## Case: 5:09-cv-00244-KSF-REW Doc #: 41-5 Filed: 09/29/10 Page: 1 of 3 - Page ID#: 1709

## Gary J. Ferland

From: Sent: Mike Cavagnero [mike@pa.uky.edu] Monday, August 20, 2007 7:07 PM

To:

shafer@pa.uky.edu

Cc:

'Thomas H. Troland'; macadam@uky.edu; levenson@pa.uky.edu; shlosman@pa.uky.edu;

Subject:

gary@pa.uky.edu; ellis@pa.uky.edu Re: Observatory Director position

Martin Gaskell is clearly the most experienced ... he sent me the attached cv and experience files just today (he has been in contact about this position for some time ... since Keith and I visited him last year to learn how to build an observatory on a parking structure.)

There are plenty of people on the committee and in the department who know Tim Knauer quite well, and we received a letter of recommendation recently, which Tom can share with the committee.

I have also found an email inquiry that I didn't respond to from Jan-Uwe Ness... I passed it on to Tom, but I don't know what ensued ... and he hasn't yet officially applied..

With these exceptions, I completely agree with Sally. But this is the way UK hires staff members! and we weren't allowed to do anything different!

So ... are there people you would like to rule out ... on the basis of the inadequate info you have? Are there people you want more info about?

Just let me know.

## Mike C

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Sally Shafer wrote:
     > >From the limited info from each (just the answers to the application
     > questions) I am disappointed overall in the lack of current or prior
     > commitment to outreach. Few gave any evidence of experience with or
    > commitment to that facet - but this could just be a comment on their current
    > jobs and not on them.
                             Is this really all the info we have on them so far -
    > no CV's for any of them?
                               The answers to the application questions tell
    > more about what they have been doing but not about their interests.
    > Another factor that may be important is what sort of experience level
    > you are looking for. I question whether anyone who is newly graduated
    > will have the broad range of experiences that I think are needed to do this job well.
    > Sally
    >
     ----Original Message----
    > From: Mike Cavagnero [mailto:mike@pa.uky.edu]
    > Sent: Monday, August 20, 2007 10:24 AM
    > To: Thomas H. Troland
    > Cc: macadam@uky.edu; levenson@pa.uky.edu; shlosman@pa.uky.edu;
    > gary@pa.uky.edu; ellis@pa.uky.edu; shafer@pa.uky.edu
    > Subject: Re: Observatory Director position
    Observatory Committee:
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Tom's agenda seems good to me. I know it is a busy time of year.
 > It is possible that we could do teleconference interviews, if it would
  > speed things up, and if the committee thinks that would be adequate.
  >
  > Also, there are a few other things for the committee to consider. This
  > position is being paid for, at least for the first couple of years, by
  > a donor who is encouraging us to spend some time on K-12 outreach.
 > That was written into the job description.
 > So the committee needs to consider candidate's suitability to
 > a) manage the physical facility (i.e. keep it working),
 > b) help with astronomy pedagogy and instruction in 191/192
       (Master's degree or better required to be a primary instructor),
 > c) supervise observatory GA's,
 > d) develop a program of regional outreach in K-12.
 > Other desirable qualities would be
 > e) research projects with undergraduate majors,
  f) pursue funding for K-12 teacher education through UK's
       PIMSER (perhaps by holding summertime workshops
       for in-service teachers)
  g) pursue funding for undergrad research.
 > Items (f) and (g) would probably require a Ph. D., at least if we
  expect the Director to be a PI. How to weight all of these items is a
  committee decision.
 > If the committee provides me a list of candidates on whom they would
> like additional info, I will phone them personally to request a CV ...
  or whatever else the committee wants.
  Mike C
> Thomas H. Troland wrote:
>> To the observatory committee:
>> (Note - Gary is nearly across the Atlantic by now. While on
>> sabbatical, he is under no obligation to participate in committee
>> activities. But his input is always welcome insofar as he wishes to
>> provide it.)
>>
>> As you now know, we havell applicants for the observatory director
>> position. Here is how I suggest we proceed (subject to any
>> suggestions from the committee):
>> (1) Look over (by Wednesday morning) the applicant information
>> available at the UK Human Resources website
>>
>>
> https://ukjobs.uky.edu/userfiles/jsp/shared/frameset/Frameset.jsp?time
> =11876
> 15349180
> (user name GU84333, Password Observatory Manager). Let me know if
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## Case: 5:09-cv-00244-KSF-REW Doc #: 41-5 Filed: 09/29/10 Page: 3 of 3 - Page ID#: 1711

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>> there are any applicants you feel are unlikely to merit further
 >> consideration. If so, we may wish to eliminate such individuals at
 >> the outset.
>>
>> (2) Request CVs from all applicants that make the first cut (and for
>> which we do not already have CVs). These CVs will be circulated to
 >> the committee, I hope by Monday of next week.
>>
>> (3) The committee will meet next week to decide upon a short list of
>> 4-6 applicants. I will then assign committee members to call
>> selected references for these applicants and provide brief e-mail
   summaries of their findings.
>>
>> (4) By Friday, August 31 (or Tuesday, September 4), I hope we will
>> have enough information to create a short list of about 3 candidates.
>> Mike says the College will provide funds to bring in several
>> candidates for interview. I hope we can schedule these interviews
>> for the second and third week of September, with a goal of making our
>> choice by the fourth week of September and having the new director on
   board by mid October.
>>
>>
>> Tom
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>>
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>>
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