

Wraps Off New Employee Training Program

Here's the Director...



DR. ANN BRITT

When Dr. Ann Britt reported for work last week as director of Duke Hospital's new Department of Human Resources Development, she found six major projects already waiting for her.

For the first couple of days it was even a joke.

When her boss Administrative Director Richard Peck, introduced her at meetings he admitted that his boss, the hospital's chief executive officer, Dr. Roscoe R. (Ike) Robinson, had admonished him about expecting too much from her too soon.

"Ike told me I ought to at least give her until Monday," Peck said.

By Monday the jokes were in the past and Britt, who holds an Ed.D. in

(Continued on page 4)

Here's the Program...

By Joe Sigler

An employee training program was unveiled this week by the hospital administration.

It's a program that's unique in North Carolina, and perhaps elsewhere, because of its scope, its potential for touching the lives of practically every employee and its tie-in with the state's community college system.

Heading the new training program, which falls under the newly created Department of Human Resources Department, is Dr. Ann Britt. (See companion story on her appointment.)

Limitless Opportunities

Establishment of the department and appointment of its director were announced by Administrative

Director Richard Peck, who said the program offers "limitless opportunities for courses."

In addition to training programs and courses of study specifically related to a person's hospital work, Peck said courses as varied as auto mechanics or preparing income tax statements — training that employees would find useful in their private lives — also could be developed as an integral part of the overall program.

The work of the new department, planning of which has been under way for nearly a year, has two primary aims, Peck said:

"First, we want to improve employees' skills and open up additional opportunities for them. Then, because of the nature of the business we're in, we believe that this in turn will help us provide better patient care."

First Assignment

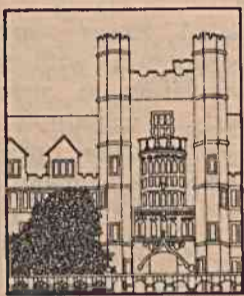
One of Britt's first assignments is to develop an orientation program for new hospital employees, "one that will more fully make an employee aware of the hospital's specific goals and objectives and the role that each employee plays in contributing toward those while working toward satisfaction of his or her own professional or job-related goals," Peck said.

Beyond that she will be meeting with people throughout the hospital to find out what they think is needed and wanted in the way of training.

Peck believes that the Employee Survey next month (see *Intercom* 1/14/77 and watch for an update on the survey in next week's *Intercom*) will help point out areas in which Britt's department might concentrate.

The department also will coordinate a number of training efforts already in progress in the hospital, such as in food service and

(Continued on page 4)



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DURHAM, NORTH CAROLINA

Inventor Combines Nursing, Electronics

By John Becton

RN Ernie Tacchi's act is more than just party entertainment.

Certainly it is an effective ice breaker when someone inserts two fingers into the cups attached to Tacchi's Stress-Sonic instrument and watches the numbers change with changing physiological conditions, and especially when a group of people join hands and collectively alter the readings on the device.

But the Stress-Sonic is actually a precursor to a more intricate instrument, the Cardio-Scan, Tacchi has invented.

The Cardio-Scan, whose prototype is being built, will measure a surgical patient's heart rate, respiration rate, body temperature, calculated basal metabolic rate and systolic, diastolic and mean arterial blood pressure.

These will all be recorded with the times at which they are measured.

Added Features

"This will be a supplement to written records and might be used in court, if necessary," Tacchi said. "It would already be accepted in Federal court."

"It varies with the states, but most are changing. Within a few years, such a record should be acceptable in many state courts as well."

Tacchi said the Cardio-Scan also

will have a means of noting subjective observations.

"It will be possible to note rationale for actions, such as decreasing the amount and rate of anesthesia to bring pulse rate up," he said.

Yet another advantage the device offers staff and patient will be its easy installation. It will be almost as easy to attach as a blood pressure

cuff and will be non-invasive (no needles).

Tacchi estimates it will take two or three years to complete the instrument, but his calculations assure him it will work.

"It is run by a hybrid computer system — part digital and part analogue," he said. "It functions by logic."

(Continued on page 2)



IF EDISON HAD BEEN A NURSE—And if he had had access to computer circuits, he might have invented the Cardio-Scan. But that job was left for Ernie Tacchi, shown here with the instrument's main circuit board, which was built from the

diagram on the drawing board. Getting an explanation of how the device works is "Ginger," who understood it about as well as the *Intercom* reporter. (Photo by John Becton)

M.D. X 2 =

- (a) a hectic life
- (b) a personal medical consultant
- (c) confusion for callers
- (d) all of the above.

For the answer read about some of the M.D. couples who work in the medical center in *Intertwine*, a special insert in this week's *Intercom*.