

UNIVERSITY OF MINNESOTA  
LABORATORY OF PHYSIOLOGICAL HYGIENE  
MINNEAPOLIS 14

STADIUM, GATE 27

October 15, 1959

Mr. E. A. Whitney, Vice President  
Mutual Service Life Insurance Company  
1919 University Avenue  
St. Paul 4, Minnesota

Dear Mr. Whitney:

This relates to Dr. Henry Blackburn's responsibilities and compensation.

Beginning 1 July 1958 Dr. Blackburn's position here was Assistant Professor on 60% time at an annual rate of \$8,000, i. e. actual pay \$400 per month from the University of Minnesota. He was so paid for 8 months at which time (1 March 1959) his appointment was changed to 10% so his payment direct from the University of Minnesota was \$68 per month for the last 4 months of fiscal year 1958-59. This change was made in accord with your request to get him essentially on a full appointment at Mutual Service. And, of course, we provided funds direct to the Company to facilitate this.

Beginning 1 July 1959 Dr. Blackburn's appointment was changed again, this time to Assistant Professor without salary but with an approved salary rate, should this be taken over by the University, of \$8,600 per year. And we signed an Agreement with Mutual Service to pay the company \$4,600 yearly, which would correspond to a 53+% time appointment at the rate of \$8,600 yearly. We are prepared to continue this arrangement for the current year 1959-60.

I have given careful consideration to the appropriate level of Dr. Blackburn's total compensation, bearing in mind that he has forsaken all private practice as well as taking account of his age, ability, experience and the general level of compensation of such qualified physicians. There is no question of attempting to compete with what Dr. Blackburn could earn in private or clinic practice, nor would he raise this issue. However, we must consider his needs, his responsibilities, and current salary levels in medical work such as his, i. e. a responsible insurance job plus active research in related fields plus his obviously growing leadership.

I believe his present compensation, regardless of source, should be at the general level of \$12,000 to \$14,000 and that as soon as he obtains his final qualification as a Board certified specialist in internal medicine he should receive an increase of 10% to 15%. This would be customary in any salaried medical position.

Mr. E. A. Whitney

- 2 -

October 15, 1959

I shall be glad to discuss these matters with you. I believe the relationship between this Department and your Company are most valuable to both sides and should be increasingly rewarding in the future. And I wish to do what I can to assure this.

With good personal wishes, I am

Sincerely,

Ancel Keys, Director

AK:ml