

MEMO

YSU - Criminal Justice Department

To: Human Resources

From: Tammy A. King, Chair. *TAK*

Date: August 6, 2004

Re: Phone Reference Checks for Joseph Serowik

I personally contacted by phone the three professional references identified by the candidate: Victor Kovacic, Tina Stewart, and Timothy McGinty. All had very positive things to say regarding the candidate's ability, performance, evaluations, integrity, and collegiality. They highly recommended him and indicated that if he left his current position, he would be eligible for re-employment in the future. Two of the references indicated that he would be sorely missed. They had no reservations regarding his ability to perform well in the classroom and to conduct research at YSU.