

From: Arnold Salazar (arnolds@CHNPartners.com) You moved this message to its current location.
Sent: Tue 6/02/15 5:58 AM
To: danny.ledonne@gmail.com; dledonne@adams.edu
Cc: dpsvaldi@adams.edu; beverleemcclure@msn.com
Danny,

The Board of Trustees have asked that I reach out to you and thank you for the presentation at our meeting. We were very appreciative of the respectful and constructive tone of your presentation. As Trustees we are very careful not to second guess our staff or interrupt the processes that determine the selection of applicants for position at the university, unless we feel that there is an egregious error or breakdown of the process. This is not the case in your situation, thus we have decided to let the decision stand and not to add a position to the department.

I would encourage you to continue to be a part of the University community. I also want to thank you for your contributions to the community and hope that we can continue to work together.

Sincerely,

Arnold Salazar
Chairman of the Board

From: Danny Ledonne (danny.ledonne@gmail.com) You moved this message to its current location.
Sent: Tue 6/09/15 4:48 PM
To: Arnold Salazar (arnolds@chnpartners.com)
Cc: David Svaldi (dpsvaldi@adams.edu); B beverleemcclure@msn.com
(beverleemcclure@msn.com)
Dr. Svaldi, Dr. McClure, Chairman Salazar:

I appreciate hearing from you on this matter and value our ongoing communication.

Since receiving this message last week, I have met with OEO Director Korngut and Trustee Rogers to further understand and seek council on these matters. Because I believe there are two unique issues at hand, I would like to address them separately herein.

1. Hiring process for the Assistant Professor of Mass Communication:

In my numerous meetings with Joel Korngut since May 2014, I have expressed an ongoing concern about personal bias against my applications for the full time faculty position. There is a variety of data identifying internal, adjunct candidates being de-valued during hiring processes even as they would go on be hired full time by other institutions. Further, a review of the handling of my application and subsequent conversations with the chairs of these committees have suggested to me that my applications were not fully considered and chairs were only vaguely aware of my professional credentials despite purportedly having reviewed them in detail.

As you are aware, Joel's initial investigation into this concern during March 2015 concluded no bias was present during the 2015 search. However, I was able to obtain my own application scoresheets from the 2014 and 2015 search committees under a Colorado Open Records Act request. Upon review of these scoresheets, I discovered several technical and factual errors that indeed confirmed my earlier concerns regarding personal bias against my application. Adding to the procedural error already known to Joel and I regarding repeating committee members from 2014 to 2015, he has re-opened his investigation and has pledged to remain present on this issue after his service ends in July. Joel advised me to "be persistent" on the matter of my employment application and I intend to do so. Trustee Rogers also confirmed that I should continue to inquire into this matter based on the information I have thus far obtained.

I believe the combination of procedural, technical and factual errors I have identified are, when considered collectively, indeed tantamount to "an egregious error" - one that could potentially explain why I was not considered even as a semifinalist for the position which I have been performing as contingent faculty for four years (with strong student evaluations and meritorious departmental evaluations throughout - attached in the provided document). I will not go into further detail here but suffice to say that, upon information and belief, there remains serious concerns with this search process that have not been sufficiently addressed to my satisfaction.

2. Proposal for the creation of a new position within Mass Communication:

At the suggestion of Joel Korngut in March 2015, I proposed the creation of a new position as a remedy for the above-named concerns regarding the hiring process. Rather than focusing on the previous transgressions, I would greatly prefer to focus on a mutually-beneficial outcome that would maximize my potential within Adams State and deliver the greatest set of outcomes for the university itself.

Given that my video production contract with Creative Relations has now grown into a half time position, it seems of mutual benefit that I would also continue to teach media production coursework within Mass Communication (2-3 courses per semester?) to thus create a full time position. Again, this proposal merely extends my current salary and benefits package as visiting assistant professor to create enrollment/promotional media for Adams State as well as course development and instruction for Mass Communication (an increasingly popular major on campus). Thus, half the work is already done for us here and I am seeking your assistance in the faculty component of this proposal.

To the best of my ability, I have offered a compromise that I believe is beneficial to all involved and without seeking an admission of wrong-doing from anyone. I believe this offer should stand irrespective of the search process errors outlined above as it has a unique and valuable set of benefits to all parties. I welcome the opportunity to explore this option further.

As I mentioned during my presentation to the Board of Trustees on May 15th, absent full time employment at the University, I cannot reasonably remain committed to my involvement in the University community or the broader SLV community as I will inevitably be compelled to seek gainful employment elsewhere. Included in the packet I provided to the Board are letters of support from ASU constituencies (Creative Relations, Community Partnerships) as well as various community organizations on which I serve (Boys & Girls Clubs, Tu Casa, Complete Non-Profit) that, but for gainful employment at Adams State, would be unable to enjoy the services I provide at discounted or pro bono rates. Also included are the signatures of more than 80 students, faculty, staff and community members who strongly believe my retention at Adams State University is of importance to their values,

scholarship, and livelihood, as well. Fundamentally, the ability for Adams State to retain dedicated professionals who create and add value to the institution has broad implications for the SLV community which I think are deserving of serious consideration.

To summarize, I very much wish to "continue to be a part of the University community" as Chairman Salazar indicates. I am serving as Vice Chair of the Contingent Faculty and Instructor Council, a Member of the Campus Advocacy Group, and Festival Director of the ASU-based Southern Colorado Film Festival (now in its third year). In order to continue the work I have been doing at Adams State since moving here in 2011, I remain eager to come to the table and outline a mutually-beneficial arrangement under which this can happen. I believe the ability for Adams State to affirm its commitment to its faculty and staff is of paramount importance in retaining and graduating its students. Without belaboring the matter, I have many students who have been deeply upset by my non-renewal of employment as faculty even as they continue toward completion of their degrees. To quote from but one student evaluation I received last semester:

"Please let Professor Ledonne stay as a permanent tenured professor because he deserves it and students love him! I consider myself to be able to make documentaries now! Just after a semester. I learned more from this class than any others this semester."

I look forward to discussing these matters further at your nearest convenience. Thank you again for this opportunity.

Danny Ledonne, MFA
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