

UNIVERSITY OF MINNESOTA

Twin Cities Campus

Office of the Dean

School of Public Health

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<http://www.sph.umn.edu>*

August 23, 2007

Prof. Julie Jacko
Wallace H. Coulter Dept. of Biomedical Engineering
Molecular Science and Engineering Building - 4100J
E-Mail: julie.jacko@bme.gatech.edu
College of Engineering, Georgia Tech
Atlanta, GA 30332
Phone: 404-385-5041

Dear Julie:

It is our pleasure as Deans of the School of Nursing and the School of Public Health to make you a joint offer to become a member of our faculties. Permit us to layout the terms of the offer. Items 1-9 below address your compensation and benefits package. The remaining items address issues related to your leadership role in the growth and progress of informatics in our schools and the Academic Health Center.

1. The Schools will offer you a base salary of \$204,000 with an augmentation for serving as Director of the Institute on Health Informatics (IHI) of \$12,000 bringing the salary and augmentation total to \$216,000. The IHI is an AHC-wide center. As such, you would report directly to the AHC Senior Vice President (Dr. Cerra) regarding this aspect of your administrative responsibilities. AHC-wide administrative appointments such as directing an institute or center are annually renewable by the Senior Vice President based on performance. Dr. Cerra will also consult closely with us and the other AHC Deans.

2. We propose that your first official day as a member of our faculties and Director of the IHI be **Monday, October 1, 2007**. We recognize that you will need a period of transition, so we would propose to plan for "residence" starting January 1, 2008. We will also be willing to arrange reasonable travel funds for you during the transition period.

3. Pending a vote of our faculties and approval by the AHC Senior Vice President and Provost, you will be granted the rank of *Full Professor with Tenure* in the School of Nursing and joint appointment in the School of Public Health (Division of Environmental Health Sciences) on a 12-month appointment basis (it is really 11 months if you subtract four weeks' holiday). We will complete this part of the process as soon as we have an agreement with you.

4. Dean Delaney will take the role of "lead dean" in annual merit review and work with you to design a process that accounts for input from the SoN, the SPH and the AHC.

5. You will also receive a generous health and retirement benefits package. I urge you to read about the package in the attached document, and also on the University Human Resources website: <http://www1.umn.edu/ohr/benefits/index.html> These include health,

dental, retirement, disability and other insurance options. We can arrange for an HR specialist to explain these to you in detail.

6. The SPH will make available to your spouse up to \$25,000 in expenses (equivalent of one month's salary) to assist you both in moving and travel as you search for housing and other domestic arrangements here in the Twin Cities. The University of Minnesota offers reliable and cost-effective resources in this regard. We will be happy to connect you with the appropriate services and staff. Please consult this website for specific information about the Minnesota housing market and other useful information:

<http://www1.umn.edu/ohr/rap/>

7. The Schools will make available to you and your spouse up to \$39,000 reflecting six months' of your current mortgage payments as you seek to sell your Atlanta home. Should you sell earlier than six months, the remaining funds would not be needed. We are told by accounting staff that you would need to report the portion used as income.

8. Under University Regents' policy, you are permitted to carry on private consulting at the rate of one day per 7-day week. In terms of a 12-month appointment, that entitles you to about 48 days consulting (not including any consulting you may wish to do on vacation time). Whatever income you receive from this activity belongs to you.

University policy requires that you report the hours and type of consulting annually to evaluate potential conflicts, but not the amount earned. Please consult our HR specialist, Judy L. Peterson, for further information and other University requirements. Regents' Policy governing consulting is here:

http://www1.umn.edu/regents/policies/academic/Outside_Consulting.html

9. You will be provided with a private office, computer, and staff clerical support in Weaver-Densford Hall, home of the School of Nursing; including personal faculty "start-up" funds of \$30,000 spread over the next two years beginning with your official appointment date. These funds (apart from Institute support described below) may be used for professional travel; support of research assistants; or for any reasonable purpose related directly to your role as a faculty member.

10. You will be entitled to purchase a parking contract in a University ramp (most likely the ramp behind Coffman Memorial Union on East River Road).

Regarding your leadership role as IHI director:

11. You will be responsible for academic and administrative leadership of the Institute and report directly to Dr. Cerra, the AHC Senior Vice President. You will also work in concert with an advisory group consisting currently of Deans Delaney, Finnegan, Speedie, Linda Watson (Biomedical Library Director), and Dr. Stuart Speedie, Head of Health Informatics in the Medical School. It is expected that as IHI Director, you will work with Dr. Cerra and this group to guide development of strategic vision, planning and investment; to build and sustain excellence in our informatics efforts across the AHC; that you will promote and sustain standards of excellence, equity and fairness; and a high-quality working and learning environment for faculty, staff and students that become connected to the Institute. It is also expected that you will maintain a research program and teach; that you will be active in professional and public organizations; and build collaborative and interdisciplinary relationships that will establish a solid base for informatics. We expect that your leadership will include, but not be limited to, development of vision, mission and strategy; and process, structure and outcomes to move this very important area forward.

12. Regarding resources for building the Institute's mission, we propose the following:

- The Senior Vice President for Health Sciences, via the IHI, will provide \$100,000 of your total compensation for your 50% effort as director of IHI, along with \$50,000 recurring for your operations and start up in the capacity as IHI director. The Schools of Nursing and Public Health will jointly account for the rest.

- In addition, there will be another \$150,000 recurring available for the recruitment of new faculty with joint appointments in IHI and an AHC school, with 50:50 fund matching with the school.

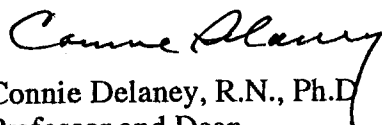
Additional support will be worked out annually with you during the University Compact and Budget cycle. The IHI compact is between you as Director and the Senior Vice President for the AHC. That will include funds to help establish the laboratory discussed below and to facilitate hiring faculty fellows. We are able to negotiate with you the utilization of these funds, but suggest the following:

In concert with Linda Watson, Director of the Biomedical Library, we will make space available in Diehl Hall to establish an informatics applications laboratory that we hope will make possible innovative, collaborative and interdisciplinary research. Investment in this facility will include some renovation of the space. The SPH will add \$50,000 in non-recurring funds to help refurbish and outfit the lab space. Further investment can be negotiated in subsequent years. If you will be bringing research studies with you to Minnesota, we will of course work with you to accommodate your needs.

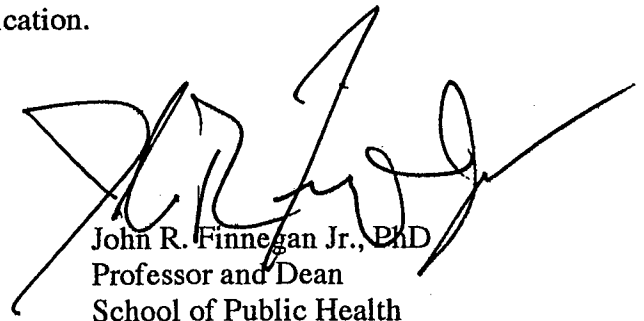
Julie, we are truly delighted to make this offer to you and want to assure you of our faith and support of your leadership to move our informatics program forward across the AHC. We look forward with great expectations to your impact at the University of Minnesota and will work closely with you to realize them.

Please let us know if these terms are acceptable to you. We would be pleased to discuss any of them with you and consider reasonable modification.

Sincerely,

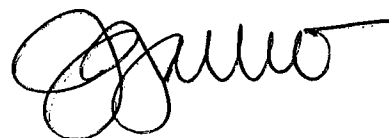


Connie Delaney, R.N., Ph.D.
Professor and Dean
School of Nursing



John R. Finnegan Jr., Ph.D.
Professor and Dean
School of Public Health

Cc: Frank Cerra, MD
AHC Senior Vice President



JULIE A. JACKO, Ph.D.

From: Origin ID: QFEA (404)385-7451
Phyllis Brooks
GEORGIA TECH
311 Fersl Drive, Suite L1350

Atlanta, GA 30332



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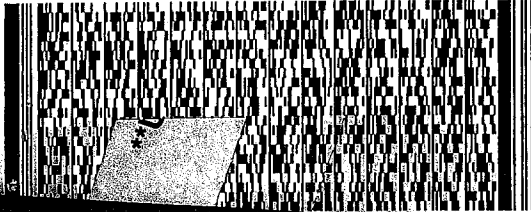
Ref # Julie Jacko
Invoice #
PO #
Dept #

SHIP TO: (612)625-1179 **BILL SENDER**
Barbara Cook, School of Public Heal
University of Minnesota
420 Delaware Street, SE

Minneapolis, MN 554550381

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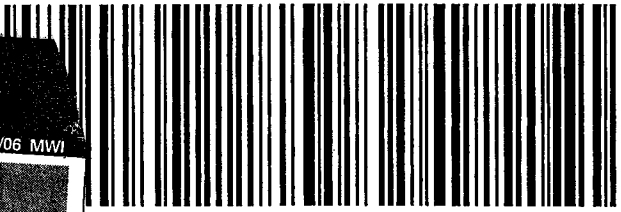
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136596 REV 2/06 MWI

Name	Barbara Cook
Company	School of Public Health
Address	420 Delaware St SE
City, State, Zip	Minneapolis, MN 55455
Telephone	

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304 Mayo



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August 23, 2007

Francois Sainfort, PhD

Associate Dean for Interdisciplinary Research Programs

William W. George Professor of Health Systems and Director, Health Systems Institute

Molecular Science & Engineering, Room 4100M

College of Engineering, Georgia Tech

Atlanta, GA 30332

Dear Francois:

It is my pleasure to provide you with this revised offer to become Division Head of the School of Public Health's Division of Health Policy and Management. Permit me to layout the terms of the offer. Items 1-8 below address your compensation and benefits package. The remaining items address issues related to the growth and progress of the SPH and the Division.

1. The School will offer you a base salary of \$265,000 with an augmentation for division head of \$20,000 bringing the salary and augmentation total to \$285,000. Administrative appointments such as Division Head are annually renewable by the Dean based on performance.

2. I propose that your first official day as Division Head be **Monday, October 1, 2007**. I recognize that you will be traveling and tying up loose ends, so I would also propose that we plan "residence" for January 1, 2008. With your approval, I would ask Prof. Ira Moscovice or Roger Feldman to bridge the period as Acting Division Head to assist you in the transition. I would also, of course, arrange travel funds for you during the transition period.

3. Pending a vote of the faculty and approval by the AHC Senior Vice President and Provost, you will be granted the rank of *Full Professor with Tenure* in the School of Public Health on a 12-month appointment basis (actually 11 months minus four weeks' vacation). I will complete this part of the process as soon as we have an agreement.

4. In addition, I offer you a Mayo Professorship that carries funding for a period of three years at \$75,000 per year. You may use this money to subsidize a portion of your salary, or to fund any mission-related activities (research, education, service). Your appointment as *Mayo Professor of Public Health* will commence on the first official day of your appointment as Division Head. Mayo funding will end September 2, 2010, although you will thereafter be permitted to use the title *Mayo Professor of Public Health* as long as you serve at the University of Minnesota, and *Mayo Professor Emeritus* should you retire from the University of Minnesota. Your single obligation as Mayo Professor will be to present 1-2 seminars to the School during the period of funding. The School regards this professorship as a high honor awarded to the best faculty. It is a measure of the respect we bear for your scholarly achievement.

5. You will also receive a generous health and retirement benefits package. I urge you to read about the package in the attached document, and also on the University Human Resources website: <http://www1.umn.edu/ohr/benefits/index.html> These include health, dental, retirement, disability and other insurance options. We can arrange for an HR specialist to explain these to you in detail.

6. The School will make available up to \$25,000 in expenses (equivalent of one month's salary) to assist you and your spouse in moving and travel as you search for housing and other domestic arrangements here in the Twin Cities. The University of Minnesota offers reliable and cost-effective resources in this regard. We will be happy to connect you with the appropriate services and staff. Please consult this website for specific information about the Minnesota housing market and other useful information:
<http://www1.umn.edu/ohr/rap/>

7. The School will make also available up to \$39,000 in funds to permit you and your spouse to make a housing transition from Atlanta to Minneapolis/St. Paul. This is the equivalent of up to 6-months' coverage of your current mortgage expenses while your home is on the market in Atlanta. Should you be able to sell the home in less time, then you would not use the remaining funds. FYI, our accountants indicate you would need to report whatever portion you use as income.

8. Under University policy, you are permitted to carry on private consulting one day per 7-day week. In terms of a 12-month appointment, that entitles you to about 48 days consulting (not including up to four weeks of vacation). Whatever income you receive from this consulting belongs to you. University policy requires that you report the hours and type of consulting annually to evaluate potential conflicts, but not the amount earned. Please consult our HR specialist, Fred Owassu, for further information and other University requirements. Regents' Policy governing consulting is here:
http://www1.umn.edu/regents/policies/academic/Outside_Consulting.html

9. You will be entitled to purchase a parking contract in a University ramp (most likely the ramp behind Coffman Memorial Union on East River Road).

Regarding your duties as Division Head and Mayo Professor:

10. As Head, you will be responsible for academic and administrative leadership of the Division of Health Policy and Management in research, education, and service. It is expected that as Division Head, you will guide the Division's strategic vision, planning and investment to build and sustain excellence in our missions; that you will promote and sustain standards of excellence, equity and fairness; and a high-quality working and learning environment for students, faculty and staff. It is expected that you will maintain a research program and teach; that you will be active in professional and public organizations; and build relationships with the Division's alumni and other stakeholders. You will be responsible for providing leadership in the setting of Division goals and objectives and for developing and overseeing the Division's budget.

11. Importantly, you will be a key member of the School's Executive Team, the key strategic and operations planning leadership group. Membership in this group is important because together (Heads and Associate Deans), we provide the entire SPH with mission-directed leadership for the benefit of all. In this setting, you will be called upon regularly to participate in activities relevant to the development and support of a broad inclusive public health vision; and on various matters related to faculty, staff and students

in our missions of research, teaching and service and our alumni and community stakeholders.

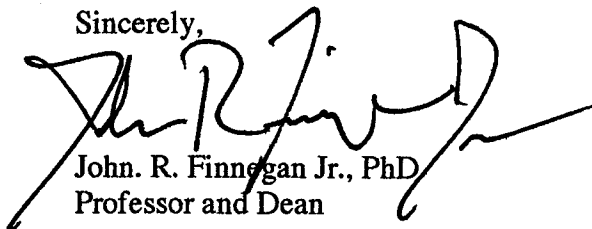
12. Regarding resources for building and strengthening the Division, I propose the following:

- Existing faculty searches will continue to completion. Not including the Division Head, these include three: the ISP Director (international certificate program in health care management); and a contract assistant professor position with a focus on data mining to assist Prof. McBean (paid for out of his research funds); and a spousal hire about to proceed in health economics (to be supported by the Institute of Technology for the first three years).
- When you are ready, I support proceeding with a strategic investment process in new faculty based on recommendations you develop from an investment planning process. This would involve, minimally, opening searches in and 2008-09 and 2009-2010 for a minimum of five faculty in areas to be agreed upon by you and me. I would expect a larger view of strategic investments in specific research programs to come out of this; and meet broad criteria for interdisciplinary, collaborative, digital and global investments.
- During the next year, I will work with you to further discussions and plans about developing the area of Informatics in Public Health, the AHC and the University.
- As we discussed, there are additional issues we will visit with during the coming period as a school. Chief among them are investments over the next 3-5 years in traditional and new areas of research that have emerged in the School's strategic positioning, and how these may be leveraged across the AHC and the University. A second is the continuing impact of the new University compact process and budget model and its implications for investment. A third major issue is the better integration, utilization and excellence of faculty, staff and student support services.

Francois, I am delighted to make this offer to you and want to assure you of my support in keeping the SPH and its divisions strong and growing. I really look forward to having you onboard and especially to your contributions in directing the HPM Division and the SPH to new levels of excellence.

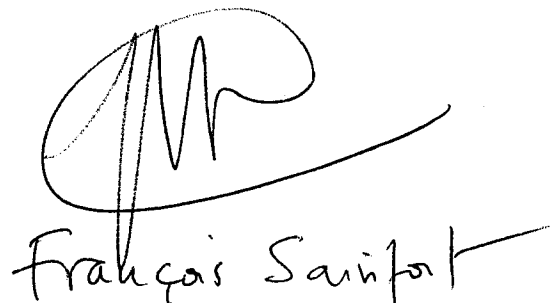
Please let me know if these terms are acceptable to you. I would be pleased to discuss any of them with you and consider reasonable modification.

Sincerely,



John R. Finnegan Jr., PhD
Professor and Dean

Cc: Frank Cerra, MD
AHC Senior Vice President



Francois Sainfort