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Affirmative Action Plan Progressing

The Affirmative Action Plan at Duke University guarantees equal employment opportunities and is aimed at upgrading as many employes as possible throughout the University.

The plan, which supplements Duke's own Equal Employment Opportunity (EEO) policy, provides equal employment opportunity without regard to race, color, creed, sex, age or national origin.

Duke's plan was initiated earlier this year in accordance with federal actions to extend the affirmative action provision of the 1964 Civil Rights Act to educational institutions.

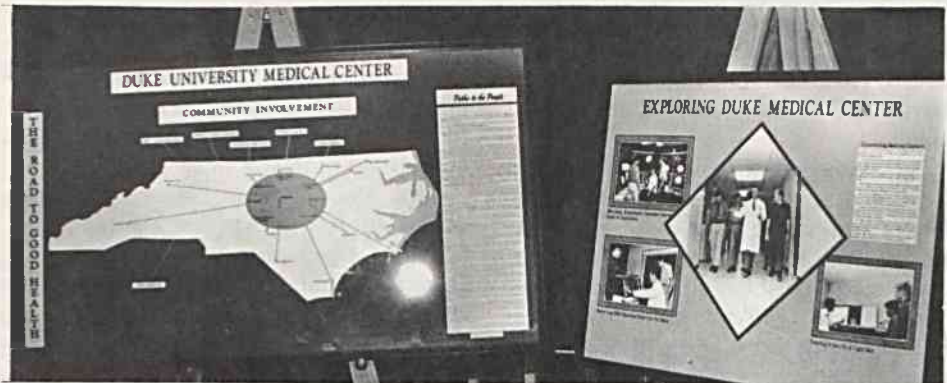
Several approaches have been taken to implement the plan. These include dissemination of information, supervisory training, and upgrading employe skills, Edward K. Bennett, assistant director of personnel, said.

Dissemination of information concerning the plan was one of the initial steps. Officials throughout the University have been assigned specific responsibilities for dissemination of EEO efforts. Information on Duke's "affirmative actions" efforts has also been given to high schools, colleges, employment agencies and libraries.

A second approach is to offer human relations training to supervisory personnel. "We try to create an attitude of equal opportunity at management meetings," Mr. Bennett explained. "To keep supervisors human relations conscious, emphasis is placed on the Golden Rule."

A third EEO effort is geared to employes themselves. Since the skilled members of minority groups are highly recruited, Duke has started a series of training programs to prepare employes

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NEW VIEW IN THE LOBBY — These posters, created by the Public Relations Office, were recently put up in the main lobby to let our employes and visitors know a bit about Duke's involvement in the community and throughout North Carolina. *(photo by Thad Sparks)*

Dr. Anlyan Chairman of AAMC

Stead Gets Award

Dr. William G. Anlyan, vice president for health affairs, will take over the chairmanship of the Association of American Medical Colleges this weekend during the organization's annual meeting in Los Angeles.

The office of chairman is the highest elective office of the AAMC, which is the body primarily responsible for overseeing administrative and educational developments in the country's medical schools and teaching hospitals.

Dr. Eugene Stead also has been singled out for one of the AAMC's highest awards. He will receive the Abraham Flexner Award for Distinguished Service to Medical Education at the annual banquet tomorrow night.

The Flexner award is named for the man, who, in 1910, wrote for the Carnegie Foundation for the Advancement of Teaching what has come to be known as the Flexner Report. The report was a landmark contribution to the campaign to improve medical education. It also focused the attention of philanthropists on the need to support university medicine.

Dr. Stead, Florence McAlister Professor of Medicine and former

chairman of the Department of Medicine, will be the 13th recipient of the award.

Dr. Stead is the father of the physician's assistant idea, which was successfully pioneered at Duke and has been adopted in various forms in many areas of the country.

The concept of physicians' assistants also will be discussed at the AAMC meeting.

During one of the sessions, Dr. E. Croft Long, associate director of undergraduate medical education at Duke, will speak on "Physician Assistant Programs in Developing Countries." His talk will be at the Conference on International Medical Education, one of the sub-groups meeting as part of the AAMC conference.

Dr. Jane Elchlepp, director of analytical studies at the Duke Medical Center and an assistant to Dr. Anlyan for planning, and Dr. Robert L. Thompson, associate director, will participate in discussions of "Management Information Systems."

In addition, Dr. Thompson has been asked to discuss his project on automated medical student records before a program on longitudinal research in medical education.

Dr. Elchlepp also is scheduled to