

Recp. E. 120  
Hand 10/14

Respondents Exhibit No. 20

SELECTION OF INSTRUCTORS

for

DEVELOPMENT PROGRAM

October 11, 1938

\* \* \*

The following were given the opportunity to select the men whom they thought were best qualified to teach in the various classes. Their selections were made only of the persons of whom they were sure. The asterisk in front of the names of suggested instructors listed on the attached sheets indicate that these names did not appear on the list of potential instructors.

*2 cols of names*

Anderson, Ken  
Armstrong, Sam  
Barks, Carl  
Brightman, Homer  
Coates, Claude  
Codrick, Tom  
Cottrell, Bill  
Cox, Merle  
Davis, Stark  
Englander, Otto  
Ferguson, Norman  
Garbutt, Bernard  
\*\* Grant, Joe  
Hand, Dave  
Hee, T.  
Heineman, Arthur  
Hennesy, Hugh

Herwig, Bill  
Huemer, Dick  
Huffine, Ray  
Jaxon, Wilfred  
Kelsey, Richmond  
Kimball, Ward  
King, Jack  
Lockrem, Ray  
Luske, Ham  
Miles, Harold  
Moore, Fred  
Morey, Larry  
Nelson, Mique  
O'Connor, Ken  
Payzant, Charles  
Pearce, Perce  
Penner, Ed

Philippi, Charles  
Reeves, Harry  
\*\* Roberts, Bill  
Schwartz, Zach  
Schwartzman, Melvin  
Sears, Ted  
Sharpsteen, Ben  
Smith, Webb  
Spohn, Stanley  
Stallings, George  
Stapp, Terrell  
Starr, Ed  
Sterner, Bob  
Tenggren, Gustav  
Thomas, Frank  
Tytla, William  
Wallet, Bill

(\*\*) List of instructors not yet turned in.

*281*

NATIONAL LABOR RELATIONS BOARD  
CASE NO. *2104* BOARD PETITIONER RESPONDENT } EXHIBIT NO. *20*  
IN THE MATTER OF *Walt Disney*  
DATE *10/14/42* WITNESS *Hand*  
*6/11* ETHEL E. FISHER, OFFICIAL REPORTER  
BY *Ambrose*

1 SCENE CUTTING  
as applied to:

Layout	
Philippi	21
Codrick	20
Hennesy	6
Anderson	4
O'Connor	1
Jaxon	1
Dave	1

Direction	
Dave	18
Jaxon	10
Ben	9
Ham	6
Perce	5
Fergie	1
Roberts	1
King	1
Codrick	1
Philippi	1
Stallings	1

2 STAGING AND LIGHTING  
as applied to:

Layout	
Hennesy	18
Philippi	14
Miles	13
Codrick	12
Anderson	4
Armstrong	4
Heineman	4
Tenggren	1
* Stewart	1
Jaxon	1
Schwartz	1

Background	
Armstrong	23
Miles	16
Coates	6
Nelson	5
Tenggren	5
Cox	4
Wallet	2
Hennesy	2
Philippi	1
Starr	1
Davis	1
Codrick	1
O'Connor	1
Anderson	1

3 CHARACTER HANDLING  
as applied to:

Layout	
Anderson	17
Philippi	6
Hennesy	6
Heineman	5
Moore	3
Luske	2
Ferguson	2
Stapp	2
Codrick	2
Herwig	2
O'Connor	2
Grant	1
Kimball	1
* Battaglia	1
Schwartzman	1

4 CHARACTER DRAWING  
as applied to:

Animation	
Moore	24
Luske	18
Tytla	7
Ferguson	6
Kimball	4
Thomas	2
Garbutt	2
Grant	1

5 CARICATURE  
as applied to:

Animation	
Kimball	18
Tytla	8
Grant	7
T. Hee	6
Luske	5
Ferguson	4
Moore	3
Thomas	3
Stokes	1
* Babbitt	1

6 CARICATURE  
OF CHARACTERS

T. Hee	26
Grant	25
Kimball	3
Luske	1
* Battaglia	1
* Hurter	1

7 STAGING  
as applied to:

Animation	
Luske	20
Ferguson	13
Dave	12
Thomas	5
Moore	4
Tytla	2
Roberts	1
Ben	1

8 STORY SKETCHING

Philippi	7
Anderson	4
Heineman	3
Penner	3
Sterner	3
Codrick	2
Webb Smith	2
Stallings	2
* Battaglia	2
Barks	2
Herwig	1
O'Connor	1
Schwartzman	1
Ben	1
Hurd	1
Sears	1
Stapp	1
Hennesy	1

9 STORY THEORY

Sears	11
Morey	7
Englander	6
Cottrell	5
Pearce	5
Stallings	3
Dave	3
Webb Smith	1
* Perkins	1
Ben	1

182

10 STORY CONSTRUCTION

as applied to:

Story	
Sears	12
Englander	11
Cottrell	7
Morey	7
Pearce	5
Stallings	3
Webb Smith	2
Dave	2
Reeves	2
T. Hee	1
Direction	
Dave	19
Pearce	12
Ben	6
Jaxon	5
Stallings	3
Roberts	3
Luske	2
Cottrell	2
Huemer	1
T. Hee	1
Morey	1

11 GAG THEORY

as applied to:

Story	
Webb Smith	15
Sears	13
Reeves	6
Dave	3
Englander	3
Cottrell	2
T. Hee	2
Stallings	2
Barks	2
Morey	1
Pearce	1
*Hurd	1
Penner	1
Direction	
Dave	10
Pearce	8
Roberts	6
Ben	5
King	4
Jaxon	4
Huemer	3
T. Hee	2
Luske	1

12 GAG CONSTRUCTION

as applied to:

Story	
Webb Smith	12
Sears	10
Reeves	9
Englander	3
Dave	2
Pearce	2
Barks	2
Morey	1
Stallings	1
*Hurd	1
Cottrell	1
Williams	1
Direction	
Dave	11
Ben	8
Pearce	5
Roberts	5
Jaxon	5
Huemer	3
Luske	2
T. Hee	2
King	1

13 HUMOR

as applied to:

Story	
Sears	16
Webb Smith	11
Huemer	4
Englander	4
T. Hee	2
Cottrell	2
Pearce	2
Grant	2
*Walt	2
Stallings	2
Ferguson	2
Jaxon	2
Reeves	2
Dave	1
Ben	1
Brightman	1
Morey	1
Roberts	1

DEVELOPMENT  
14 OF ORIGINALITY

as applied to:

Story	
Webb Smith	6
Cottrell	5
Sears	5
Grant	4
T. Hee	2
Reeves	2
*Pfeiffer	2
Jaxon	1
Perce	1
Dave	1
Barks	1
Hurd	1
Morey	1
Brightman	1

15 PRACTICALITY OF IDEAS

as applied to:

Story	
Dave	9
Sears	6
Cottrell	5
Perce	3
Luske	2
Stallings	2
Ben	2
Reeves	2
Englander	1
Webb Smith	1
Codrck	1

481

16 SELLING AN IDEA

17 PERSONALITY

18 ACTING AND PANTOMIME

as applied to:

Story	
Perce	7
Grant	5
T. Hee	5
Reeves	4
Englander	4
Morey	2
Brightman	2
Penner	2
Dave	2
Roberts	1
Cottrell	1
Ben	1
Sears	1

as applied to:

Story	
T. Hee	6
Perce	5
Sears	4
Morey	3
Cottrell	3
Webb Smith	2
Reeves	2
*Rickard	2
Grant	2
Jaxon	2
Stallings	1
Ben	1
Dave	1

Perce	21
Luske	6
T. Hee	6
Tytla	3
Ferguson	2
Penner	2
Brightman	1
*Lundy	1
*Pfeiffer	1
*Wallace	1
Cottrell	1
Jaxon	1
Heineman	1
Moore	1
Dave	1

Direction

Jaxon	13
Dave	11
Perce	8
Luske	8
Huemer	2
T. Hee	2
King	2
Cottrell	1
Thomas	1
Ben	1

Animation

Luske	13
Moore	13
Ferguson	12
Thomas	9
Tytla	8
Kimball	1
Garbutt	1
Roberts	1
*Kahl	1
Dave	1

CONSTRUCTION  
19 OF DIALOGUE

20 COMPOSITION

21 CREATIVE IDEAS

Sears	21
Cottrell	8
Morey	6
Perce	4
Ben	1
T. Hee	1

as applied to:

Layout

Philippi	19
Hennesy	16
Miles	10
Anderson	7
Codrick	4
O'Connor	4
Tenggren	2
*Battaglia	1
Kelsey	1

Background

Starr	8
Coates	8
Nelson	7
Armstrong	7
Miles	6
Tenggren	4
Cox	4
Spohn	4
Philippi	2
Hennesy	2
Schwartzman	1

as applied to:

Layout

Codrick	15
Anderson	9
Hennesy	7
Philippi	7
Kelsey	3
Tenggren	3
O'Connor	3
Miles	2
Grant	2
*Battaglia	1
Heineman	1
Schwartz	1
Armstrong	1

281

22 VERSATILITY IN MEDIUMS

23 AND APPLICATION

24 BACKGROUND RENDERING

as applied to:

Background

Armstrong	9
Davis	9
Nelson	9
Huffine	5
Tenggren	3
Coates	3
Cox	2
Miles	2
Spohn	1
Lockrem	1
Kelsey	1
Sterner	1

Tenggren	13
Spohn	8
Coates	7
Armstrong	4
Miles	3
Wallet	2
Nelson	2
Cox	1
Kimball	1
Stapp	1
Kelsey	1
Huffine	1

Nelson	14
Coates	13
Armstrong	8
Cox	5
Tenggren	4
Davis	3
Miles	3
Huffine	2
Starr	1
Philippi	1
O'Connor	1
Spohn	1

25 COLOR REPRODUCTION

26 DRAFTSMANSHIP

27 MECHANICS OF LAYOUT

as applied to:

Layout

Armstrong	24
Nelson	12
Cox	3
*Dike	3

Philippi	17
Hennesy	11
Miles	9
Codrick	4
Anderson	4
Cox	3
Heineman	2
Herwig	1
O'Connor	1
Payzant	1
Schwartz	1

Philippi	18
Codrick	15
Hennesy	3
O'Connor	2
Anderson	2
Stapp	1
Ben	1
Payzant	1

28 BACKGROUND MECHANICS

29 MECHANICS OF ANIMATION

30 TIMING

Nelson	19
Lockrem	7
Cox	6
Armstrong	6
Philippi	2
Codrick	2
*Papineau	2
Coates	1
Hennesy	1
O'Connor	1
*Batchelder	1
*Garity	1
Payzant	1

Luske	15
Moore	6
Ferguson	6
Dave	2
Thomas	2
Roberts	1
Ben	1
Tytla	1

as applied to:

Direction

Dave	14
Jaxon	12
Ben	10
Luske	5
Roberts	3
Pearce	1
Moore	1

Animation

Luske	16
Moore	12
Ferguson	8
Thomas	8
Tytla	2
Roberts	2
Kimball	1

581

10/25

31 MUSIC

Morey	6
*Harline	5
*Paul Smith	5
Jaxon	4
Huemer	2
*Stokowski	2
*Plumb	1
*Churchill	1

PRINCIPLES OF  
32 SOUND RECORDING

as applied to:

Direction	
Jaxon	6
Dave	5
*Slyfield	5
Ben	3
Perce	2
King	1
Morey	1

33 PRINCIPLES OF SOUND EFX

as applied to:

Direction	
Jaxon	10
*Rees	4
Roberts	3
Dave	3
Perce	2
Luske	2
Ben	2
Huemer	1

34 CAMERA MECHANICS

*Papineau	7
*Batchelder	3
*Payne	2
Philippi	1
Codrick	1
O'Connor	1
Ben	1

35 EXECUTIVE TRAINING

as applied to:

Direction	
Dave	29
Ben	16
Perce	2

181