

1969 — It Was a Very Good Year



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duke university medical center

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DURHAM, NORTH CAROLINA



THIS IS THE SOUTH?—Medical Center employees fought their way through the snow to work several days last month. Rumor has it that a few Medical Center employees even built a snowman in front of the Main Entrance Building! (photo by Dave Hooks)

New Benefits, Employee's Council, P.E.P. Mark Duke Personnel Year

1969 was a year of change for Duke Medical Center employees—a year of progress.

New and better benefits in the areas of minimum wages, vacation, holidays, overtime, hospitalization insurance and many others went into effect for the Medical Center's nearly 4,000 nonacademic employees during the year.

The Employees' Council got underway in early 1969 to provide each employee for the first time with a voice in making the policies that affect him at Duke.

And, near the end of the year, the Medical Center announced plans for the establishment of the Paths for Employee Progress Program to enable employees who want to move up the job ladder to obtain a better education.

New Policies and Benefits

Included in the package of personnel policy changes adopted last year was a more clearly defined statement of Duke's attitude of nondiscrimination toward employees and job applicants. Since the policy went into effect, hundreds of meetings between University supervisors and the personnel department have emphasized Duke's determination to eliminate any discrimination because of race, color, sex, religion, or national origin.

In July, Duke raised the minimum wage to \$1.80 per hour for employees who have worked at the University for at least a year. New permanent employees begin at a minimum of \$1.66 per hour, receiving periodic pay increases until they reach the \$1.80 rate within a year.

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Med Center Grows; '69 Services Up

Growth was the keyword for Duke University Medical Center during 1969—growth in care to patients, education, research, and service to the Durham community.

The year saw the opening of Duke's innovative Rehabilitation Center, the acquisition of Sealevel Hospital, and the construction of several other new buildings.

The University for the first time established a vice-presidency for the Medical Center.

The unit system began a new era of decentralization in hospital administration.

These are just a few of the major events which kept Duke in the forefront of progress in American medicine.

Pickens Rehabilitation Center

The Marshall I. Pickens Rehabilitation Center, dedicated December 14 to honor the vice-chairman of the Duke Endowment trustees, was planned to treat, re-educate, and rehabilitate severely ill, injured, and disabled patients.

The \$1.1 million structure, located across Erwin Road from the Graduate Center, will provide comprehensive programs for patients with stroke, muscular dystrophy, paraplegia, amputations, cerebral palsy, multiple sclerosis, emphysema, cardiac disease, burns, arthritis, cystic fibrosis, neurogenic bladder disease, and other problems.

In addition to outpatient services, the rehab staff will conduct research projects and educational programs concerned with rehabilitation.

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