What It Takes To Be A Supervisor

To succeed on the job, you have to have the patience of a teacher, the insight of a psychologist, the resourcefulness of a social worker, and the diagnostic abilities of a doctor.

Those are the qualities needed by a good supervisor. At least that's the consensus among supervisors at the Social Security Administration's national headquarters in suburban Baltimore.

Many supervisors at the huge Federal installation originally intended to go into other careers had circumstances permitted.

However, they now find that they are called upon almost daily to use the same abilities they had hoped to take advantage of in their original fields.

People become supervisors for many reasons but a recent survey undertaken by Social Security points to one overriding motivation.

the supervisors questioned stated that they enjoyed working directly with other people.

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A case in point is Mrs. Lorraine Booth, a mother of three who has been a supervisor in the agency's Bureau of Data Processing and Accounts for a year.

Asked why she became a supervisor, she replied, "I like people and I felt I would be closer to them as a supervisor. My first ambition was to teach and that has a lot to do with supervising."

It was in fact Mrs. Booth's own supervisor who first recognized her ability to work well with others and suggested that she consider entering what has now become her career.

After deciding to take her former boss' advice, she was given a training course that covered everything from human relations to saving lives through resuscitation.

Now she has 20 people working for her.

All of that training really paid off for Mrs. Booth, whose husband, Arthur Booth is a Baltimore Transit Company bus driver.

As she puts it: "The biggest problem is how to motivate people. There was one clerk working for me who was unwilling to relate — always one word answers to my questions. She would never react to anything I did.

"Finally, I got through to her enough to find out that the problem centered around the fact that she had lost a baby. She seems relieved now that we've discussed it and I really think she's back on the right track."

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Some supervisors go into the field because it gives them a chance to readily apply the knowledge they gain by going to college at night.

For instance, Mrs. Pamelia Milburn, a mother of three girls and a boy, attends the Community College of Baltimore where she majors in psychology and minors in business administration.

A graduate of Eastern High School, Mrs. Milburn worked as a secretary for the Office of Education before coming to Social Security in 1964. It was her section chief who first suggested to her that she had the potential to become a good supervisor.

Mrs. Milburn says that the best part of her job is dealing directly with people. "The greatest reward is in seeing the motivation you have provided result in your people really improving on the job."

Another supervisor who is getting quite a bit of practical experience on the job while taking courses at night is Gary Spencer. Besides attending Catonsville Community College for management courses, he also takes flying lessons.

The 22-year-old native of McCoole, Maryland says, "I like dealing with people — to have something new and challenging to do every day. Supervising is a big challenge. The key to the whole thing is that everyone has to be treated as an individual. You have to know how to talk to them differently.

"I get satisfaction out of building a better mousetrap. My unit used to review a certain listing page by page. I decided to try cutting down on the 100 percent review and try spot-checking instead.

The results were surprisingly good. We maintained the same level of accuracy and the job became much more interesting for the clerks. Now they can work on an entire batch from beginning to end, making the job much more satisfying for them.

"My people come to me to talk about their personal lives and problems. I listen to them and sometimes they solve their problems just be talking them out.

"When you are working directly with people, there are no buttons to push. Instead there are personalities to consider. I find it gratifying that people come to me with their problems."

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Mrs. Emilie Vogel, a 22-year-old graduate of Mercy High School, is a supervisor of a unit in which some of her subordinates are younger than she and others are older than her mother

At first she felt a little self-conscious in her job because of her age, but all that changed when an older woman told her: "Don't let your age make you feel you aren't mature enough to handle your new job."

As Mrs. Vogel herself relates: "Supervision is a real challenge. The first six months I wasn't sure I had what it takes, but now that I've been in it for a year and a half, I know I can handle it.

"The best part of the job is working with and helping people. One of my clerks has a daughter my age who wanted to get her own apartment. The mother was staying home from work and crying all day because she was so upset. When she finally came back to work, I called her back to my desk and told her it wasn't the end of the world.

"Why don't you take her shopping, help her hang her curtains, and calm down," I suggested. 'She'll only be two blocks away.' She must have taken my advice because two weeks later she called to say her daughter's moving was the best thing that ever happened to them. They're closer now than ever before.

"I want to stay in supervision. Several of my clerks have said that they don't want to leave my unit. One of them recently got married and I was invited to the wedding."

Summing up her feelings about being a supervisor, Mrs. Vogel commented: "The people who work for me make me feel important, when they finish a big job and they've done it right. I guess you could just say that they make me feel happy."

SOCIAL SECURITY SUPERVISORS—From left, Mrs. Lorraine Booth, who has been in her present position for a year; Thelbert Phillips, who had planned a different career; and Mrs. Pamelia Milburn, who began her career with the government as a secretary.

'Parks Sausages' record more sales, profits

The East Cost Meat Processing firm of H. G. Parks, Inc. known as "More Parks Sausages, Mom" has hit still another all-time high in profits and sales.

Henry G. Parks Jr., chairman of the board, and president of the Parks Sausage Company, announced an increase of sales over the previous year of 28.05 per cent net sales were $7,947,765.

This compares with the 1968 figure of $6,128,481, an increase of $1,719,267.

The firm had its first public issue of stock on Jan. 22, 1968 and has operated for eight months under public ownership.

Sales were from internal growth alone, and in the face of general reversals in the meat industry and the increased surtax fully felt this fiscal year, earning capacity befor taxes rose to $978,180 compared with last year's income of $482,812, an increase of $95,368, or 19.75 per cent. After tax income increased 13.69 per cent.

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According to the former Baltimore City Councilman who resigned to devote more time to his business interest, actual completion of constructiom for plant construction has been delayed until spring, 1970, to arrange for the most prudent financing.

Most of the exoansion will be in production space and permit the production of new items and the planned increase in present items.

Mr. Parks reported that acreage has been purchased in West Haven, Conn., and the Hnuts Point area in the Bronx, N.Y., for ship shape and shipping distribution centers.

Packaging design is now completed on a number of old and new products.

Parks has, additionally, programs under the MA-4 program with the Chamber of Commerce and with the Meat Cutters Union. The firm presently has training programs going with the National Urban League for personnel, and on MA-5 program of the Department of Labor.

The firm continued its work with ex-offenders, work-study students, and returnees from the Vietnam war.

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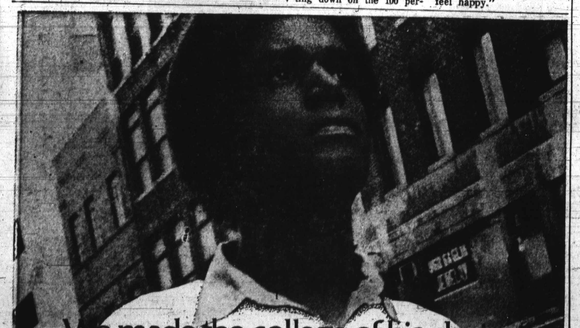

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Says no tax rise this year, asks new health Ed benefits

By MAX JOHNSON

ANNAPOLIS — Maryland's relatively new Gov. Marvin Mandel painted here Wednesday an encouraging picture of togetherness with lawmakers in proposing increased state aid to education, a continued school lunch program, a new health program and recreational use of schools.

These were some of the major items the governor presented in his State of the State message to a joint session of the General Assembly's Senate and House of Delegates.

Gov. Mandel said there would be no rise in taxes this year.

His 25-minute address was interrupted four times by vigorous applause.

A number of veteran lawmakers said afterwards it was the best such presentation to come from a Maryland governor in years.

"If we have learned anything from the last decades" Gov. Mandel told the lawmakers, "we have learned not to assume too much, not to plan on the basis of hopes and promises.

"I share with our young people the vision of the Age of Aquarius, of harmony and understanding. But let me caution them that stargazing will not feed one hungry child, will not heal one sick person, will not build one school."

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Continuing, he said: "Government can be, and must be an instrument of social change, a catalyst for improving the quality of our citizens' lives and the institutions that serve them.

"And that is why I come before you today, to ask you to continue what we have begun, to continue building for Maryland."

The governor said the state's new budget, reflecting an overall increase of $179.5 million, or a percentage increase of 13.4, and the priorities he had established are based on "our ability to pay."

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Referring to free school lunches as one of those priorities, he revealed that 44,800 youngsters are now being fed under Maryland's School Lunch Program, as against 8,000 when his administration took office a year ago.

The governor said funds are being appropriated to continue this program, and if the federal government does not provide its share as hinted the state would appropriate those funds too.

"I am confident," he said, "that if you are faced with the choice of denying food to hungry children or of supplementing our program the General Assembly will vote to feed Maryland's hungry children."

The state's estimated surplus as of June 30, 1971, is $11.6 million.

"From the $11 million surplus," the governor continued, "I intend to ask the General Assembly to approve funds for public and private schools in communities across the state for off-hours use by all children.

"Through this partnership in community opportunity, school buildings across Maryland would be able to remain open for recreational purposes in the evenings and on weekends."

Turning to community mental health programs, he asked that the current appropriation of $1.2 million be increased to $3.6 million, and the individual allowance for handicapped children be increased from $800 to $1,000 per pupil.

Gov. Mandel said he wants, in the area of police protection, funds to add 60 more men to the state police force, and $272,000 for the Maryland Commission on Law Enforcement and the Administration of Justice.

In return, he said, the state will receive $1.9 million from the federal government, of which 40 percent will be passed on to Baltimore City and the counties to fight crime.

A major increase in the new budget of 18.4 percent for the University of Maryland, he said is necessary because the university's quest for academic excellence has been held back for two years by austerity.

Pointing out that he had closed the Baltimore Job Corps Center operated by the Office of Economic Opportunity because it was a "dismal failure," the governor said he will announce the location of a new residential center soon.

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The governor asked for the continued reorganization of the state's Executive Branch for increased efficiency and economy, and said he would ask for the establishment of a Department of Transportation, and a Department of Economic and Community Development.

He told the lawmakers he would outline to them soon a comprehensive environmental control program, and would also ask them to consider a complete recodification of the state's motor vehicle laws for increased highway safety.

In anticipation of an expected rubella epidemic this year, the governor said attempts would be made to immunize 630,000 children from ages one through 12, at total cost of $1.8 million in federal, state and county funds.

"I want to leave you with a thought," Gov. Mandel told the Assembly members. "We should not solve today's problems in such a way that we create tomorrow's concerns.

"The budget for fiscal '71 and the programs I submit to you today represent, in my judgment, standards of excellence against which we can measure ourselves, and be measured, in future years by coming generations of Marylanders."

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A dinner in honor of Hyman B. Kaminkow will be given on Thursday, Jan 29 at 6:30 p.m. at Eudowood Gardens.

Mr. Kaminkow is retiring after 41 years as a teacher and administrator in the Baltimore City Public Schools. For the last five years he has been principal of the William S. Baer School No. 301 for Physically

FRONTIERS INTERNATIONAL local club gives the last half of its $500 contribution to the 1969 Druid Hill YMCA building for youth program. Making presentation to Clarence Blount, "Y" volunteer worker, second treasurer. To left of Mr. Blount is from left, is Franklin C. Fulton, Frontiers president, Andrew "Boots" Johnson. To far right, secretary of the local club, Samuel W. Marlow. The Baltimore Frontiers will host the national convention July 21 to 25.

Westcott wanted big headlines

Police report that Walter Wescott, 33, nabbed by police last week after he arrived at Friendship Airport with a reported $100,000 suspected narcotics on him, is unhappy with news coverage.

They quote him as saying he thought newspaper headlines and TV would be reporting the story about "all that hard stuff" he was carrying.

Police also quote Westcott as saying he knew he was being followed as he rode from the airport in a cab, but he was unable to dispose of certain items when he found the windows would not roll down.

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Westcott is the brother of James Wescott who is under Federal and City indictments for narcotics violations and hit the headlines two years ago when he and a Baltimore woman were charged in Ohio.

The young woman, a parochial school teacher at the time, was reported nationwide to have carried $90,000 dope concealed in her purse. The case is still pending in Cleveland, Ohio courts.

Walter Wescott was according to police carrying almost ½ pound of cocaine and had $688 in cash in his pockets when he was arrested in the 4800 block Greenspring Ave. last week. He resides in the 400 block Park Ave., Norfolk, Va.

He returned to Virginia for a trail after he posted $7,500 bail in Baltimore last Friday.

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