



KEEPING BUSY—Taking care of his farm in Wake County is "a job in itself," said Jesse W. Ferrell, who retired from the medical center in July 1976. He keeps three horses for his 26 grandchildren to ride when they visit. (Photo by Ina Fried)

Retirement 'Just as I Planned'

"I have really enjoyed my retirement so far," said Jesse W. Ferrell, who retired in July 1976 from the medical center.

"I looked forward to this and I planned for it. It's turning out just as I planned."

In 38 years at the medical center, Ferrell served as chauffeur for three medical center leaders, Drs. Wilburt C. Davison, Barnes Woodhall and William G. Anlyan.

Now he's enjoying the benefits Duke provides for its retired employees. He is receiving a monthly payment from the Employees Retirement Plan (ERP) as well as continuing his group medical insurance with the university paying the employer's portion of the premium.

One of Two Parts

Paid for completely by the university, the ERP is designed to be one of two parts of a total retirement plan, explained Richard A. Bindewald, associate personnel director and director of benefits and records. The other part is Social Security, the cost of which is shared equally by the employee and the university.

"The overall philosophy or design

is that the two plans together provide for the employee who spends the bulk of his working lifetime at Duke a retirement benefit that very nearly equals the take-home pay of the average of the last five years before retirement," said Bindewald.

"I know the retirement benefit has helped me," commented Elenora Torrance, "and I think it has helped others too." She was head nurse on Matas Ward when she retired in 1973 after 33 years at the medical center.

A Big Help

Continuing the group medical insurance can be a big help, Ferrell found. He used his insurance to supplement Medicare when he was injured in a car accident in November.

"I intend to keep all of that as long as I can," he said. "You never know what will happen."

In addition to these two benefits, anyone who was employed before Dec. 1, 1974, who has participated in the Duke group life insurance program for 10 years and who retires at the normal retirement age of 65 or older receives from the university a paid-up life insurance certificate for \$2,500.

Equalizing Benefits

The purpose of this payment is to help equalize benefits for those employed before the university began paying a larger portion of the life insurance premium, explained Nancy Tyndall, benefits coordinator and secretary of the Retirement Board.

Anyone may convert the group life insurance to a permanent policy with Northwestern National Life Insurance Company within 31 days of retirement.

For more information about retirement benefits, contact Tyndall, Room 313, Bell Building, 684-3033.

Employees Give Opinions through Survey

The opinions of more than 3,000 medical center bi-weekly employees are now being tabulated in the Cleveland offices of the National Survey Research Center (NSRC).

The results, available in about 10 weeks, will give the medical center a concise and comprehensive picture of which policies are working and which ones will have to be reevaluated.

Approximately 3,100 employees participated in last week's Employee Opinion Survey, Duke Hospital Administrative Director Richard Peck said.

Still Not Too Late

He estimated that some 4,800 were eligible to participate, and added that it is still not too late to register one's opinions.

Any employee who did not participate in the survey and would like to do so may get a copy of the questionnaire and a return envelope from Al Williams, manager of the benefits and records office, Room 160, Bell Building.

The questionnaire may be filled out at the employee's convenience and mailed directly to NSRC by March 23.

Sessions Went Well

Both Williams and Peck were encouraged by the response to the survey.

"I was pleased with the turnout and appreciate all those taking part. It showed that employees are genuinely interested in making the survey a success," Peck said.

Ebony Exposures

Dr. Diane McGrath, director of the Duke Cancer Information Service, and Dr. Seymour Grufferman, director of epidemiology for the Comprehensive Cancer Center, will appear on Channel 4's "Ebony Exposures" tomorrow at 9 p.m.

The topics to be discussed include early detection of cancer and types of cancer most likely to affect black people.

Williams observed that the sessions "went quite well," and he said that as he helped to coordinate the survey throughout the week, he heard a number of favorable comments.

"Employees really feel it was a good opportunity to express their opinions," he said. "And they hope something good will come of it."

Hospitalized Employee Participates

Peck said that his general impression of employees' reaction agreed with Williams' assessment.

A Physician of Highest Ideals

The American Association of Pathologists last Monday night honored a Duke physician whom it cited for "representing the highest ideals in medicine and pathology."

Dr. Thomas D. Kinney, R. J. Reynolds Professor of Medical Education, was named to receive the coveted Gold-Headed Cane Award at a banquet during the group's annual meeting in Toronto, Canada. He is the 24th recipient.

Dr. Kinney was unable to be in Toronto and the award was accepted for him by his son, Dr. Thomas R. Kinney, assistant professor of pediatrics at the University of Pennsylvania.

Established in 1919, the award is a replica of a famous ebony, gold-topped cane carried by five eminent British physicians between 1689 and 1825. The original is on display at the College of Physicians in London.

Kinney stepped down as director of medical and allied health education at Duke in 1974 and as chairman of the Department of Pathology the following year.

During his more than 40 years as a physician, scientist and educator, the Franklin, Pa., native has gained a national recognition for his efforts to improve medical education in the United States. He also has published more than 150 scientific papers, edited the *American Journal of*

"One employee was a patient in the hospital, but still wanted to participate at the scheduled time. Since this person could not attend the session, one of the NSRC staff took the questionnaire to the employee's room and waited while it was completed," Peck said.

After all the questionnaires are tabulated, the medical center will receive a statistical report showing the results in percentages.

The results will be published in a future issue of *Intercom*.



DR. THOMAS D. KINNEY

Pathology for the past 10 years and served as a leader of numerous health organizations.

In 1975, Kinney was given the Joint Award for Distinguished Service to Pathology of the American Society of Clinical Pathologists and the College of American Pathologists.

The 1936 Duke medical graduate has taught at Harvard, Yale and Boston universities and Tufts College Medical School. Before being named chairman of pathology at Duke in 1960, he was professor of pathology at Western Reserve University's School of Medicine in Cleveland, Ohio.

Rural Health Care

Dr. David Warren, professor of health administration, will speak on "Legal Issues in Rural Health Care Delivery" on Tuesday, March 22 at 3:30 p.m. in Room 224, Social Sciences Building.

Warren's talk is part of the Duke Colloquia on Health Policy sponsored by the Institute of Policy Sciences and Public Affairs.

'Y' Offers a Kick For Kids on the Ball

This spring the Durham YMCA will again offer an instructional soccer program for boys and girls aged 6 through 14.

Emphasis will be placed on acquisition of basic skills in the game of soccer, according to Dr. Craig Tisher, associate professor of nephrology, who is directing league activities.

Instructional clinics for players, coaches and officials are scheduled tomorrow and next Saturday, March 19 and 26, from 10 a.m. to noon, at the Lakewood branch. League play will begin in early April and continue through May.

Teams are now being organized and anyone interested is encouraged to participate, Tisher said. Any girl or boy who wishes to play should contact the Lakewood YMCA at 489-2610.