

GAT Management NEWSLETTER



Editor - H. McClelland

R. L. DUFFEY
ENGINEERING

D-761
X-100

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THE "CORE" CORRIDORS on the second floor of the X-100 building plus the east corridor (the one leading to the general manager's office) are to be carpeted. The pattern is "Navajo" the carpet has a rubber base, the supplier is Crusader Carpet in Chattsworth, Georgia. The carpet will be installed to decrease noise, lessen maintenance cost and improve the appearance.

SALARY EMPLOYEES with 20-year anniversaries before our next issue include: A. R. ROACH, D-761, on 6/7; D. R. ANDREWS, D-554, R. B. CORNWELL, D-552, and R. G. WYNN, D-552, all on 6/14; S. J. ZANGRI, D-104, 6/15; C. O. LANGEBRAKE, D-530, L. R. MILLER, D-761; and MRS. L. M. O'BRIEN, D-104, all on 6/16.

F. E. WOLTZ has just returned from Vienna, Austria and Karlsruhe, Germany where he was one of several advisors to IAEA (International Atomic Energy Agency) consultants. This agency is concerned with implementing safeguards for uranium enrichment plants in compliance with the International Non-Proliferation Treaty.

NEW SALARY EMPLOYEES include: PAMELA B. FLANAGAN, mail clerk in D-423, graduated from Clay High School. She is the daughter of W. E. FLANAGAN, D-112; LILA JO BLOOMFIELD, clerk typist in D-532, graduated from East H.S. and earned a certificate in Secretarial Studies from PIBC. Her last employer was the Auto Club of Southern Ohio; DAVID E. MORGAN, designer in D-761, graduated from Wellston H.S., completed ICS drafting training, and attended Ohio University for two years. He has been a draftsman at Mead Corp. for the past 20 years; JAMES A. WADE, senior draftsman in D-762, graduated from Chillicothe H.S. and has attended O.U. for two years. He has been employed by the Mead Corp. for the past 21 years; DONNA L. STEFFY, clerk in D-331, graduated from Piketon H.S. and is presently studying toward an AA degree in Executive Secretarial Technology at Scioto Technical College. She has been working at the Pike County Courthouse this past year.

RECENT SALARY CHANGES include: C. A. MENTGES from superintendent, D-810, to production division manager, D-801; C. PARRISH, D-711, from maintenance foreman to general foreman; JOYCE M. STARRETT from D-411 to D-311; L. W. SMITH from D-734 to D-423; CONSTANCE A. ECKHART from D-423 to D-761; L. J. SAVAGE from D-552 to D-761; DIANA K. RUMFIELD, PAULINE L. WHISNANT and CARLINA K. ADKINS all from D-224 to D-411, D-533 and D-829, respectively. ROBERT R. ETLING, D-423, from clerk to group leader, records management.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

AMA, the American Management Association, conducted a survey of 2,821 businessmen, a cross section of over 500 U.S. corporations. Most of those surveyed said they thought educational background and an objective evaluation of job performance are the two most important factors influencing the individual manager's opportunities for promotion. But by better than two-to-one, managers under 30 believe that advancement (promotability) in professional and organizational life today is more often than not the result of largely subjective or arbitrary decisions on the part of corporate superiors. Personal contacts ("who do you know") are next in importance as a factor influencing the individual's opportunities to get ahead. In fact, managers under 30 say that personal contacts are equally as important as education, background and training.

FAIRCHILD now makes a solid-state television camera that measures $3\frac{1}{2}$ x $1\frac{1}{2}$ x $2\frac{1}{4}$ inches and weighs six ounces!

THE GOODYEAR-TOPEKA PLANT has been participating with the public schools for the last three years in an integrated science study program. The project each year has gone into practically all the eighth grade science classes with a $2\frac{1}{2}$ -week curriculum that includes a field trip to Goodyear. While there, they see anti-pollution controls, quality control, and various other aspects of the tire industry. Added this year is a section on economics and politics. The experiment concerns high school, elementary and junior high students, from 900 to 1,600 each year. Science students in the experimental group have shown a 30 percent improvement--10 percent above the average.

GOODYEAR makes about 3,500 types and sizes of tires. They range in size from 8 -inch tires for riding lawn mowers to 12-foot tires for earthmovers.

VANDALISM to pay telephones costs millions of dollars every year. To lick the problem, Bell Telephone is working on a portable phone that will be activated when the caller steps inside a circle that marks the boundaries of an electronic field (the phone booth of the future). The phone will be cordless; calls charged to a home or business number.

EASTERN AIRLINES has installed a 525-footlong moving sidewalk at Newark International Airport, the longest at any airport in the world. It was built by Goodyear.

BICYCLES outsold automobiles in the U.S. last year, for the first time in history. It was 13.7 million bikes, 10.9 million cars. There are now an estimated 80 million cyclists in this country. The 10-speed bike is the best seller. Manufacturers say automatic bicycle transmission is nearly a reality; are also working on several designs for pedal-powered enclosed bikes; predict that "trike"--a kind of tricycle for adults--will become increasingly more popular.

PETER F. DRUCKER, the noted business philosopher and writer, is also a management consultant. His fee is \$1,500 a day. His latest book entitled "Management Tasks, Responsibilities, Practices," an 839-page volume, is just off the press.

A COLLEGE PROFESSOR studied the lives of more than 25,000 former college students. He reported recently that those who smoked cigarettes got ulcers 33 percent more often than non-smokers and the risk grew with increased smoking. Those who consumed cola drinks had an incidence rate 48 percent higher and coffee drinkers--2 cups or more a day--their rate shot up to 72 percent. He doesn't say what happened to those who did all three. He did say that the hard-driving perfectionist, who dreads failure and gets tense under pressure, seems no likelier to have an ulcer than easier-going colleagues.

A CHEMIST and an ENGINEER at AEC's Savannah River plant have discovered that if you grind the rubber from discarded tires and install it in a flowing stream it will capture mercury and absorb it.

MOTOROLA wanted to reward the employees in its Schaumburg, Ill., plant for meeting many difficult production goals so it started a continuing employee entertainment program which included six special amateur shows in the cafeteria each by a different ethnic group of employees and ended with a carnival, complete with rides, candy hawkers and game booths to which employee's families were invited.

A LARGE MIDWEST BANK has a "sick leave pool." Each department is assigned a pool of absence days based on the prior year's experience. Employees who report in sick draw days from the pool. This eliminates the traditional "fixed number of absence days" allocation which some people are tempted to use whether they're needed or not.

THOUGHTS ON MANAGEMENT

THE HUMAN BEING is the most complicated and mysterious organism on earth. We should abandon all thought, therefore, of trying to compress character into a couple of comfy cliches, pinch personality down into a parcel of puny proverbs, tot up all traits into tiny theories or truisms, mash mankind into a mush of mere mini-maxims, or similarly try to sum up all of humanity by squashing it into any sort of simple set of saws, sayings or summaries. Until we can formulate genuinely substantial answers to significant numbers of the now-high-imponderable fundamental questions about the quintessentiality of man--the very, endogenous nature of life, behavior, intelligence, maturation, heredity, personality, memory, health, and all the rest--we will only do ourselves a disservice by arresting our thinking about this magnificent creation at any such level as that represented by pat, fatuous formulas for "motivating people." So much can never be distilled to so little. This does not mean that we should not draw any general conclusions at all about people. Quite the contrary; we should...no, must. But we should be careful to keep them tentative, flexible, open for future illumination, and qualified always by the realization that we are dealing with the least-understood organism(s) on earth.

--Jack W. Taylor "What the Behaviorists Haven't Told Us"

BEHIND every successful man stands a woman--who couldn't be more surprised.

--author unknown

SATELLITES--the eyes, ears, and voices of the world for the world. These are three of the five human senses...Through these senses, satellites are already forecasting weather conditions, finding disease in crops and forests; locating schools of fish; transmitting news; and providing a vigilant watch to guard against surprise attack from another nation...That's why the current decade may some day be known as The Satellite Era, one of the most important spin-offs of the Space Age.

--G. O. Allen, president, Cleveland Institute of Electronics

SCIENCE is nothing but trained and organized common sense, differing from the latter only as a veteran may differ from those of common sense only as far as the guardsman's cut and thrust differ from the manner in which a savage wields his club.

--Thomas Henry Huxley (1825-1895)

BE CAREFUL of the words you say, keep them soft and sweet. You never know from day to day which ones you'll have to eat.

--good advice on a wall plaque

CHOLESTEROL is poisonous, so never, never eat it. Sugar too may murder you, there is no way to beat it. And fatty food may do you in, be certain to avoid it. Some food was rich in vitamins, but processsing has destroyed it. So let your diet be guided by each documented fact, and die of malnutrition--but with arteries intact.

--Ode to the Dieter, author unknown

YESTERDAY is a cancelled check; tomorrow is a promissory note; today is ready cash--use it wisely.

--Kay Lyons

A POLISHED SPEAKER will always speak from an outline or notes. He does this because he wants to watch his audience; he wants each member of his audience to feel that he is speaking directly to him. And he wants to sense how he is going over; he wants feedback from his audience. When that feedback tells him his words are being received about the same as a mother-in-law's advice, he knows he has to do something; turn on more steam, change his tone of voice, make more gestures, place greater emphasis on important words, shout, ask a question. He knows he has to make changes in his delivery if he is going to recapture and hold the attention of his listeners.

--James Grayson Ford, author of "Oratory Isn't Dead but Many Speakers Are."

GOLF is a game where the ball always lies poorly and the player well.

--Anonymous

WITHIN ALL OUR LIFETIMES, a new communications environment of revolutionary proportions has been created. The moods and attitudes of the mass of people in our society at this time have been, and will continue to be, molded by the devices and processes of that environment. When I say communication device or process, I do not mean solely television, although the medium has become more powerful in its impact than even its strongest advocates or its most severe critics realize. I mean all electronic devices--records, tape recorders, radio and television--that we all spend so much time listening to and watching.

--John W. Macy, Jr., president, Corporation for Public Broadcasting

WHO'S WHO IN MANAGEMENT

JOHN W. HOFER is a staff member of D-104, deputy general manager's office. He is the coordinator of Quality Assurance for the entire plant and chairman of the Quality Assurance Committee composed of members from each division; he initiates such other actions as may be necessary to acquaint all employees with GAT policies regarding quality workmanship. He reports to N. H. HURT, deputy general manager.



Mr. Hofer graduated from East High School in Akron and attended Akron U. for one year. He worked for Goodyear three summers--1929, 1930 and 1933--before becoming a full-time employee in 1934. He had various hourly jobs until he was promoted to supervisor in December, 1942. He was made shift foreman a month later, department foreman in November, 1945. After a leave of absence, he returned as a supervisor of Quality Control. He was made a group leader in 1955; staff development engineer in 1959; technical contact man six months later; transferred to Goodyear-Logan in 1964 as a staff technical service man; promoted to section head technical service in 1966; transferred to GAT on 2/1/73.

John and his wife, Dortha, live at 10 Limestone Blvd. in Brewer Heights, Chillicothe. They are still members of Willard Evangelical and Reform Church in Akron, and John is a member of Joppa Lodge F&AM in Akron and the Canton Consistory of Scottish Rite. His hobbies include golf and gardening.

GAT NAMES AND FACES IN THE NEWS



L. V. SCHUM



DR. F. E. WOLTZ



A. P. ROMERO



G. L. GUNDLAH



C. A. ECKHART

L. V. SCHUM is retiring July 1 (last day worked June 28) with more than 20 years service. Larry says he plans to stay in Chillicothe, at least for awhile.

F. E. WOLTZ has been appointed an industrial advisor to the Radiological Health Unit of the Ohio State Department of Health.

A. P. ROMERO spoke to the Kindergarten Class at Allen School in Chillicothe recently. His subject was "Spain, Spanish Customs, Dances and Vocabulary." He was assisted by his daughter, Arleen, who just returned from studies at the School of Spanish Philosophy in Saltillo, Mexico.

MRS. G. L. GUNDLAH was elected president and MRS. C. A. ECKHART was elected recording secretary at the May 21 meeting of the National Secretaries Association - Buckeye Chapter.

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