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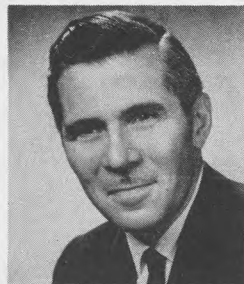
June 30, 1969

Advocates Priority for Employee Training

Addressing the opening session of the 67th annual convention of the American Institute of Banking in Portland, Oregon, Willis W. Alexander, president of the American Bankers Association, emphasized the importance of employee education. His remarks follow:

Regardless of the degree of change in bank technology, employees will always be at the core of bank operations, creating and selling bank services profitably will depend on the efficiency of employees at all levels—from low skills entry levels to top management positions. As a service industry, human resource planning is of particular importance to banks.

The key role of employees is reflected in the fact that annual bank salary expenditures exceed annual bank investment in physical plant and equipment—even with increased expenditures on electronic equipment. Expenditures on wages and salaries, too, are second only to the cost of money. If banks are to operate efficiently and meet competition, planning for high quality, productive bank employees must be given as high a priority as planning for the cost of money, allocating assets and liabilities, market analysis, and new product development.



Willis W. Alexander

Upgrading the bank employee population requires stepped-up, intelligent recruiting methods. Good recruiting is a must. But, there is still the changed quality of the labor market which must be reckoned with. Banking cannot will the existence of a labor force qualified to meet its new ways of doing business. It can only assess the quality of the existing labor supply and then respond accordingly. Factors that must be considered in making this assessment include:

1. Greater competition for the existing pool of skilled labor.
2. The deterioration of training in simple or basic skills such as reading and math and the resulting need to do in-house what public schools today fail to do for large segments of the population.
3. The slow response of public

education in training for specific new skills.

4. Awareness that technology changes quickly and that employees five years out of school must often receive additional training if they are to produce at maximum effectiveness.

Like most education programs, AIB is affected by the changes noted above. How might AIB respond to the new needs of bank education?

First, it is important for AIB to have a clear view of its market. It must see itself in context of all kinds of banking education offered—in bank training, banker schools, programs of other banker associations, as well as those of colleges and junior colleges. Moreover, AIB's educational response must be attuned to local needs. Needs differ for large and small banks; the needs of regions and bank structure, too, must be assessed.

Second, while most of us acknowledge the existence of and necessity for expertise in areas of the physical sciences, in education, as in other social sciences, we laymen each tend to consider ourselves as eminently qualified, if not truly expert. Educational planning is a field in which the use of common sense is indeed very important, but technical

(Continued on Page 4)

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IOWA NEWS

CLEAR LAKE: Avery Johnson has resigned as president of the Community State Bank here. Earl Youngstrom, formerly assistant vice president at the Jasper County Savings Bank of Newton, has been named to succeed Mr. Johnson as president.

LEON: Donald L. Rainer has joined the Decatur County State Bank as vice president. He was formerly employed as assistant cashier at the Security State Bank, Pine Island, Minn.

MAQUOKETA: The Jackson State Bank and Trust Company of Maquoketa will host a meeting on the Consumer Credit Protection Act for area businessmen on July 2 at 8 p.m. in the banquet room of the Sixty-Four Drive Inn. Featured speaker at the meeting will be Edward J. Hickey, Jr., of the Federal Reserve Bank, Chicago, Ill.

MT. PLEASANT: Parke F. Cornick has been named interim president of the Mt. Pleasant Bank and Trust Company, filling the vacancy created by the death of Charles R. Atwell. Mr. Cornick is a director at the bank. Rosemary C. Atwell has been named

to fill the unexpired term of her late husband on the board of directors.

PAULLINA: Clyde G. Kislingbury, president of the First National Bank since 1963, has announced his retirement. Mr. Kislingbury has been with the bank since he came to the First Trust and Savings Bank here in 1931 and was cashier of the First National Bank at the time it became fully locally owned in 1935, at which time he became a stockholder and director.

PLEASANTVILLE: A group headed by Duane Prill, president of the First State Bank, Britt, and R. H. Isensee, president of the United Home Bank and Trust Company, Mason City, has purchased controlling interest in the Pleasantville State Bank from C. M. Core and W. C. Ilstrup. Mr. Prill has been elected vice president and a director of the bank, succeeding Mr. Ilstrup. No other changes in personnel have been announced.

RUTHVEN: John B. Keeline has been elected president of the Ruthven State Bank for the balance of the year, and Marvin A. Wigdahl has been elected vice president for the same period.

WEST DES MOINES: Western Holding Corporation, Des Moines based parent company of insurance, financing and other interests, has agreed to acquire the 94% stock interest of the Messerschmidt family in the First National Bank here. Terms of the acquisition were not disclosed, pending completion of the transaction, which is expected about August 1, according

to J. D. Kent, Jr., president of the holding company. Assets of the bank total nearly \$4,000,000. The Messerschmidts will continue in active management of the bank.

NEBRASKA NEWS

KILGORE: Harry L. Campbell, founder and retired president of the Farmers State Bank here, died recently at his home following a heart attack. He was 79. Mr. Campbell retired last year after 49 years with the Farmers Bank. He also was vice president of the First National Bank of Valentine.

NEBRASKA CITY: Leland C. Thomas has been promoted from president to chairman of the board at the Otoe County National Bank. Leo V. Krieger has been elected president. He was formerly executive vice president at the bank.

OMAHA: Three new assistant vice presidents have been named at the Packers National Bank. They are Jack W. Hurley, Jr., Charles B. Matzke and Wesley D. Bowen. Mr. Hurley

The bank also broke ground recently at the northeast corner of 23rd and O Streets here for its new drive-in, walk-in bank. The new facility, to cost approximately \$60,000 and expected to take about two months to complete, will include two covered teller windows, a walk-in lobby and night depository.

MINNESOTA NEWS

MILTONA: Rex Heston, formerly executive vice president of the State Bank of Hamburg, has been named managing officer of the Miliona State Bank.

MINNEAPOLIS: Robert E. Abrams, assistant vice president of Ebin, Robertson and Company, Inc., investment banking firm, has been promoted to vice president and a director.

MINNEAPOLIS: John P. Olin has been promoted to vice president and secretary, Federal Reserve Bank of Minneapolis, effective July 1. He is currently assistant vice president and corporate secretary of the bank.

MINNEAPOLIS: Piper, Jaffray & Hopwood, which has been a partnership since 1895, will become a corporation, effective July 31. The proposed change, according to H. C. Piper, Jr., chairman, is subject to approval of the New York Stock Exchange and the Securities Exchange Commission,



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NORTH DAKOTA NEWS

BISMARCK: Al Simpson, president of the North Dakota Bankers Association, has appointed the following committee chairmen for the ensuing year: Agricultural committee - Henry Ness, Fargo; public relations committee - Bill Johnson, Cando; bank management committee - Chris Dahl, Bismarck; education committee - Dennis Larson, Grand Forks; trust committee - Jack Riley, Fargo; legislative committee - Emil Kautzmann, Mandan; insurance committee - R. Paul Pederson, Hope; installment loan committee - Doug Nyquist, Williston.

The NDBA Executive Council has selected Minot as the site for the 1970 NDBA annual convention - May 13-15.

SOUTH DAKOTA NEWS

TIMBER LAKE: The Dewey County Bank will celebrate its 50th anniversary on July 1, according to Francis Card, president. In observance of the anniversary, the bank is planning a free barbecue for the afternoon of July 20.

ILLINOIS NEWS

CHICAGO: Eight officer promotions and the appointment of 12 new officers have been announced at the American National Bank and Trust Company. Promoted to second vice presidents were: G. William Gastineau, Robert S. Engelman, George K. Metzger, Richard M. Schwartz, John A. Greathouse, Douglas C. Mills, Donald C. Temme and Bruce D. Naab. New officer appointments were: James R. Kennedy,

marketing officer; Jerome Cetnar, executive assistant; Thomas Heath, credit officer; Wayne Grove, operations officer; Thomas E. Sporer and John E. Olivo, installment loan officers; Paul L. Whiting, Norman R. Bobins, David M. Keller, Harry L. Winn, Thomas E. Howard and Vance C. Anderson, all loan officers.

CHICAGO: The following four appointments have been announced at the Beverly Bank: William A. Rasmussen, building and facilities manager; Edward J. Maciejewski, assistant teller manager; Henri Bryson, assistant loan officer; Mrs. Dagmar O'Neil, manager of the travel department. Mrs. O'Neill replaces George W. McKinney, who has been promoted to an over-all coordinating position in which he will offer travel department management assistance to other banks and will arrange large group tours.

CHICAGO: Louis E. Martin, vice president and editor of the Sengstacke Newspapers, has been elected a director of the Chicago City Bank and Trust Company.

CHICAGO: Leonard Spalding has been named second vice president, investment management services division of the trust department, at the Northern Trust Company. John D. Brock and John A. Shea have been named assistant managers in the retail sales division of the bond department. In the controller's department, Lynn C. Ehrhardt has been appointed assistant manager in the federal income tax division, and Kenneth C. Quarfoot has been named assistant manager in the profit planning division.

MOUNT PROSPECT: Mrs. Marie Smos-

na has been named assistant vice president in the loan division at the Mount Prospect State Bank.

PEKIN: John F. Turnell, assistant cashier, has been promoted to assistant vice president at the First National Bank and Trust Company. He has been with the First National since 1965.

SPRINGFIELD: Robert L. Summers, loan officer at the Illinois National Bank, has been named to the additional post of manager of correspondent banking. James V. Antonacci has been appointed assistant vice president in the operations department.

WYOMING NEWS

LANDER: Robert C. Templeton, vice president of the Lusk State Bank, has been promoted to president, succeeding C. W. Erwin, who has been named chairman of the board of directors.

LANDER: Mrs. Joe Kenney has been promoted to cashier at the Central Bank and Trust Company. Mrs. Kenney joined the bank in January of this year and has previous banking experience at the Rawlins National Bank, the First National Bank of Rawlins, the Wyoming National Bank in Casper and the First National Bank of Lander.

SHERIDAN: Jack K. Austin, formerly with the trust department at the First National Bank of Denver, has joined

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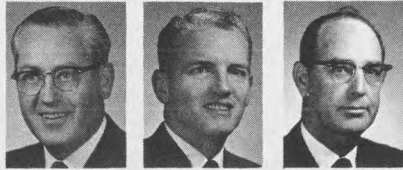
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the Bank of Commerce here as trust officer. He had been with the First National in Denver for the past four years and prior to that time was associated with the American National Bank of Denver.

COLORADO NEWS

ARVADA: The Industrial Bank of the West has been purchased by Zions Utah Bancorporation of Salt Lake City. Arthur G. Lohmiller has been named vice president and manager of the Arvada bank. He was previously with the Littleton Industrial Bank, which the Salt Lake City firm purchased about two years ago.

COLORADO SPRINGS: Application of the Bank of Colorado here for federal deposit insurance has been approved by the FDIC. Total capital accounts at the bank are \$500,000. Norman L. Wade is bank president.

DENVER: The board of directors of the Colorado National Bank has elected four new officers and promoted

two officers. Emory C. Walker, Jr., data processing officer, has been promoted to assistant vice president, and Homer L. Hancock, real estate investment officer, has been named trust officer. Newly elected officers include: Lester W. Bagwell, data processing; John F. Coburn, operations; Warren L. Eisenbraun, installment loans; Gerald K. Martens, accounting.

DENVER: Dwight Bowen, Frank Casey, Herman Rachut, Norman Wright, Richard E. Hansen and Miss Shirley Carrier have been named assistant cashiers at the Central Bank and Trust Company.

Employee Training...

(Continued from Page 1)

expertise in educational method is also vitally needed if valid and productive programs are to be developed. Banking, including the AIB, should seek out the advice of educational experts. These must include experts who know the techniques of pedagogy as well as theoretical specialists in the various disciplines.

Third, because needs change rapidly, new bank training requirements must be quickly tracked down. This means keeping ears close to the ground so that meaningful needs are identified. To do this, mechanisms for banker/AIB communications must be streamlined.

Finally, when this is done, the mission of AIB must be reappraised in terms of those areas suited for AIB response. The needs will be many so the temptation to try to meet them all at once must be avoided. Priorities must be established. In this way, we can be confident that

under the changing conditions and with the changing problems of the future, AIB will continue to supply the needed training and skills and knowledge for the banking field as it has been doing so successfully over the decades up to now.

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