



**DOING THE HONORS** — Brenda Sykes, secretary to Bucky Waters, was elected by her fellow honorees to cut the cake at a birthday party for employees in the Medical Center Administration Office recently. The party recognized everyone working there who had birthdays in May including Dr. Jane Elchlepp, Jesse Ferrell, Jeanie Hawkins, Marilou Morgan, John Robinette (standing at left) and Ms. Sykes. (Photo by David Williamson)



**AWARD FOR GETTING INVOLVED** — Last week, Dwight Robertson, a senior medical student and president of the Davison Society, presented a complete set of the Frank Netter Collection of Illustrated Medical Books to MD-Ph.D. candidate John Scott (at right), this year's recipient of the CIBA Award for Community Service. Scott earned the honor for his efforts as chairman of the Davison Society's Sex Education Committee, a group of medical students and future nurses who teach sex education to Duke undergraduates and to Durham school children. Scott was also recognized for his work as chairman of the Edgemont Community Health Clinic, a volunteer clinic for indigent citizens staffed by medical and nursing students, Duke physicians and pharmacists. (Photo by David Williamson)

## Robinson Takes Alabama Post

Dr. Arvin E. Robinson, director of the Division of Diagnostic Radiology since 1972, will join the University of South Alabama Medical Center in Mobile as professor and chairman of the Radiology Department on June 1.

The former Mobile General Hospital, which has been owned by the Alabama university for the last two and one-half years, only recently underwent the name change. A 300-bed general teaching hospital, the institution is constructing 100 additional beds and plans for a \$4 million upgrading of its radiology department also have been announced.

Robinson, whose position will encompass both teaching and administrative functions, will be heading work in nuclear medicine, radiation therapy and diagnostic radiology at the university hospital.

A graduate of the University of

Pennsylvania, he received an M.D. degree from the Medical College of Virginia in 1964. Robinson served his internship at Albert Einstein Medical Center in Philadelphia and came to Duke in 1965 for his residency in radiology. He is a Richmond, Va., native.

## ...Personnel Paragraphs...

*This is a column for and about employees, faculty and staff at the medical center. The subject matter will cover a wide spectrum of personnel policies, benefits, federal and state regulations, payroll information, wage and salary data, and many other matters affecting employees at Duke.*

*Questions from readers are encouraged. If you have a question, send it to:*

*Personnel Paragraphs  
Box 3354*

*All inquiries must be signed, but you may request that your name not be used if your letter is published. "Personnel Paragraphs" is your column, so let us hear from you.*

### PICKETS, PROTESTS AND DEMONSTRATIONS

The university set forth a policy on pickets, protests and demonstrations in 1968 to establish firm rules applicable to employees. The policy, in part, states:

*"Duke University respects the right of all members of the academic community to explore and to discuss questions which interest them, to express opinions publicly and privately, and to join together to demonstrate their concern by orderly means.*

*"It is the policy of the university to protect the right of voluntary assembly, to make its facilities available for peaceful assembly, to welcome guest speakers, and to protect the exercise of these rights from disruption or interference.*

*"The university also respects the right of each member of the academic community to be free from coercion and harassment . . . The substitution of noise for speech and force for reason is a rejection and not an application of academic freedom. A determination to discourage conduct which is disruptive and disorderly does not threaten academic freedom; it is, rather a necessary condition of its very existence."*

**Q.** According to university policy, are any pickets, protests or demonstrations allowed on university property or at any university authorized function?

**A.** Yes, pickets, protests and demonstrations are allowed as long as they are not disruptive. Disruptive picketing, protesting or demonstrating on university property or at any place in use for an authorized university purpose is prohibited.

**Q.** How is "disruptive" defined in this policy?

**A.** Disruptive picketing, protesting, or demonstrating consists of any conduct which directly interferes with the orderly operation of the university or with the lawful pursuits of any member of the university community or any person otherwise on university premises with the express or implied permission of the university.

**Q.** What "disruptive" actions are specifically prohibited?

**A.** (1) Unauthorized occupancy of university facilities or buildings, (2) interference with the rights of students, faculty or staff and persons who are guests of the university to gain access to any university facility for the purpose of attending classes, participating in interviews, conferences or any other proper purpose, (3) Interference with the orderly operations of the university, by breach of the peace, physical obstruction or coercion, or by noise, tumult or other forms of disturbance, and (4) Interference with university traffic, be this traffic pedestrian or vehicular.

**Q.** What is the result of implementation of violations of these policies?

**A.** Violations of these rules will lead to appropriate disciplinary action. Lack of prompt response to a cease and desist order by a university official will constitute an aggravation of the offense. Procedures of hearing and appeal for employees will be as provided in the grievance procedure of the personnel policy manual.



**DR. ARVIN E. ROBINSON**

## Intercom

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## Planning Class Graduates 38

On June 5, at 5:45 p.m. the university's Pre-Retirement Planning Program will hold its graduation exercise at a banquet in the University Union. Certificates will be given to those who are eligible. A participant is judged eligible if he has attended five or more of the nine sessions. This year there was a total of 60 participants with thirty-eight being eligible for certificates.

Those receiving certificates will be: Teresa Arena, Pearl Bass, Katie Bell, William Bell, Carl M. Bishop, Fannie & George Carver, Virginia Chamblee, Helen & Gifford Davis, Mary Favors, Bertha Ginyard, Lewis D. Glenn, Louise Hall, Elsie & Herbert Harrington, and Harvey E. Johnson, Beatrice Jones and Louise & Henry Keir.

Also, Lucille Klutz, Harry Lawrence, John W. Maddox, Jr., Loucille & Lee Murray, Mildred Postell, Josie Powell, Jeannette Pratt, Bessie Raper, Honora Rose, Louise Self, Marion & Preston Smith, Nina Waite, Coy O. Watson, Polly & William A. Williams and Harry Woods.

## Dr. Menefee

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including Alpha Omega Alpha, the medical scholastic honorary, the American Medical Association, the N.C. Medical Society and the National Tuberculosis Association. He served as president of the N.C. Trudeau Society from 1952-54.

Surviving are his wife, Eleanor, of Green Valley, Ariz.; three daughters, Mrs. L. M. Gant of Columbia, S.C., Mrs. James A. Hill Jr. of Greenville, S.C., and Mrs. Steven P. Pendergraft of Chapel Hill; and four grandchildren.

Memorial services are tentatively planned to be held in Duke University Chapel on Sunday, June 1, following the regular worship service. Private burial was to be in Greenwood Cemetery in Durham.