Waiting is part of job

Tek inventors honored at banquet

By DON LEIGHTON

Tek inventors do a lot of waiting.

That doesn't necessarily mean, however, that they are patient. Their impatience, in fact, is what drives them to put in long hours to speed up finding answers. But developing an invention can still take a long time. Then they have to get all their documentation in order before presenting their invention disclosure to Tek's Patent Department.

After the Patent Department completes its work and files for a patent, it takes an average of 30 months for a patent to be issued by the U.S. Patent Office.

The next wait is for the Inventor Recognition Banquet. The first was held in 1979. The second, on April 24 this year, honored 130 Tek inventors for their patents or "trade secrets." (Since a patent involves disclosure of information, it is sometimes best not to apply for a patent. For example, if a competitor will not be able to determine from examining a finished product the process by which it was created, it may be best to keep the process as a "trade secret.")

TEK INVENTORS and guests gathered in the banquet room foyer to begin their "celebration of creativity."

Master of ceremonies Bill Walker dubbed the April 24 affair the "second annual" Tektronix Inventor Recognition Banquet and posed a question for the calculating minds present: "If it took 33 years after the company was founded to hold the 'first annual' recognition banquet, and five more years for the 'second annual' banquet, when will the 'third annual' recognition banquet be held?"

Bill (Chief Technology Officer) called the event a "celebration of the creativity that exists at Tektronix. You represent the many other creative people throughout the Tektronix family. Creativity is our culture."

Tek president Earl Wantland told the inventors, "In a real sense, you are the wizards of Tektronix. Because of your accomplishments, we can expect a long life for Tektronix."

Speaking of creativity

Dr. Leonard Laster, speaking on creativity, said that how to treat creative people is a problem American industry must deal with. Dr. Laster is president of the Oregon Health Sciences University, a member of Tek's board of directors, and an "outside" member of Tek's Technology Council.

"Creative people," he said, "don't live within rules and constraints very well. A major challenge of American industry is to find the balance between freedom and constraint to best encourage creativity.

"The salvation of American industry in world competition is dependent on our creativity as individuals and as a society."

He described Tektronix as "based on an unswerving commitment to individual creativity." But creativity, he added, leads to change and that's difficult for many persons to live with.

"Our heritage at Tektronix," he said, "is to encourage, value, live with and adapt to the creative forces that have changed our lives so well."

Of the atmosphere of the banquet, Dr. Laster said, "I feel like a guest invited into a family dinner."

Patent activity increasing

In a summary of Patent Department activity, General Patent Counsel Bob Hulse noted the accelerating rate of patent activity within Tek:

"From mid-1962 (when our patent records started) to the end of 1983, Tektronix received 2,350 disclosures from inventors, and the trend is upward. For example, from 1981 to '82-'83, the number of disclosures submitted to the Patent Department has increased 48 per cent. If the current rate continues, the 1984 increase could be 62 per cent over 1981.

"As may be expected, given the high level of research and development at Tektronix, the leading source of disclosures in '81 and '82 was Technology Group followed by Instrument Systems Group and Portables. In '83 the leading source was again Technology Group, followed by Communications Group.

(continued on page two)

Inventors—

(continued from page one)

"Also noteworthy is how the disclosure submission levels for the various groups have changed over the '81-'83 period. The average percentage change is distinctly positive. In order of degree of increase are Communication Group, Electro Mechanical Components Operation, Technology Group, Design Automation Group, Instrument Systems and Portables Groups, and Information Display Group.

"Since 1981, the level of patent committee approvals for filing patent applications and the actual number of applications filed by the Patent Department have also increased. We are now filing over one hundred patent applications per year. Before 1981, only about 40 per cent of the disclosures submitted to the Patent Department were approved for protection, and about 30 per cent were actually filed as patent applications in the United States. More recently, 60-65 per cent of the disclosures are approved for protection, and the same percentage is filed as patent applications.

"This improvement is perhaps due to greater patent awareness and knowledge about protecting inventions generally. We have restructured the various patent committees to better represent the combined interests of engineering/technology, marketing, and product planning and to pay greater attention to factors such as the state and trend of competing technologies and market factors.

"At the end of 1983, Tektronix had 1,150 patent applications pending and 1,428 patents worldwide."

And just how important are patents to Tektronix? "Your inventive efforts," Bob told the inventors, "underlie Tek's technological progress and are the source of business for Tektronix."

Tek inventors recognized at banquet

Tek inventors honored at the April 24 recognition banquet are listed below in groups according to the total patents or trade secrets they've developed while at Tektronix:

Patents

12—Hiro Moriyasu.

11—Philip Crosby.

8—Bozidar Janko.

7—Thomas Dagostino, Cornelis Veenendaal.

6—Duane Haven, Kenneth Holland, Gerold McTeague, Michael Rieger.

5—John Addis, David Jurgensen, Gordon Long, Ralph Mossman.

4—Glenn Bateman, Earl Helderman, James Hill, Robert Holmes, Luis Navarro, Kenneth Stinger, Willem Velsink, Tadanori Yamaguchi.

3—William Berg, Robert Culter, Birney Dayton, Douglas Doornink, John Durecka, Frederick Kawabata, Robert Morris, Jon Mutton, William Stein.

2—Robert Arneson, Gary Barta, Richard Cabot, Florian Deibele, Daniel Denham, Kenneth Hawken, Howard Landsman, William Mason, Arthur Metz, Bruce Miller, Desmond Murphy, Bruce Rayner, Gary Reed, John Reichen, Donald Roberts, Aris Silzars, Philip Snow, Richard Springer, Keith Taylor, John Theus, Einar Traa, Guenther Wimmer.

1—Daniel Baker, Archie Barter, Thomas Basta, Roger Bateman, Douglas Bingham, Bruce Blair, Myron Bostwick, Dale Carlton, Donald Chitwood, Warren Coats, Wendell Damm, William Davenport, Fredric Engstrom, Joern Ericksen, Edward Gerlinger, Samuel Gordon, Linley Gumm, William Hargreaves, Deborah Hewitt, David Hiltner, Carl Hollingsworth, Joseph Hubert, Brian Jorgensen, Robert Leith, John Lewis, Barry McKibben, Steven Morton, Robert Mueller, William Nute, Bruce Penny, Ronald Roberts, Jerrold Rogers, Jack Sachitano, Charles Saxe, William Schell, David Shores, Martin Singer, Delmer Snyder, Leon Stanger, Bruce Stofer, Edward Strande, John Taggart, James Tallman, Stanley Tate, David Timmins, William Tomison, William Wane, Ronald Wilson, Alan Winslow.

Trade Secrets

4—Duane Haven.

3—William Vetanen.

2—Delmer Fehrs, Earl Helderman, Bela Kirchberger, Gerold McTeague, Dale Rath, Edward Steele.

1—Roger Bateman, Irene Beers, Liang-Tsai Cheng, David Coffey, Wallace Doeling, Salvatore Emmi, Raymond Enochs, William Hagadorn, K. Rickey Koehler/Beran, Michael Matthews, Carl Nyman, Bruce Ostermeier, Terence Smith, Julius Stempfle, Roger Sterchi, Steven Tabor, Bruce Ulrich, Raymond Wilson, Kei-Wean Yang.

AFTER THE BANQUET and formal presentations was a time for more visiting and comparing notes.

Graphics of the mind

Banquet photos inventive

The Tektronix Inventor Recognition Banquet was a classy affair. Elegant but not stuffy. Relaxed and friendly. A great place for taking pictures for the Tek family album.

So you might imagine the chagrin (and a few other emotions) expressed when the photographer looked at the developed film and saw mostly blanks. Human error. The flash selector was on F instead of X, if that means anything to you.

So here are a few of those missing photos for you to picture in your mind:

- The baked Alaska being paraded around the darkened banquet room lit only by the sparklers in the dessert.
- Howard Vollum, Tek founder and still "chief engineer," and his wife Jean getting a standing ovation.
- Speaker Leonard Laster, who always seems so pleased to be associated with Tektronix even though he already had a list of honors and achievements long enough to fill a floppy disk before becoming a Tek board memer.
- Speaker Bob Hulse expressing pleasure with the increased number of inventions being produced by Tek employees, even though it means increased work for the Patent Department.
- Hiro Moriyasu and Philip Crosby seeming just as proud getting their 12th and 11th patents as were the "first timers" entering this elite group.
- And Tom Dagostino, about as far as you can get from the stereotyped picture of an inventor, walking out with seven framed patent certificates.
- Three women, Deborah Hewitt, Irene Beers and K. Rickey Koehler/Beran, recognized for their inventive efforts.
- And Rickey's husband, Bill Beran commenting: "I was here in '79 as an inventor. This time I'm here as a guest and just as proud to see my wife receive a certificate."

New handbook set for U.S. employees

When and where did Tektronix begin? What is the Area Rep activity? Just what does profit share mean? When do I start earning more than 10 vacation days per year? What do I do if my car won't start while parked in a Tek parking lot?

Answers to these questions are found in the new Employee Handbook to be distributed soon to all permanent Tektronix employees in the U.S.

The handbook is divided into five main sections: Tektronix—What We Are and What We Do; Tek Culture and Philosophy; How We Work; Benefit Programs and Employee Services.

The handbook, last issued in 1979, will be distributed by Human Resource departments. New employees will receive their copy during benefits briefings.