

Wage, Benefit Program Announced

On November 8 President Douglas M. Knight announced a program of improved salaries and fringe benefits for the University non-academic employees.

The salary changes will be implemented by a two-step plan. The first step is a 5% increase to be effected on January 1. This increase is an across-the-board change and will apply to non-academic personnel. The major portion of the salary increases will become effective on the following July 1. This will not be an across-the-board change but will mean a significant increase for a great majority of the employees. The amount of the July 1 increase will be determined by position classification, comparable pay in the State and community, and the caliber of work and responsibility being carried out by the individual employee involved. *Merit* will be one of the chief guiding factors in determining the July 1 increases.

By next July 1, all of the improved fringe benefit programs will become effective. Some will be implemented as early as January 1 and others will be implemented throughout the spring. Some of the fringe bene-

fit changes that will take place include an upgrading of retirement benefits, extension to all employees of coverage under the University's life insurance program, improved hospitalization benefits with a part of the premium being contributed by the University, a more liberal vacation schedule for some of the employees, and pay for overtime in lieu of compensatory time off.

Within the next few months the University will carry out a study to determine the most efficient methods of performing the necessary tasks within the University. The desired result is that Duke employees will receive attractive salaries and fringe benefits in return for superior work performance.

Although it is not possible to make safe generalizations concerning individual increases in July, it is encouraging to realize that the University has committed itself to a 25% increase of the total non-academic personnel budget. Equally as encouraging is the president's remark that both he and the Trustees will be involved in "continuing effort to extend the improved salary levels now assured."

Accreditation

(Continued from page 4)

Accreditation came after Chaplain Aitken was accepted in full status as a chaplain supervisor, following an on-spot inspection of the Duke program during the summer of 1965.

"We will now have an exchange of credits toward degree or non-degree training on a national level, which we have not had in the past," explained Chaplain Aitken. "This will also facilitate attracting students from a greater geographic area."

The chaplain feels that the organization, too, will benefit. "We are taking to the organization methods and knowledge of training which we feel are valuable—these relate to the Chaplaincy Program as it operates within the Medical Center and in cooperation with the Duke University Divinity School," he said.

Duke Medical Center has been involved with the Clinical and Pastoral Training for eight years. At the present time, there

are five interns and one resident participating in the Chaplaincy Training Program.

Pink Smocks Hide Generous Hearts

In 1966, the Hospital Auxiliary will be carrying their prevailing good will into the new Main Entrance Building. There they will be operating a new gift shop.

This shop will be financed in part with the income from the Auxiliary's two coffee counters and their shop carts.

Since much of their present income is earmarked for the new shop, the Auxiliary has sent a letter to department chairmen explaining their financial situation and the need to keep expenditures down to a minimum for this year. (The Auxiliary has in the past encouraged requests for equipment and other needs from the different departments.)

However, it is difficult to believe that the Auxiliary has



TURKEY DRAWING—Two small patients, Denise Powell and Mary Talley, are shown deciding the fate of the three fruit baskets and three turkeys at the Auxiliary's Food Sale, held November 23. **Fruit Basket Winners** were: Annie Rogers, Bacteriology; Carolyn Hamilton, Record Library; and Julia Pendergrass, Surgical PDC. **Turkey Winners** were: Martha Suggs, X-ray Department; Mauldene Thompson, Outpatient Department; and Mrs. Carrie Brooks, L.P.N. in Nursing Service. The Food Sale was a tremendous success, and over \$400 was cleared by the Auxiliary. The money will go into the Auxiliary's Children's Fund. The Auxiliary would like to express appreciation to all who helped make the sale so successful.

cut down on its generous spending, for their records reveal a long list of items bought and contributions made.

The women have generously financed over \$300 in projects from their Children's Fund, as well as purchased a television set for Matas Ward. An amount of money has been approved for use next year in the decorating of the children's X-ray Room in the new X-ray facilities. Games were bought for use on Meyer Ward.

Funds were also provided for publication of a pamphlet compiled by the Duke Poison Control Center, which will be distributed to families with young children.

Contributions have been made to the In-Hospital Teaching Program, the Virginia Eagle Fund, the F. Bayard Carter Endowment, and the statewide Health Careers program.

A Nursing Scholarship of \$600 was given to a deserving student nurse, and medical supplies were bought for the Nicaraguan Program.

To help insure more pleasant in-hospital hours for patients, the women also spent over \$60 on new books to supplement those on the Library Cart.

Last on the list, but by no means least, are the Auxiliary's contributions to the Hospital Chapel Fund and the Chaplaincy Service. A budgeted amount was contributed to the

Chaplain's Discretionary Fund, and furniture for the Chaplain's new office was purchased. Funds were also provided for the Hospital Chapel exhibit now on display in the main lobby.

Fifteen Years of Service

Since its creation fifteen years ago, the Hospital Auxiliary has become such an important limb of the Medical Center structure that to have to do without it would be a crippling experience.

At a dinner on November 2, the Auxiliary women were honored for their fifteen years of service to the Medical Center. Hosting the event, which was given by the Medical Center, was Mr. Charles Frenzel, Administrative Director. There were 150 dinner guests present.

New Officers Nominated

Following the dinner, the Auxiliary conducted a short business session which included, among other things, the nomination of a slate of officers for 1966.

The officers nominated for office in 1966 are as follows: Mrs. Robert Colver, president; Mrs. Harold Silberman, vice president; Mrs. William Nicholson, recording secretary; Mrs. E. M. Webb, corresponding secretary; Mrs. T. W. Minah, treasurer; Mrs. J. W. Everett, historian; and Mrs. Richard Leach and Mrs. Henry Emerson, nominating committee.