



MCDONOGH SCHOOL

Archives & Special Collections

Guide to the Henry (Harry) L. Gantt Collection, Class of 1878



**Processed by Joe Radek, '20
July 2023**



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MS-11: The Henry (Harry) L. Gantt Collection

(1 Box; 0.45 cubic feet)

Inclusive Dates: c. 1894-1975

Bulk Dates: c.1917-1919

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Biography

Henry Laurence Gantt, born May 20, 1861, was among the first boys to enter McDonogh in November 1873 and graduated at the top of his class in 1878. Gantt came from a slaveholding family who owned a plantation in Maryland, but the family fell into poverty because of the Civil War. After graduating from McDonogh as first sergeant, Gantt graduated from Johns Hopkins University with an A.B. in 1880 before returning to teach at McDonogh until 1883. He left McDonogh to finish his studies at Stevens Institute of Technology with a degree in mechanical engineering in 1884, after just one year of study.

Early in his career, Gantt worked as a superintendent in a variety of industrial plants in the Northeast, at one point working with Frederick W. Taylor, who inspired much of Gantt's later research. In 1894, he began consulting for industrial firms and publishing his research; in total, Gantt published three books and over 150 articles. Additionally, he was appointed by the Secretary of the Navy to study efficiency in naval yards in 1911. Gantt was vice president of the American Society for Mechanical Engineers and a member of both the Society of Naval Architects and Marine Engineers and the American Geographical Society.

Above all, Gantt "was convinced that what counted was employee morale and motivation" (*Business Week*, January 11, 1964) in the industrial field; these attitudes are shared in his essay, "Efficiency and Democracy." Gantt was also concerned with the political developments surrounding World War I, writing about the importance of democracy in ensuring a peaceful society (see "Engineer Controls in World of Power"). His groundbreaking work developed the field of scientific management (later becoming industrial engineering), with his Gantt Chart and task-bonus system still being used as effective methods for structuring employee compensation today.

He lived most of his adult life in Montclair, New Jersey, with his daughter Margaret and his wife Mary Snow Gantt, and passed away on November 23, 1919, at the age of 59.

Scope and Content Notes

This collection primarily consists of material, written by Gantt, and secondary source material written about Gantt. Published in various engineering and business magazines, these essays and speeches underscore Gantt's role as a founder of scientific management and his lasting appeal as an innovator. The letters in the collection were primarily sent to D.C. Lyle, as Gantt frequently checked in with Lyle from 1917 until Gantt's death in 1919.

Box 1 of 1

1-1 Correspondence, 1917 – 1918

June 2, 1917	New York, NY: Dear Mr. Lyle
August 19, 1917	New York, NY: Dear Mr. Lyle
August 24, 1917	New York, NY: Dear Mr. Lyle
November 2, 1917	New York, NY: Dear Mr. Lyle
November 1, 1918	New York, NY: Dear Mr. Miller (Director of the Democratic Mid-European Union), discussing political issues
November 9, 1918	New York, NY: Dear Mr. Lyle
December 24, 1918	New York, NY: Dear Mr. Lyle

1-2 Newspaper Clippings, 1917 – 1921

March 18, 1917	"Ask President to Aid Them in Fight," <i>Pittsburgh Gazette-Times</i>
c. 1917	"Engineer Controls in World of Power," <i>Philadelphia Public Ledger</i> by Gantt
August 13, 1917	"The Way to Win: Socialization of Business, Not Socialism," <i>New York Tribune</i> by Charles Ferguson
February 15, 1918	"Asserts Red Tape Hurts Water Supply," <i>Baltimore Sun</i>
June 30, 1918	"Startling New Plan for "Industrial Democracy Backed by New York Business Men and Engineers," <i>The World</i> , Charles W. Wood.
February 2, 1919	"For Better Port Hire," <i>Baltimore Sun</i>
October 12, 1919	"The Industrial Engineer's Formula for Reconciling Capital and Labor on a Basis of Equity," <i>The World</i> , Dr. Louis Levine
c. 1919	"What Makes an Ideal Democracy" by Gantt
c. 1919	"Creative Business" by Charles Ferguson
September 23, 1921	Obituary, Mary Snow Gantt, <i>Baltimore Sun</i>

1-3 Photographs taken of Gantt as a young man (March 1894) and later in life (1914)

1-4 Publications by Gantt, 1916 – 1919

December 1901	"A Bonus System of Rewarding Labor," a paper read before the American Society of Mechanical Engineers
June 1903	"A Graphical Daily Balance In Manufacture," a paper read before the American Society of Mechanical Engineers
September 1916	"What is Preparedness?", <i>The Engineering Magazine</i> (two copies)
February 1918	"An Industrial Achievement of the War," <i>Industrial Management</i>
November 1918	"Efficiency and Idleness," reprinted from <i>Industrial Management</i> (five copies)
December 1918	"Efficiency and Democracy," The American Society of Mechanical Engineers
January 29, 1919	"Democratic Shop Methods," Talk given by Gantt at the plant of De Laval Steam Turbine Co., Trenton, NJ
September 1919	"The Influence of Executives," reprinted from <i>The Annals of the American Academy of Political and Social Science</i>

c. 1919 "Keeping the War Won," a typed introduction to "Efficiency and Democracy"
not published with the version of the article included here

1-5 Misc. Articles about Gantt, 1920 – c. 1985

December 1920 *The Life and Work of Henry L. Gantt*, the American Society of Mechanical Engineers

April 1930 "Henry L. Gantt—an Appreciation", by Fred J. Miller, *The Management Review*

April 1934 *Henry Laurence Gantt: Leader in Industry* by L.P. Alford, The American Society of Mechanical Engineers, Chapter II

January 11, 1964 "Famous firsts: Charting a way to Democracy", *Business Week*

1972 *The Evolution of Management Thought* by Daniel A. Wren, The Ronald Press Company

1975 *Management: Theory, Process, and Practice* by Richard M. Hodgetts, W.B. Saunders Company, pp. 13-14