



GAT Management NEWSLETTER

R. L. DUFFEY
ENGINEERING

D-761
X-1 Editor - H. McClelland

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THE AEC PORTSMOUTH AREA OFFICE is being officially closed at the end of this fiscal year (June 30). R. V. Anderson is transferring to Oak Ridge May 12. He has been here 12 years. Mrs. Marie Dillon is taking early retirement. Her last day worked will be June 28. She started here June 29, 1953 so she will have been here exactly 21 years. GAT will miss these two fine people. D. W. Brown will continue to have an office on plantsite.

TWENTY-TWO NEW EMPLOYEES--5 salary and 17 hourly Production Division trainees (including three of our first four female trainees--ROBIN JONES is the other) attended an orientation program April 23-24. It was our largest orientation group since 1954.

SALARY EMPLOYEES who have 20-year anniversaries before May 15 include: W. S. HAYES, D-729; and R. L. SPAETH, D-551, on May 3; J. T. EARNER, D-817, on May 4; and C. D. TABOR, D-101, on May 10.

L. G. SWOPE and F. BUCKALEW presented part of a one-meeting-a-week-for-28-weeks seminar program on Personnel Protective Equipment held at the Columbus Technical Institute. There were approximately 25 participants, including four GAT employees: J. P. SPRIGGS, E. L. BRADLEY, F. BUCKALEW and C. L. SHAW. The program started last October and ended late in April.

NEW EMPLOYEES include: ROBERT E. GRIFFITH, mechanical engineer, D-761. He is a graduate of a Trenton, N.J. high school and has just received a BSME degree from Indiana Institute of Technology. SUZANNE K. ADKINS, programmer, D-542, is a graduate of Glenwood H.S. in New Boston, has just received a B.S. in Math degree from Ohio U. Z. D. ROBERTSON, cost accountant, D-341, graduated from Campbellsville, Ky. H.S. and from Campbellsville College with a BSBA degree. He was last employed at Crucible Magnetics in Campbellsville. MRS. CARLINA K. ADKINS, clerk in D-224, graduated from Ripley, Ohio H.S., has been working as a clerk at the Chillicothe Correctional Institution.

TWO SCIENCE DEMONSTRATIONS for about 50 Worthington Elementary School (Chillicothe) 6th grade students were presented by R. W. SPARKS and L. G. SWOPE on 4/17. C. F. TRIVISONNO and J. R. ARMSTRONG were at Piketon High School on 4/24 for the benefit of 50 chemistry and physics students.

RECENT SALARY TRANSFERS INCLUDE: MARILYN F. BOWEN from D-224 to D-737. SHIRLEY A. DENNY and MRS. IRIS E. DIXON from D-224 to D-761, MRS. DOROTHY Y. CHURCHILL from D-761 to D-411, and MRS. RUTHIE G. HAYDON from D-761 to D-820.

MANAGEMENT NEWS---ON THE NATIONAL LEVEL

XEROX LEARNING SYSTEMS DIV. has developed a learning program to help managers do a better job. It is based on a study conducted by Synetics, Inc. of what more than 5,000 managers do to effectively motivate employees. The program is designed to develop six skills: proficiency in listening to employees; criticizing effectively; increasing the value of a subordinate's work or idea; learning to cope with differences of opinion and make them work to his own advantage; learning how to give praise and recognition effectively; and how to lead a group discussion.

THE APRIL 3 newsletter had an item about a program that Firestone presented to its 60,000 employees at a payroll cost of \$1 billion. That figure was incorrect--it was \$1 million.

THE AEC estimates that 40,000 skilled construction workers are needed on the 56 nuclear power plants under construction. By 1985, manpower requirements will jump to 176,000 workers on more than 150 plants. Of the 28 plants originally scheduled for completion in 1973 (most of which now have later completion dates), 16 were delayed because of low labor productivity, five due to labor shortages and five because of labor strikes. Delays totaled 120 months.

CHRYSLER CORP. credits their value engineering program with saving them some \$10 million in this model year and a total of \$23 million since the program began in 1969.

SIGN OF THE TIMES: A man from Kansas City recently went to his company's headquarters in Little Rock. There he was told to go to a conference in Fort Worth. But when he got to where the conference was to be held he found it had been cancelled and no one had thought to tell him. The subject for the conference was "Communication."

THE GOODYEAR Custom Steelguard tire is the only steel-belted radial tire approved by all four U.S. car makers for their 1974 models.

AN EXTENSIVE RECENT STUDY by the Life Extension Institute of the executive health habits of 2,000 executives in the New York area proves that comparatively few executives suffer from tension and the typical executive is not harassed, ulcer-ridden and overworked. In fact, tension and pressure today are considered to be essential to a full and productive life.

PERSONS attending the American Society for Training and Development (ASTD) National Conference in San Francisco, March 31-April 4, were eligible for one unit of credit from California State University in San Francisco. The requirements were that anyone interested fill out the proper enrollment forms in advance, pay \$12 (usual cost is \$26) attend a minimum of 15 hours of conference programs and prepare a short report on each session attended.

MUTUAL OF OMAHA offered a month of free breakfasts in the company cafeteria to employees who joined or formed carools. Result: at least 90 new carools were formed.

CHICAGO's top businessmen were surveyed concerning their attitudes and opinions about meetings. Survey responses came from 358 presidents, 142 vice presidents, 14 board chairmen, and 121 general managers. Most of them agreed that few key corporate decisions are made by a single individual any more, but one out of three said that meetings involving six or more people are generally worthless. Eight principal gripes, percentage wise, in descending order include: 1) people getting off subject - 83%; 2) poor preparation - 77%; 3) questionable effectiveness - 74%; 4) people not listening - 68%; 5) participants talking too much - 62%; 6) length of meetings - 60%; 7) lack of participation - 51%; 8) emotional outbursts - 41%.

POUND FOR POUND, burning worn-out tires produces about 50 percent more heat than burning coal.

LITTERING is usually dealt with by punishment. Researchers in the state of Washington checked two theaters, weighed all the trash on the floor and all the trash in containers at cleanup time. They found that an average of 17 percent was in containers and 83 percent was on the floor. So they doubled the number of containers. It had no effect. They tried an anti-litter cartoon. Trash deposited rose by five percent (score now was 22% to 78%). Then they handed out litterbags to each person entering the theater. Litter on the floor decreased another 10 percent (32% in containers, 68% on the floor). Finally, they offered a reward, 10¢ for each bag of litter turned in after the show. Trash collected jumped to 94 percent.

THE PARENT COMPANY was recipient recently of the 1973 National Gold Medal Award for outstanding achievement in the fight against water pollution.

THOUGHTS ON MANAGEMENT

IT WAS LOUIS THE VII of France who said of his prime minister, back in the 15th Century, "Let George do it; he's the man of the time." Now, it's simply "Let George do it. I haven't the time." We live in a rather frenzied age. And we feel the press of time as a result of it. It's because of this that so many of us reject important opportunities to serve our communities by saying "I haven't time." We let our civic obligations go by the board, but we can seem to find the time to pursue our hobbies or fulfill our purely social desires. This is when George takes over or, rather, is simply handed our responsibilities. And when we say Let George do it, we can be sure he'll be right there to accommodate...SLAVERY is the price paid by more than one-third of the world for "letting George do it." Let us overcome our inertia and the inertia of our friends through education and action. Awareness and circulation of freedom material is vital. You strengthen America when you share the truth.

--LIFE LINES, 620 Eleventh St., N.W. Washington 1, D.C.

THE TROUBLE with not having a goal is that you can spend your life running up and down the field and never scoring.

--Bill Copeland in Sarasota, Fla. Journal

IN SOCIETY as a whole and especially in industry, a predominantly autocratic style of leadership has endured for hundreds of years. This is not because it has been wilfully imposed by wicked and inherently authoritarian managements, but because it works, i.e., it is the most efficient from a production point of view, but perhaps paradoxically, it is also the most acceptable to the majority of those who are lead. This is because it relieves them of the necessity for making other than minor or technical decisions...
--Robert N. McMurray, "Management's Achilles Heel: Over-Dependence"

THE TROUBLE with jogging is that by the time you realize you're in no condition for it, you've got a long walk to get back.

--Franklin P. Jones

RECIPE FOR TRAGEDY. Take one reckless, inconsiderate damned fool, a bottle of booze and a high-powered car. Soak the fool with the liquor, place him back of the steering wheel and watch him speed away. After you hear the crash, remove him from the wreckage, place in a satin-lined box and garnish with flowers.

--from a letter to Ann Landers

THE ONLY WAY to get a job done is through people--the right people with the right information and with information flowing in both directions. This holds true all the way down the line of supervision.

--John H. Gerstenmaier, president, The Goodyear Tire & Rubber Company

VACATION DAYS are free of care--my boss says when, my wife says where.

--Cedric Adams

EVERYONE recognizes that the foreman is part of the management team--except the foreman himself. Foremen today consider themselves less important, less effective, and less secure than they did 20 years ago. They are still responsible for meeting production schedules, keeping costs down and quality up, maintaining discipline and handling grievances, and coordinating the activities of their departments with others in the plants. But former responsibilities for decision-making in individual operations have been taken over by upper management, company policy or union agreement. Reconvincing the foreman of his importance and helping him do a better job is one of the major tasks in industry today.

--John A. Patton, president, Patton Consultants Inc.

MY LOVE AND I we skimped and saved to buy a fancy car. In our retirement we had plans to travel fast and far. Now that we have both car and time, we can't afford the gas!

--Elsie Simon

A CHILD born into a middle-class American family will use 50 times as much power (electric, gas, etc.) as his counterpart in India. If steel consumption is used as an index of overall consumption, he will eventually use up 30 times of the world's nonrenewable resources as will an Indonesian baby. We are a resource-poor country now, importing many of the materials on which our affluence depends. Even if other countries continue to permit it, we cannot go on raping the earth's resources much longer.

--Paul R. Ehrlich, population expert

YOU MUST GIVE some time to your fellow man. Even if it's a little thing, do something for those who have need of help, something for which you get no pay but the privilege of doing it. For remember, you don't live in a world all alone. Your brothers are here too.

--Albert Schweitzer (1875-1965)

WHO'S WHO IN MANAGEMENT

W. DAVID NETZER is a staff engineer in charge of the Operational and Chemical Engineering section of D-532. He and the three employees who report to him perform heat transfer systems analyses, do economic scoping studies, preliminary design work in connection with CIP-CUP, operate and maintain the Chemical Engineering building, X-760. In addition, he is a member of the Technical Division and Plant Environmental Control committees. He reports to W. B. THOMPSON, supervisor, Process Engineering.



Mr. Netzer graduated from Portsmouth High School and enrolled at Case Western Reserve U. in Cleveland to study Chemical Engineering. Service in the U.S. Army (7/66-7/68) interrupted his studies there, and he was sent to the Dunway Proving Grounds in Utah where he was assigned duties as an assistant chemical engineer and also attended Brigham Young U. Later he returned to Cleveland and got his B.S.ChE degree. He was employed as an engineer by GAT on 8/18/69, promoted to his present responsibilities on 12/16/72. With financial assistance through the G.I. Bill and our Educational Assistance program, he has almost completed the requirements for a M.S.ChE degree from Ohio U.

Dave, his wife Nora and son Daniel (15 mos.), live at 1029 28th Street in Portsmouth. He is a member of the American Institute of Chemical Engineers (Nuclear Division) and the GAT Foremen's Club. His hobbies include photography, archaeology, collecting science fiction magazines and ancient coins.

GAT NAMES AND FACES IN THE NEWS



L. M. PARKER



M. W. HARTLE



H. L. GALLOWAY



O. A. VITA



V. R. McDONALD

LEILA M. PARKER is retiring at the end of the month with more than seven years of service. She is looking forward to visiting her three daughters, two live in New York, one in Florida. She also plans a trip on a freighter in September; says she will continue to make Chillicothe her home, at least for awhile.

M. W. HARTLE has been re-elected chairman of the Pike County Health Planning Council.

H. L. GALLOWAY presented a paper, co-authored by R. E. SHOAF and C. H. SKAGGS, at an American Chemical Society meeting-in-miniature at Marshall U. on April 20. The title is "Direct Determination of Fluoride in Vegetation by Dissolution, Using the Selective Ion Activity Probe."

O. A. VITA also presented a paper at the Marshall U. meeting which he authored. It is titled "The Determination of Bound Nitrogen in Uranium Hexafluoride using an Ammonia Electrode."

VIRGINIA R. McDONALD is the newly elected president of the Pike County Business and Professional Women's Club.

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