



R. L. DUFFEY  
ENGINEERING

D-761  
X-100

# GAT Management Newsletter

GOODYEAR ATOMIC CORPORATION

a subsidiary of

THE GOODYEAR TIRE & RUBBER COMPANY

Editor - R. McClelland

February 4, 1970

GAT'S SEMI-ANNUAL report of "Cost Reduction Activity" to the AEC for the period ending December 31, 1969, lists 390 actions for an estimated savings of \$704,927. This is considerably better than the 115 actions and \$403,983 reported for the same period a year ago. For calendar year 1969, total actions - 562, total savings - \$1,056,927.

FIFTY-FOUR EMPLOYEES are utilizing the Corporation's Educational Assistance Program to take a total of 81 courses - 45 graduate and 36 undergraduate - during the present quarter.

CPS - Critical Path Scheduling - is being used at GAT with good results. For example, Project No. 24186, entitled: "A-Loop Upgrading Program, X-770 building" was begun on Oct. 1, 1969, using a Critical Path Network. Engineers expect the loop to be completed right on time, February 23, 1970, and say it could not have been accomplished without CPS. All work-groups worked as a team and foremen tried to meet and beat the time schedule for each part of the job.

ELDON E. RIDGEWAY is a new draftsman apprentice, in D-761. He graduated from Jackson Manpower Training Center in 1967. For the last two years he has worked as a draftsman for Rackoff Associates in Columbus, O. He and his wife, Norma, have a 13-year-old daughter named Sherryl. GEORGE E. CROWE is a new clerk, D-423. He graduated from Otway High School and has been a U.S. government clerk since Sept. 1965. He and his wife, Sarah Jane, have a son, Allan - 27.

DID YOU NOTICE that the amount withheld from your pay for F.W. TAX is less this year than last. The new Tax Reform Act, which became effective on January 1st, reduces the income tax surcharge from 10% to 5% for the first six months of the year and then eliminates it entirely.

RECENT PROMOTIONS include G. N. FISCHER and B. L. SIMMONDS from Tech Squad trainee to engineer - Glenn in D-761, Barry in D-532.

A. B. STEGER is vice chairman of Shawnee District Boy Scout Committee. At their recent meeting, J. E. JORDAN, D-724, was re-elected District Scout commissioner; C. C. HOBBS, D-711, was given a 35-yr. Scouter pin, and E. L. DARDENNE, was placed in charge of Health and Safety education.

CAMPBELL SOUP CO. provides first-time supervision with a chart listing their responsibilities under six major headings: Employee Relations, Schedules, Physical Facilities, Costs, Quality, and Miscellaneous. Opposite each item is a space for his superior to enter a number from 1 to 3 denoting the degree of authority delegated to him. Before a new foreman assumes his responsibilities, he and his boss go over the chart, item by item. This gives the new man a chance to ask questions and make sure he understands. After the foreman has been on the job for awhile, his boss can use the chart as a checklist to see if he is fulfilling all of his duties and is properly using the authority vested in him.

N. Y. STATE authorities estimate it costs 30¢ to collect and dispose of each non-returnable bottle people throw away.

PARENTS who wonder how their children can possibly study with their radio, TV, or record player going full blast, should cease fretting. According to Dr. Peter McLean of the University of Calgary, long-term memory is enhanced when students have to concentrate over considerable background noise. He took a study group of 160 students, raised the room noise level to 85 decibels, and had them concentrate. Tested immediately afterwards, those students who studied with noise in the background, scored lower than those who studied in a normal study hall. Tested the next day, however, those who studied in a noisy room showed a greater retention than those who had concentrated in an environment of peace and quiet.

THE 28-STORY First National Bank in Akron cost \$2.6 million to build in 1931. A remodeling program, principally to the first three floors, has recently been completed for \$400,000 more than the entire original cost.

GENUINE UNDERSTANDING between executives and subordinates may be getting rarer, believes Harry Levinson, college professor and author. He partially blames "the paper curtain": the entrenchment of the college degree as a virtual prerequisite for entry into management in most companies. By constricting traditional channels of upper movement through the ranks, the emphasis on formal education widens the gulf between the social and economic backgrounds of industrial managers and those they lead.

THE VALUE of defensive driving is illustrated by what can happen at high speeds. For example, at 70 MPH, even the best driver is a menace to other drivers if he sneezes. A sneeze at that speed means that the driver does not regain full control of his car for at least 990 feet!

THE "POOPED GENERATION" is a subject of an article in the December issue of Changing Times. The article points out that if our population is divided into three groups consisting of those under 30, those over 60 and those in between, here's what we find: the under-thirty group make up 54 percent of the population while those over 60 make up 13 percent. Thus, the young and the old constitute two-thirds of the population. That leaves the people in their 30s, 40s and 50s in the middle. They make up only 33 percent of the population of the country but they are supporting themselves and most of the other two-thirds, plus trying to keep the whole shebang going. This is why they are described as the "pooped generation."

DICTAPHONE CORP. has "Dictation-to-Go" centers in 18 cities. Tapes are picked up at the customer's office, transcribed and the typed copy returned in 24 hours, if needed. The centers are staffed by experienced typists, who work when they want to.

THE GIZZ KIDS' wheelchair basketball team of the U. of Illinois in Urbana is the only organized college team of its kind in the country. It is a member of the Midwest Conference which has teams in five other cities. It plays a 12-game conference schedule and at each home game and many of the away games, a squad of wheelchair cheerleaders spurs the team on. At most half-time intermissions, a group of precision wheelchair square dancers entertains.

ONLY 19 PERCENT of eligible veterans are presently taking advantage of the GI Bill to get more education. This compares with 50% after World War II, 40% after the Korean Conflict.

OHIO STATE UNIVERSITY has close to 47,000 students (more than 42,000 on the main campus) this Fall. To instruct them, there are more than 600 professors, 400 associate professors, almost as many assistant professors, about 150 instructors, and as many as 3,500 graduate assistants. Most professors teach only five-six hours a week, get paid an average of \$17,500 a year.

## THOUGHTS ON MANAGEMENT

ONE OF the important traits of a good supervisor is his ability to spot potential leaders. To develop and grow, a company must have future leaders. And it is the supervisor who is in the best position to spot them. One of the important qualities he looks for is "independence of thought." Not rebellion or defiance, but a certain confidence in and ability to think for one's self. A potential leader is also apt to have original ideas which benefit the company. He is not constantly pestering those above him for advice and guidance. He produces answers as well as questions. He works well under pressure and can get the job done without outside help. He can be trusted to work when the boss is not around. He will stand up for an idea he believes in. He is willing to be judged by results. And, he realizes the importance of cooperation, even if he has to back down on a pet idea.

--Arthur Zito

IF INFLATION gets any worse, J.C. Penny will have to change his name to J.C. Nickel.

--Red O'Donnell, Nashville Banner

THE ComNet has unquestionably influenced and restrained executive power many times here in the U.S. over the past 10 years. The civil rights movement, for example, would not have been possible without television. War becomes less acceptable when the deaths of women and children appear on home consoles. And the fast and vivid feedback of antiwar sentiment has shaped our war policy as decisively as the wishes of any one man, no matter how "powerful." It's hard to realize that less than two years ago, the nation's best political minds were assuring us that nothing could deprive President Lyndon Johnson of the Democratic nomination. "The power of the incumbency" was their pet phrase for a president's ability to give orders, dispense favors and otherwise command by manipulation. They failed to consider feedback. We'll probably have to wait a few more years to see clearly that the ComNet already is assuming many of the functions, and powers, of central government itself.

--George B. Leonard in LOOK

THE SUCCESS of an organization depends on the performance of its management group - and unless it is constantly and carefully assayed and projections of future needs made, the organization will run down like an unwound clock.

--Felex M. Lopez

MAN IS STILL man's greatest problem, and I guess he always will be. There are awesome challenges for us in the years ahead, but challenges are also opportunities.

--Earl Nightingale

IN THE BOOK, "Reality Therapy, A New Approach to Psychiatry," the author, William Glasser, M.D., says that regardless of how a person expresses his problem, everyone who needs psychiatric treatment suffers from one basic inadequacy: he is unable to fulfill his essential needs. The severity of the symptom reflects the degree to which the individual is unable to fulfill his needs. No one can explain exactly why one person expresses his problem with a stomach ulcer while another fears to enter an elevator; or perhaps has continual crippling migraine headaches. But, whatever the symptom, it disappears when the person's needs are successfully fulfilled. Dr. Glasser maintains that therapy will be successful when a person is able to give up denying the world and recognize that reality not only exists but the person must fill his needs within its frame-work.

--William Glasser

IN TODAY'S SOCIETY you have to be a little crazy to keep from going insane.

--Dr. Bigelow Synkoof

THE "CONSERVATIVE" MANAGER believes that communication, at best, is "dangerous" - that almost any message can and will be distorted or misunderstood. Therefore, he tends to communicate as little and as infrequently as possible. His attitude usually reflects a very paternalistic organization, managed by people who believe that company information is not really the employee's business. The rule in such a company is that the employee should do his job, and top management will run the company. Needless to say, there is little or no communication to employees under these circumstances. This situation is exaggerated, to make the point that, even in 1969, such companies and such managements do exist. By and large, however, the "enlightened" manager takes a far different view of communications. The top executives of most well-run companies tend to agree that the best communications policy is to be direct and honest with their people and to provide all the information they need to perform effectively on their jobs.

--Roger M. DeAprix

## WHO'S WHO IN MANAGEMENT

WILLIAM T. DURBIN is "D" shift foreman in Areas II and III, D-812. He supervises eight hourly employees who handle the operation on their shift of the section of the Cascade enclosed in the X-330 building. Besides the process equipment, their responsibilities include operating a Surge and Waste, Interim Purge Withdrawal, Cold Recovery and the only "feed" station outside of the X-342 building. He reports to A. L. BAUGHMAN, general foreman.



Mr. Durbin graduated from high school in Mt. Orab, Ohio, and served as a corporal in the U.S. Army (Tokyo) in 1946-47. Work experience prior to GAT included service manager for a tractor sales firm in his home town and manager of a tractor sales firm in Lynchburg, Ohio. He came here as an operator trainee in 1954, was promoted to assistant foreman in 1955 and to his present classification in 1964.

Bill, his wife, Evelyn, and their three children, Sherrie (17), Tom (14), and Kelly (9), live at 111 Thornton Drive in Piketon. They are members of the Piketon Methodist Church and Bill is also a member of Orient Lodge #321, in Waverly; the Silver Compass Club, and Scottish Rite in Columbus. He is also a member of the GAT Foremen's Club, the Piketon Athletic Boosters Club and is assistant chief of the Piketon volunteer fire department. His hobbies include outdoor sports and bowling.

## GAT NAMES AND FACES IN THE NEWS



R. M. RUTHERFORD



M. E. SHAWKEY



H. L. GALLOWAY



M. G. WEBB



R. L. ETLING, II

R. M. RUTHERFORD is a newly elected director of the Chillicothe Area Chamber of Commerce.

MARIAN E. SHAWKEY has elected to take early retirement. Her last day here was January 30. She will continue to be close by, however, as she has consented to act as "court reporter" at the Pike County Court House in Waverly.

H. L. GALLOWAY is secretary of the 15-member Waverly Charter Commission.

M. G. (JACK) WEBB was installed at a ceremony in Jackson, Ohio recently as royal vizier of Al Hoda Temple No. 26, Dramatic Order Knights of Khorassan (Dokies).

R. L. ETLING, D-424, is the director for the Chillicothe Civic Theater production, "The Odd Couple" which is to be presented at Chillicothe High School February 27 and 28.