

December 7, 1973

Dean Lee D. Stauffer
School of Public Health
1325 Mayo
Minneapolis, Minnesota 55455

Dear Lee:

The Laboratory of Physiological Hygiene is increasingly non-competitive in salary for physicians. This is generally true and specifically true for physician salaries within the national programs largely supporting our clinical staff.

Realizing the severe constraints of the University's commitment to this professional staff, a very tenuous commitment, I am embarrassed and troubled by the economic problems of my staff. Though competition with the "outside" world of physicians is out of the question, comparison with similar appointments in the Medical School here is important, as is comparison with others taking similar roles in our program in other schools of public health.

I would like to submit, in my continuing applications to NIH, a new salary scale for my clinical staff for next year. I expect I need your approval and support for this, and negotiations with the business office, because promotions in academic ranks are a year or two premature to consider.

Can you advise me? I am thinking in general terms as below:

	<u>Now</u>	<u>Proposed</u>
E. Trapp	\$25,500	Normal % increase
R. Crow	\$25,000	\$28,000
R. Prineas	\$25,000	\$30,000
A. Leon	\$32,000	Normal % increase

Regards,

Henry Blackburn, M.D.
Professor and Director