. Other employees active in the chapter include: D. E. BOYD, publicity editor; L. G. SWOPE, society delegate; A. S. OSTROSKI, retiring president, alternate delegate, and newsletter editor. Section members are elated over being selected as one of five in the entire society to win an award which includes \$100, a certificate and plaque for best yearly activities report.

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