

From: Nancy Suttentfield
To: dcsmith@purdue.edu
Subject: Re: Reference for Ken Wilson
Date: Tuesday, January 21, 2014 11:00:37 AM

Thanks much. Just what I needed.

Nancy D. Suttentfield
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On Jan 21, 2014, at 9:57 AM, "Smith, Douglas C." <dcsmith@purdue.edu> wrote:

<!--[if mso 9]--> <!--[endif]-->

Nancy,

See below for answers to your questions. Please let me know if you need any additional information.

Best wishes,

Doug Smith

From: Nancy Suttentfield [<mailto:nsuttentfield@niu.edu>]
Sent: Wednesday, January 15, 2014 10:40 AM
To: Smith, Douglas C.
Subject: Reference for Ken Wilson

Dear Doug,

I understand that Ken Wilson has alerted you that I would be in touch with you as a reference for him for a temporary position at Northern Illinois University. Initially, the position will have a very strong focus on several cost accounting projects involving auxiliary enterprises and international

From: Ben Havens
To: Nancy Suttentfield
Subject: Re: Reference for Ken Wilson
Date: Monday, January 20, 2014 6:37:18 PM

There's strong leadership at the top, but not necessarily at all the levels between there and Ken's former position. A great deal of indecision, and perhaps a tendency to overvalue length of service above performance. That's based entirely on my own arm's-length observations.

On Jan 20, 2014, at 10:57 AM, "Nancy Suttentfield" <nsuttentfield@niu.edu> wrote:

Ben,

This is very helpful. Could you elaborate on your last point about the Finance culture that created a challenge?

Nancy

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On Jan 20, 2014, at 9:01 AM, "Ben Havens" <benh@umich.edu>" <benh@umich.edu> wrote:

Nancy,

Here are my responses. Let me know if you want to talk about any of this. The position sounds like a good fit for Ken.

1. How long did you work with Ken and in what capacity?

I worked with Ken for over a year, from January 2012 until he left U-M. Ken worked with our office on various cost reimbursement, effort reporting, and