

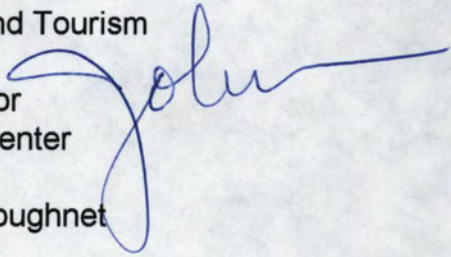
CONFIDENTIAL
MEMORANDUM

DATE: October 21, 1994

TO: John Hunt, Head
Resource Recreation and Tourism

FROM: John C. Hendee, Director
Wilderness Research Center

SUBJECT: Letter to Tamara Van Koughnet



There is no useful purpose in writing a letter such as this one. I have not discussed this with Jeff. I would like to talk to you first. Maybe I am picky, but this is a lose-lose.

JCH/mjs

University of Idaho

Wilderness Research Center
FWR Room 18-D
Moscow, ID 83844-1144

208-885-2267
FAX: 208-885-6226
E-MAIL: wrc@uidaho.edu

October 17, 1994

Tamara Van Koughnet
P.O. Box 413
Troy, ID 83871

Dear Tamara:

Each year I write evaluations of the Taylor Ranch Field Station Wilderness Interns. As you know, I was disappointed with your performance as an intern. I don't understand the discrepancy between the enthusiasm and skills presented in your application letter and resume, and the lack of enthusiasm and inadequate skills you demonstrated at the field station.

Although I realize that two people can have different ideas of the amount of knowledge that qualifies a person as "skilled," as you admitted to me at the field station, you had no practical experience with horses. Yet on your application letter and resume you presented yourself as having a lifetime experience with horses. Despite your lack of experience with horses, there were plenty of opportunities for you to gain experience with the care, riding, and packing of horses. You did brush the horses regularly but you showed little interest or commitment to acquire the experience you supposedly wanted.

You also presented yourself as energetic and enthusiastic about working at the field station and becoming involved in the research. You did assist with the small mammal trapping but you made it clear by your behavior to myself, Chuck Peterson, Kerry Reese, and others that you were not interested in assisting with research or other duties at the field station.

I regret writing a letter like this and I regret that another student didn't have the chance to be a Taylor Ranch Field Station Wilderness Intern last summer. I urge you to think



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Center**

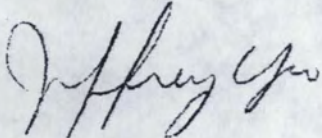
Wilderness — the World's Living Laboratory

John C. Hendee, Director 208-885-2267
Jeff Yeo, Scientist/Manager, Taylor Ranch Wilderness Field Station 208-885-5779
Ed Krumpel, Principal Scientist for Wilderness Management 208-885-7428

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about what your interests really are and what skills you indeed have or would like to acquire. Hopefully, you learned something about yourself and something about working for others.

Regards,

A handwritten signature in cursive script that reads "Jeffrey J. Yeo".

Jeffrey J. Yeo
Scientist/Manager

cc: John Hendee, Director
John Hunt, Dept. Head, Res. Rec. & Tourism