

From: Ulrike Herzs Schuh <Ulrike.Herzs Schuh@awi.de>
Date: November 12, 2007 2:07:50 AM PST
To: Claudia Kubatzki <Claudia.Kubatzki@awi.de>, Martin Claussen <martin.claussen@zmaw.de>
Subject: filling of position

[Originally in German]

Dear Claudia,

Many thanks for your very clear email. It was as hard for me as it has rarely been to make a decision, which is why I have consulted with some people I trust, among others Hanno Meyer (who is on the staff council for AWI Potsdam), Julia Boike (junior staff group leader at AWI Potsdam) and Martin Claussen. These people supplied me with arguments, which I grouped for myself into those that speak in favor of hiring you and those that speak against it.

I list them here, most of them you know:

Speaking in favor:

- We wrote the proposal together; you are thus very familiar with the general goals of the proposal.
- You are very well versed in vegetation dynamics and their feedback with the climate system.
- You are an experienced and reliable scientist.

Speaking against are the following arguments:

- You are not a PhD student, which was applied for in the proposal.
- You have no prior knowledge of pollen analysis.
- In my view, you haven't strived sufficiently to remove problems that will arise for me from hiring you. This concerns mainly my further collaboration with Gerrit.
- In the past weeks, you haven't strived for a relationship of trust with me.

For the staff council, also the following arguments will speak against hiring you:

- Postdocs are supposed to be put in PhD positions only in exceptional cases.
- According to Mr. Hornke there could be difficulties in giving a person that already had a permanent position at AWI a short-term contract. At least, this case and its background would be closely looked at.
- If Gerrit speaks up against your employment (which he has announced) he will at least be able to present his concerns. To what extent they will be taken into account, probably nobody can predict.

The list certainly makes it clear to you which problems and resistances I have to expect when I promote your application at AWI. The resistances were clear to me from the start and I was ready to accept the adverse facts and strongly promote your employment. The situation appeared hopeless to me only since I understood how unsolvable the conflict between you and Gerrit is. I had always assumed that everything would calm down again and we could all collaborate well; there thus wouldn't be any problems after hiring you. My view of things has now changed due to your explanations. Claudia, please understand me. I would have to use all my strength to allow your application a chance in the staff council (you thus also understand that I wanted to rebut some of the concerns beforehand). Then when your hiring was accomplished, I would have to fight with internal AWI problems that I can't predict how big they would become. For a person like me who is currently being evaluated (my contract currently runs until 12/31/2007), with three more years at AWI in case of a positive evaluation (thus also not that long), this would potentially amount to running the gauntlet.

All confidantes and advisors have discouraged me from promoting your application; I haven't made the decision lightly. After a weekend of considering I have decided not to forward your application to the staff council.

What's next? Claudia, it is very important to me that we continue to collaborate! This is not just written down lightly. The success of our project stands and falls with our joint collaboration together with Martin Claussen. I understand your desire to change your research focus; I would very gladly support your desire to do "pollen analysis". Thus if you continue to have an interest in pollen analysis then we should think about how to do your training.

I will wait two more days before I go and search for staffing for the position (you know time is

short). Thus, if you think the listed arguments are inaccurate or could still be refuted then contact me by Wednesday 12 PM.

Dear Claudia, now that the "official" steps are completed, you may be willing again to talk to me on the phone. I would be very happy about that.

Best regards

Ulrike

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