

UNIVERSITY OF REDLANDS

WHITEHEAD COLLEGE
Department of Management and Business

May 26, 1999

Dr. Cliff Kettemborough
6004 North Walnut Grove Avenue
San Gabriel, CA 91775-2530

Dear Cliff:

Thanks a lot for your outstanding contributions to the IS/IT Search Committee this academic year. From July of 1998 to now, the search committee reviewed 58 applications and conducted numerous phone interviews. There were nine on-campus visits. Two outstanding faculty accepted positions.

You and the other members of the search committee worked tirelessly to review and evaluate the candidates, as well as to discuss and explain our university, college, department, and IS/IT programs to them. The year was an especially challenging one for hiring in this faculty market. You maintained high standards, worked tirelessly, and demonstrated patience as well as careful deliberation. The search results have been ultimately successful. I have enjoyed working with you.

Sincerely yours,



James B. Pick
Chair of IS/IT Search Committee

Cc: Dean Mary Boyce, permanent file