

Brasileiro de Ciencias in Rio de Janeiro as the official representative of the U. S. National Academy of Sciences and presented to the academy's president a scroll (made at Duke by R. Van Kluyve) in addition to giving two talks. ● BEULAH M. ASHBROOK, teaching supervisor of the School of Medical Technology, was installed as president of the N.C. Society of Medical Technologists at the society's spring convention. ● Recent winners of the Golden Apple awards, were DR. TALMAGE PEELE, professor of anatomy, DR. HARVEY ESTES, professor of medicine, and DR. EARL METZ, chief resident in the Department of Medicine. Presented annually at the SAMA-sponsored (Duke chapter) student-faculty night, the awards are made in recognition of the contribution made by the selected teachers to medical education.



Dr. T. L. Peele

## A Good Year in Review

The non-academic employee of Duke University Medical Center has recently witnessed some major changes in the personnel policies and pay levels. The past year has been full of special letters, new handbooks, special increases, and many rumors. Many employees have unanswered questions that might be answered by a short review of the special events making up the non-academic personnel changes during the past year.

creating and maintaining Duke University as a leading employer in the Research Triangle area. This plan was adopted by the University Board of Trustees and announced to non-academic employees in November, 1965, by President Douglas Knight. In this letter from Dr. Knight and a supplementary one from Business Manager John Dozier, the particular improvement items and their effective dates were announced.

Although the actual changes in this program started July, 1965, they were preceded by certain events. Obviously the university has had a continued concern for improvement of salary levels and fringe benefit programs. An expression of this concern was the request by the University Personnel Policy Committee asking the Personnel Offices to carry out a thorough salary survey in the Research Triangle area. This survey was conducted in December, 1964, and the results were received by the University Personnel Policy Committee in the spring of 1965. The committee adopted several short term goals for improvement that were aimed at improving the salary levels of certain positions that were found to be a significant distance from the community average. These goals were implemented July 1, 1965. The committee also developed a long range improvement program that is aimed at

A summary of the changes effecting non-academic employees follows:

Standard work week of 40 hours (1/1/66)

Pay for authorized overtime work (1/1/66)

Across the board 5% increase for all non-academic employees (1/1/66)

All employees became eligible for Group Life Insurance—a program to which the university contributes (7/1/66)

Improved Hospitalization Insurance with the university contributing part of the premium (7/1/66)

Institution of a merit evaluation system with salary increases ranging up to three scale steps (approximately 15%) (7/1/66)

Improved vacation schedule with the minimum vacation time earned raised to two work weeks per year (7/1/66).



Dr. E. H. Estes

Surgeons in Chicago recently, several Duke faculty members participated in the program. Papers were presented by DR. JAMES F. GLENN, E. EVERETT ANDERSON, WILLIAM H. ATWILL, ROBERT D. ENSOR, and SAUL BOYARSKY. An exhibit was presented by DR. PAUL E. HENSON, resident and instructor in urologic surgery. Also in attendance were Dr. Richard C. Estes, resident, and Harvey Ruskin, fellow. ● DR. RUBIN BRESSLER, associate professor of medicine, has been elected to membership in the American Society of Biological Chemists. Dr. Bressler was also named a councillor in the American Federation for Clinical Research, the largest clinical research organization of physicians in the world. ● Development of a drug found to be successful in the treatment of gout was described by DR. WAYNE RUNDLES, director of the hematology and chemotherapy service, at the international symposium on the disease, held recently in London. The drug, allopurinol was first used successfully for relief of the painful symptoms of gout on patients at Duke by Dr. Rundles. Though not yet released here by the Federal Food and Drug Administration, allopurinol has been made available for general prescription use in Great Britain. ● KATHRYN BARCLAY, assistant professor in psychiatric social work and chief social worker in the Division of Child Psychiatry, was one of the institute leaders at the Southern Regional Conference of the Child Welfare League of America, held in Asheville, N.C. She spoke on the role of social work in the treatment of the emotionally disturbed child in his own home, a prevention description. ● DR. EWALD W. BUSSE, chairman of the Department of Psychiatry, has been elected vice president of the American Psychiatric Association. He assumed his new post at the end of the association's annual meeting held in Atlantic City, N.J. The association has about 15,000 members. ● Lectures in Sweden, Denmark and France, and side trips to Czechoslovakia, Switzerland, Holland and Austria, comprise this summer's itinerary for DR. D. C. TOSTESON, chairman of the Department of Physiology and Pharmacology. Dr. Tosteson will deliver lectures on a subject in which he has done much research—the role of sodium and potassium ions in regulating the volume of cells and their composition. ●



Dr. R. Bressler



Dr. E. W. Busse



New *Personnel Handbooks*, available for distribution to all non-academic university personnel, contain several items that represent major changes in previously existing personnel policies. Discussing the changes are Mr. Neil Bucklew, director of medical center personnel, and Mr. Cecil McClees, assistant personnel director. (See article above.)