

UNIVERSITY OF MINNESOTA
LABORATORY OF PHYSIOLOGICAL HYGIENE
MINNEAPOLIS 14

October 14, 1959

STADIUM, GATE 27

Dr. Henry Blackburn
Stadium Gate 27

Dear Henry:

Herewith is a copy of a memorandum I am sending to Ed Whitney re your salary. I am providing another copy privately to Ernest Klepetar who, I think is unable to act directly but can help to keep things from being so confused and, moreover, may have a more realistic view of current salary needs and prevailing income levels.

You will note that for the year 1958-59 we paid you, from my University budgets, a total of \$3468 made up as follows:

8 months at \$400 =	\$3200
4 " " 68 =	268
	<hr/>
	\$3468

Your basic salary rate for 1958-59 was \$8000 for the year ("A" basis) and your appointment was set, at the onset, at 60% (hence \$4800 per year or \$400 per month).

In March, 1959, your appointment was changed to 10% so as to retain your University status but to allow Mutual Service to cover you in their retirement and other benefit programs as essentially a full-time employee.

For 1959-60 you are carried on the books here as Assistant Professor without salary and we have signed an Agreement to pay Mutual Service the sum of \$4600 yearly as re-imbusement for the contribution of your services. This is the equivalent of a 53+% appointment at the University basic salary rate of \$8600.

All of this is, of course, a very special arrangement which we are happy to make to accommodate the wishes of Mutual Service and to forward your interests. It is not uncommon, of course, for medical directors of insurance companies to hold part-time appointments in universities in which they discharge important responsibilities. I believe that in almost all such situations these university appointments are without salary and there is no payment from the university to the insurance company. But your relationship to this department involves more than ordinary part-time responsibilities and fully justifies a substantial contribution from my research budgets.

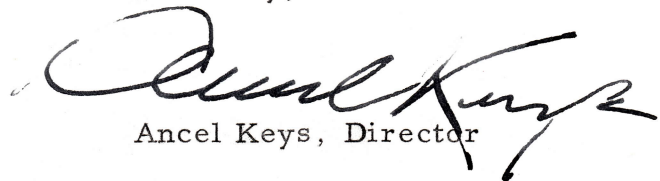
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Any arrangement about your salary, regardless of the contribution from various sources, must begin with consideration of what a person of your competence and experience should have, bearing in mind that you do not engage in private practice. I believe, also, that you will not insist on receiving an income from your work approaching what you might reasonably expect to gain, net, in private practice. But a fair salary level cannot be set without considering the income levels prevailing in private or clinic practice.

One final consideration is the fact that your work with Mutual Service is more demanding than would be that of the ordinary medical director in an ordinary insurance company of comparable size. You are extending the activities of your job, and the interests of the Company, by your research, by your program of examination of Company employees, and your leadership in cooperative work with other companies.

I believe that at the moment a suitable salary level (i. e. income from your work) disregarding the source would be between \$12,000 and \$14,000 and that as soon as you are certified by the American Board of Internal Medicine you should have an increase of 10 to 15%. As you will see, I am making this suggestion to Mr. Whitney who, I am sure, is anxious to arrive at a just figure for you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Ancel Keys".

Ancel Keys, Director

AK:ml
Enc.