

Danny A. Ledonne, MFA
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www.emberwildeproductions.com

April 17th, 2015

Adams State University Board of Trustees:

I write you today having utilized the prescribed channels as set forth by this institution to petition my grievances and express my ongoing commitment to Adams State University. It is with the advice and consent of Dr. Svaldi that I bring this matter to your attention with the hope and conviction that you are able to address what has become a sustained, multi-year issue concerning my retention as faculty member within the Mass Communication program of the English, Theatre and Communication (ETC) department. In the briefest of terms, here is a summary of the events thus far.

At the encouragement of then-ETC department chair Dr. Mazel, I moved from Washington, DC to Alamosa having recently completed my MFA in Film/Electronic Media at American University. Beginning in 2011, I developed a curriculum of media production courses and had great success recruiting students, gathering campus-wide support to fund the purchase of video equipment and software, and serving in various capacities to create the annual Southern Colorado Film Festival, Grizzly Video student media organization, and Mass Comm degree emphasis in video production. During this time, I received very high student evaluations, departmental evaluations, and recognition across campus as a collaborative and effective faculty member. This work was done with minimal compensation as contingent faculty, all with the understanding that my diligence would be recognized with gainful, full time employment at Adams State in due time.

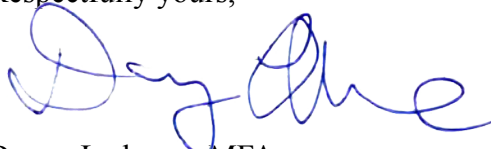
Twice now, in 2013 and 2014, I have applied for a full time faculty position in Mass Communication. I have never been a finalist, never been interviewed in person for the position, nor been invited to teach a guest lecture in consideration for full time faculty employment. No written or verbal explanation has been provided to my satisfaction as to why, despite an exemplary record of scholarship and service at Adams State, my application was not among the finalists. I have continually been given contingent contracts without any professional development or guidance that would suggest areas of improvement or unsatisfactory performance. An Office of Equal Opportunity (OEO) investigation has given no further insight into what possible deficiency would prevent my application from being more strongly considered. In summary, it remains a genuine mystery to me as to why I have been good enough to develop and implement a video production program... yet not considered a finalist, let alone offered a contract of employment, for the full time position in this very capacity.

Having now met with ETC department chair Dr. MacWilliams, VP of Enrollment Management Dr. Mumper, OEO Director Joel Korngut, and University President Dr. David Svaldi, I now seek your support in finding a satisfactory resolution to my circumstances – without which it appears highly unlikely that I can remain at Adams State to continue the various programs in which I participate and vis-à-vis the numerous roles I play in support of the SLV community. This is of concern to the Board because I believe my struggle for gainful employment conveys a larger problem at this institution: the recruitment, retention and support of its workforce. Unfortunately, my circumstances are not unprecedented and the ongoing hemorrhage of qualified personnel has a demoralizing, destabilizing effect on our institution as a whole. Many of the presidential candidates in the recent search emphasized "growing our own" and the support of faculty/staff being vital for the retention of students; thus I believe my situation presents an opportunity for the Board to affirm these values.

What I proposed to Dr. Svaldi, and what I present to you today, is the creation of a full time position that includes 1) half-time video production work for ASU Creative Relations – supported by Mark Schoenecker and with pledged additional funding by Dr. Mumper – and 2) a half-time (2/2 load) assistant professor position within Mass Communication to further the growth and support of this increasingly-popular major on campus. This would be with the same compensation package I currently hold as visiting assistant professor and would present opportunities for recruitment, retention and expansion of this department as well as the vital asset of ongoing video production work across the university. I believe this mutually-beneficial arrangement would resolve the apparent impasse this situation has caused as well as propel our institution toward success on a number of fronts. Many believe I bring value to this institution worthy of such a (relatively small) investment yielding great returns – as evidenced by my work in teaching and media production during these past four years.

Please find attached my original application documents as well as my evaluations, teaching observations, and letters of support from various stakeholders across campus and the SLV community. I believe that while the Mass Comm search committee may have performed its due diligence, it did so within a limited scope and was unable to fully consider the broad array of services and long-standing commitment I bring to this institution. I believe this Board has the opportunity to assist in finding a solution that upholds the values and mission of Adams State University.

Respectfully yours,



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November 21st, 2014

Members of the Committee:

I am writing to express my strong interest in the position of Assistant Professor in Mass Communication at Adams State University (Position #FA8009). It is my sincere belief that I am the ideal candidate for this position and have a demonstrated track record to certify my commitment to excellence in teaching, media scholarship, and developing professional relationships across campus and the greater San Luis Valley community.

In earning my BA in Visual Media Arts at Emerson College, I gained a broad understanding of mass media history, theory and criticism as well as foundational experience in narrative, documentary, and experimental film production. While earning my MFA in Film & Electronic Media at American University, I maintained a Fellowship for Teaching Excellence at the New Media Center—assisting with campus-wide video editing needs for faculty and students. I was also recognized as a Center for Environmental Filmmaking Scholar for my contributions to the field of environmental documentary.

Since earning my terminal degree, I have continued to broaden my professional skill set to include screenwriting, music video, sports, social media, photography, emerging business models in online video, and educational media production. Doing business as Emberwilde Productions since 2004, I have produced, directed, photographed and edited critically-acclaimed, commercially successful work across North America, Kenya, Australia and the Galapagos Islands that has been showcased worldwide in dozens of film festivals and conferences, by broadcasters such as PBS and Link TV, and through online platforms such as iTunes, Netflix, and Amazon. Using state-of-the-art HD camera and non-linear editing systems, my video productions have been implemented in fund-raising, marketing, and educational platforms for universities, government agencies, private businesses, and non-profit organizations. I regularly present my work in popular and scholarly contexts as well as donate video services to charitable causes such as low-resource youth development, community-based economic development, social justice and domestic violence prevention.

As a media educator, I have led production courses for students of all ages and with varying degrees of experience. My patience and versatility as an instructor has allowed me to adapt my curriculum for multicultural and non-traditional college students. I have enjoyed watching many students succeed over the years as they go on to produce their own media in a professional capacity. Above all, I approach each teaching endeavor as a project-based, collaborative learning adventure.

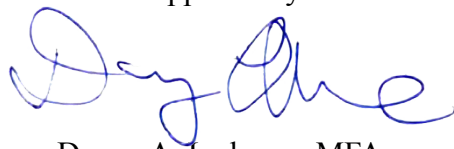
Beginning in May 2011, I was hired by Adams State University to create a video production program within the Mass Communication department and have served as faculty advisor to Grizzly Video Productions. Currently, the student-run YouTube channel has 132 subscribers and over 78,000 views on over 250 videos. With student programming also aired on campus cable channel 5 (GRZ-TV), Grizzly Video continues to thrive with original content, campus-wide coverage of activities, as well as paid student-produced commercials from local businesses. In the past several years, Grizzly Video students have formed meaningful and lasting professional relationships with their peers. I look forward to more success from this invaluable student media organization.

Working closely with other faculty, I have developed media production coursework for all levels of student experience—ranging from such topics as documentary, short film and music video to screenwriting, animation, and social media. Student evaluations and reflection papers have been extremely positive; many students seek out my courses as they build their skills and create a portfolio of work – including students from other majors such as Theatre, Business, Art, Biology, HPPE and Psychology. During my 2013 and 2014 instructor evaluations, I received all “exemplary” and “meritorious” remarks with composite scores of 4.54 and 4.94/4.65 (out of 5).

I have fostered student media collaboration with ASU Athletics and various academic programs including Theatre, Music, Psychology, Sociology, History as well as ASU Adventure Program and Grizzly Activity Board. For the past two years, I have served on the board of directors and as technical director for the Southern Colorado Film Festival. In so doing, I worked with other faculty to showcase ASU student films as well as bring quality independent films and emerging filmmakers to the community for audience Q&A and networking events. I also supervised student festival interns, providing them with valuable hands-on experience. I wish to continue this tradition on an annual basis in order to foster vibrant and engaged student media at ASU. Further, since 2011 I have served as video producer for ASU Creative Relations, shooting and editing promotional and informational videos for the campus website, social media, and recruiting materials totaling over 150,000 online views.

I have thoroughly enjoyed my time at Adams State and believe I am an excellent fit for this position. I have demonstrated my commitment to excellence in student-centered learning, media scholarship, cultural diversity, and community outreach. I have a strong interest in the betterment of Adams State and believe my record of university and community service showcases my passion to integrate professional practice into civic life.

I welcome the opportunity to discuss my application further,



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SUMMARY OF QUALIFICATIONS

- Media production experience in documentary, narrative, music video, new media
- Research in communication law: First Amendment, Copyright, and Fair Use
- Outdoor filmmaking training, excels in traditional and non-traditional educational settings
- Vigor for teaching students of all backgrounds and abilities
- Demonstrated history of community involvement and outreach
- Combines media theory and practice, producing measurable outcomes and outstanding projects

EDUCATION

MFA – Film & Electronic Media	American University, Washington DC, 2010	GPA: 3.92
BA – Visual Media Arts	Emerson College, Boston MA, 2004	GPA: 3.84

TEACHING EXPERIENCE

Visiting Assistant Professor — Mass Communication, Adams State University (Alamosa, CO)	2014 – 2015
Adjunct Instructor — Mass Communication, Adams State University (Alamosa, CO)	2011 – 2014
Program Designer, Instructor — Classroom in the Wild: Chesapeake Bay, AU (Washington, DC)	2012 - 2014
Filmmaking Camp Director - Locust Grove Nature Center (Bethesda, MD)	2011
Assistant Instructor — Classroom in the Wild: Florida, AU (Washington, DC)	2010
Program Designer, Instructor — International Film Academy (Jackson, WY)	2009-2010
Video Mentor — NOAA Ocean for Life (National Marine Sanctuaries: FL and CA)	2009
DV Filmmaking Program Director — Fairfax Collegiate Summer Program (Herndon, VA)	2009–2010
DV Filmmaking Instructor — Fairfax Collegiate Summer Program (Herndon, VA)	2008
Lab Fellowship — New Media Center, American University (Washington, DC)	2007-2010
Assistant Coordinator — Intel Computer Clubhouse, Boys & Girls Clubs (Alamosa, CO)	2005-2007
Video Production Instructor — Kids on Campus Summer Enrichment Program (Alamosa, CO)	2005
Tae Kwon Do Instructor — Valley Health & Fitness (Alamosa, CO)	2004-2006

COURSES TAUGHT

K-12: Public Speaking, DV Filmmaking, One Shot Moviemaking, Nature Filmmaking, Documentary Filmmaking, Video as Art, ACT Preparation, College Readiness

Undergraduate/Graduate: Digital Filmmaking, Digital Media Production, Documentary Film Production, Environmental Film Production, Intro to Animation, Media Management, Music Video Production, Music Video Survey, Screenwriting, Short Film & Movie Trailer Production, Social Media, Video Practicum

UNIVERSITY SERVICE

- Faculty Sponsor – Rocky Mountain Communication Association (2015 – present)
- Vice Chair – Contingent Faculty and Instructor Council, Adams State University (2015 – present)
- Member – Campus Advocacy Group, Adams State University (2014 – present)
- Festival Director – Southern Colorado Film Festival (2014 – present)
- Grizzly Video Faculty Advisor – Communications Board, Adams State University (2012 – present)
- Technical Director – Southern Colorado Film Festival (2012 – 2014)
- Faculty Mentor – Student Scholar Days, Adams State University (2014, 2015)
- Crew Member – Late Late Night Breakfast, Adams State University (2012, 2013, 2014)
- Presenter – SLV Career Fair, Adams State University (2014)

COMMUNITY SERVICE

- Judge – San Luis Valley Student Art Show (2012 – present)
- Promotional Video Producer – Tu Casa Domestic Violence Prevention (2012 – present)
- Advisory Board – Southern Colorado Film Commission (2011 - present)
- Promotional Video Producer – Boys & Girls Clubs of the San Luis Valley (2011 – present)
- Food Server, Host – Alamosa Community Christmas Dinner (1992 - present)
- Social Media Producer – Keep Polston Public (2013)
- Elementary School Tutor – DC Neighborhood Tutoring Program (2010 - 2011)
- Radio DJ – KRZA 88.7FM (2005 - 2007)
- Promotional Video Producer – La Puente Homeless Prevention (2004 – 2005)
- After School Mentor – Boys & Girls Clubs of the San Luis Valley (2004 - 2005)

AWARDS AND RECOGNITION

- Best of Colorado Award – 2014 Southern Colorado Film Festival: CO Office of Film, TV & Media
- Academic Merit Scholar 2010 – American University School of Communication
- CINE Golden Eagle – 2010 CINE Student Division: Documentary
- Finalist – 2010 Student Academy Awards, USA: Documentary
- Center Scholar 2010 – Center for Environmental Filmmaking: American University
- Award of Excellence – 2009 American Visions: Media that Matters, AU School of Communication
- Best Environmental Film – 2008 American Visions: Media that Matters, AU School of Communication
- Teaching Excellence Fellowships – 2007, 2008, 2009: Center for Teaching & Learning: American University
- Best Narrative 2005 – Western State Film & Video Showcase: Western State Colorado University
- Gold Key Honor Student – 2004 Emerson College
- Organization of the Year 2003-2004 – Frames Per Second President: Emerson College
- English Student of the Year 2001 – Alamosa High School
- Best Actor – 1998 Tri-Peaks League One Act Play Competition

MEDIA APPEARANCES

NPR, MSNBC, New York Times, The Guardian, Fox News, New York Post, Wired, Mother Jones, Washington Post, Denver Post, Rocky Mountain News, USA Today, G4TV, Der Spiegel TV, MTV Canada, MTV GameOne, Documentary Channel, Free Talk Live, The Escapist, CBC, Kotaku, Destructoid, Games Monthly, Game Politics, Associated Press, Toronto Star, Hollywood Reporter, Variety, Film Threat, Link TV, Polygon, Westword, Chronicle of Higher Education

PUBLICATIONS AND PRESENTATIONS

"Science in American Cinema"	Adams State University — Alamosa, CO	February 2015
"Documentary Film Ethics"	Adams State University — Alamosa, CO	October 2014
"Multimedia Assignments: Not Just for Film Majors Anymore"	Chronicle of Higher Education	April 2014
"To Catch a Bestialitor"	Adams State University — Alamosa, CO	April 2014
"Closing Night Filmmaker Panel"	Southern Colorado Film Festival — Alamosa, CO	September 2013
"A Perilous Journey"	Adams State University — Alamosa, CO	October 2012
"Adventures in Backpack Filmmaking"	Adams State University — Alamosa, CO	February 2012
"Duck! (a duckumentary)"	Center for Environmental Filmmaking — Washington, DC	April 2011
"Classroom in the Wild"	Center for Environmental Filmmaking — Washington, DC	November 2010
"Student Video: Doing it Right"	Ann Ferren Teaching Conference — Washington, DC	January 2010
"Ocean for Life: Video Mentoring"	American University — Washington, DC	November 2009
"Filmmaker Discussion/Q&A"	Marymount Film Festival — Arlington, VA	April 2009
"The Business of Wildlife Film Production"	Environmental Film Festival — Washington, DC	March 2009
"Videogames: Art or Commerce?"	AFI Festival — Los Angeles, CA	November 2008
"Duck! (a duckumentary)"	Silver Docs Film Festival — Silver Spring, MD	June 2008
"Game Designer Lecture Series"	Worcester Polytechnic Institute — Worcester, MA	January 2008
"Reflections on Game Design"	Montreal Independent Games Summit — Montreal, Quebec	November 2007
"Videogames and the First Amendment"	Loyola Marymount University — Los Angeles, CA	February 2007
"Videogame Journalism"	Canadian University Press — Vancouver, British Columbia	January 2007
"Stepmania—Integrating into your Clubhouse"	Intel Computer Clubhouse Conference — Chicago, IL	April 2007
"Chomsky's <u>Failed States</u> Succeeds"	National Social Science Association	June 2006
"RPG Game Design"	Intel Computer Clubhouse regional conference — Denver, CO	October 2005
"Conservation Messages in Wildlife Films"	Wildscreen Film Festival — Bristol, United Kingdom	October 2004

DISTRIBUTION AND EXHIBITIONS

- **Commercial Distribution:**
Amazon, iTunes, Netflix, YouTube, Xbox video, Zune, Google, Blinkbox, Voddler, Vudu, Link TV, PBS stations, mail-order DVD
- **Film Festival Screenings:**
Raindance, Oxford, Fantasia, Philadelphia, Noir Fest, Santa Fe, Boston Underground, Starz Denver, Los Angeles United, AFI Fest, ONFilm, World Kids International, American Conservation, Southern Colorado, Twain Harte, Fantastic Fest, Tallgrass, Icon Israeli International, Bradford Animation Festival, Indiecade East
- **Film Screenings at Conferences and Educational Institutions:**
Artfutura Multimedia (Spain), University of Texas Dallas, Clarkson University, Montreal Independent Games Summit (Canada), GameCity (UK), Worcester Polytechnic Institute, Aalborg Tekniske (Denmark), Baton Rouge Community College, Big Smash! (Canada), School of the Art Institute of Chicago, Dataspelsakademin (Sweden), DeVry University, Adams State University, Emerson College, American University, Game On Symposium (Australia), Marianopolis College, Sustainable Ways, Inc., University of Advancing Technologies, Vanier College (Canada), Wichita State University, DeVry University

PROFESSIONAL EXPERIENCE

Media Producer – Rio Grande Healthy Living Park (Alamosa, CO)	2014 - present
Media Producer – Adams State University (Alamosa, CO)	2011 - present
Videographer – Mountain Valley Dance (Alamosa, CO)	2005 - present
Owner/Operator — Emberwilde Productions (Alamosa, CO)	2004 - present
Video Production Contractor — NOAA Ocean Media Center (Silver Spring, MD)	2008 - 2010
Executive Media Producer — Reel Video (Washington, DC)	2007 - 2011
Film Equipment Center Staff – Emerson College (Boston, MA)	2001 - 2004
Intern – Boston Camera Rental Company (Boston, MA)	2003

FILMOGRAPHY

“Community Workday Spring 2015” - Rio Grande Healthy Living Park Writer, Director, Cinematographer, Editor: 4 minutes, promotional – HD video	2015
“Street Fighter 2: Cat vs Chipmunk” - Emberwilde Productions Editor: 1 minute, found footage experimental – HD video	2015
“An Artist's Journey: from Inspiration to Bronze” - Jim Gilmore Art Post-Production Consultant, Assistant Editor: 29 minutes, promotional – HD video	2015
“Rio Frio 5k on Ice” - Adams State University, Alamosa Parks and Recreation Cinematographer, Editor: 5 minutes, promotional – HD video	2015
“Adams State Down Under” - Emberwilde Productions, Adams State University Biology Dept. Cinematographer, Editor: 10 minutes, promotional – HD video	2015
“Episode 9/11: Torture is Awesome” - Emberwilde Productions Editor: 5 minutes, found footage music video – DV video	2014
“Planning Process Update 2014” - Rio Grande Healthy Living Park Writer, Director, Cinematographer, Editor: 4 minutes, promotional – HD video	2014
“Bill Hearne CD Release Concert” - Alamosa Live Music Association Photographer: live event coverage - DSLR	2014
“Righty Tightly, Lefty Loosey” - Adams State University Art Dept., Alumni Association Cinematographer, Editor: 3 minutes, promotional – HD video	2014
“Rock Glacier Field Study” - Adams State University Earth Sciences Cinematographer, Editor: 5 minutes, promotional – HD video	2014
“Museum Trail .org Photography Project” - SLV Museum Coalition Producer, Director, Photographer, Editor: 18 museum collections, 1200 images, 8 minutes – DSLR to HD video	2014
“Addressing Chronic Pain, Behavioral Health & Treatment of Substance Abuse” - SLV Area Health Education Producer, Camera Operator, Editor: 3 video series, educational – HD video	2014
“Southern Colorado Film Festival 2014 trailer” - Southern Colorado Film Commission Editor: 3 minutes, promotional trailer – HD video	2014
“SLV Hemp Project: Growing Our Clothes” - Fibershed Producer, Cinematographer, Editor: 2 minutes, promotional – HD video	2014
“Elfin Craft Hempery” - Green Matter LLC Producer, Cinematographer, Editor: 4 minutes, promotional – HD video	2014
“High Altitude Face Off VI” - Mixed Martial Arts Tournament by Nemesis Promotions Cinematographer, Editor: 51 minutes, live cage fights – HD video	2014
“What is a Healthy Living Park?” - Rio Grande Healthy Living Park Writer, Director, Cinematographer, Editor: 4 minutes, promotional – HD video	2014

Fundraising Video – Southern Colorado Film Commission Producer, Editor: 3 minutes, promotional – HD video	2014
“Ballistics Test” - Terry Ryan Law Firm Cinematographer: 10 minutes, court evidence – HD video	2014
“Bernard Langlais: Restoring and Preserving the Legacy” - Nature's Art Productions Editor: 11 minutes, documentary – HD video	2014
“Bonobo Story at the Jacksonville Zoo” - Media for Conservation Editor: 6 minutes, promotional – HD video	2014
Fundraising Video – Keep Polston Public Writer, Director, Cinematographer, Editor: 12 minutes, promotional – HD video	2013
“Illuminate the Valley: The SLV Museum Mural” - Adams State University Community Partnerships Producer, Director, Cinematographer, Editor: 10 minutes, documentary – HD video	2013
“Southern Colorado Film Festival 2013 trailer” - Southern Colorado Film Commission Editor: 3 minutes, promotional trailer – HD video	2013
“To Catch a Bestialitor” - Emberwilde Productions Writer, Producer, Director, Cinematographer, Editor: 22 minutes, mockumentary – HD video	2013
“Colorado Mission of Mercy promo” - Colorado Dental Association Editor: 4 minutes, promotional – DV video	2013
“Collaborative Management of Multi-Agency Services” - Alamosa Dept. of Human Services Producer, Cinematographer, Editor: 9 minutes, educational – HD video	2013
“Best Bites” - Close Quarter Battle K-9 Editor: 1 minute, commercial – DV video	2013
“300 Muppet Babies” - Emberwilde Productions Editor: 3 minutes, found footage trailer – DV video	2013
“Fireball Run” - City of Alamosa Camera Operator, Editor: 3 minutes, promotional – HD video	2013
Promotional Video – Alliance Against Domestic Abuse Producer, Cinematographer, Editor: 11 minutes, documentary – HD video	2013
“Behind the Strong Force” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 9 minutes, behind the scenes documentary – HD video	2013
“Voices For Freedom” - Native Ways Institute Assistant Editor: 110 minutes, documentary – DV video	2013
“Doomsday Preppers: People Become Animals” - National Geographic Channel Production Assistant: 13 minutes, documentary – HD video	2013
“Music,” “HPPE,” “Psychology,” “Biology,” “Earth Sciences,” “Art,” “Theatre” - Adams State University Cinematographer, Editor: academic dept. promotional video series – HD video	2013
“Great Scenic Railway Journeys” - Wide Eye Productions, PBS 1 st Assistant Camera: 7 minutes, documentary – HD video	2012
“Ain't Nobody Got Time for That – Autotune Dance Remix” - Emberwilde Productions Cinematographer, Editor: 2 minutes, found footage music video – HD video	2012
“A Perilous Journey: The Lost Story of Alex Brown” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 25 minutes, documentary – HD video	2012
“Peer Review Training Program” - Colorado Dental Association Writer, Producer, Director, Cinematographer, Editor: 9 minutes, training video – HD video	2012
“The American Dream” - Adams State University Autumn @ Adams Cinematographer, Editor: 10 minutes	2012

“Adams State College University Celebration” - Adams State University Producer, Director, Cinematographer, Editor: 9 minutes, documentary – HD video	2012
“Automatic Writing” - Ursula Armijo-Knobel, spiritual medium Producer, Cinematographer, Editor: 9 minutes, promotional – HD video	2012
“Orientation Video” - Valley-Wide Health Systems Cinematographer, Editor: 17 minutes, instructional re-edit – DV video	2012
“American Bear” - American Bear Productions Editor: 93 minutes, documentary – HD video	2012
“Classroom in the Wild: Chesapeake Bay” - American University Center for Environmental Filmmaking Producer, Director, Cinematographer, Editor: 4 minutes, promotional – HD video	2012
“High Altitude Face Off V” - Mixed Martial Arts Tournament by Nemesis Promotions Cinematographer, Editor: 45 minutes, live cage fights – HD video	2012
“A Trip to the Vintage,” “Faces,” and “Dance + Martial Arts” – Living Art Show at 3 Kings Tavern Editor: 180 minutes, found footage video art installation – HD video	2012
“Nobody Knows” - Fred Riedel Productions Camera operator (segments): 89 minutes, documentary re-creation – HD video	2012
“Save the Mushroom Farm in Southern Colorado” - Adams State University Community Partnerships Producer, Cinematographer, Editor: 9 minutes, fundraising video – HD video	2012
“The Gingrich Saga: Newt Moon” - Emberwilde Productions Editor: 4 minutes, found footage music video – HD video	2012
“The Cost of Creativity” - a film by Jon Biddle Camera Operator, Creative Consultant: 76 minutes, documentary – HD video	2011
“Brazil Photo Safari” - Roy Toft Photo Safari, Media for Conservation Editor: 4 minutes, promotional video – HD video	2011
“HIV-AIDS Top 10 Questions” - Adams State University AIDS Awareness Committee Cinematographer, Editor: 11 minutes, educational – DV video	2011
“Shoot Your Film in Southern Colorado!” - Southern Colorado Film Commission Editor: 4 minutes, promotional – DV video	2011
“The Romantic and the Realist” - Antonio A. Lopez CD release concert Camera Operator, Editor: 87 minutes, multicam live concert – HD video	2011
“How to) Hold Your Arms Out” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 28 minutes, behind the scenes documentary – HD video	2011
“Medical Team Huddles” - Valley-Wide Health Systems Cinematographer, Editor: 13 minutes, instructional – DV video	2011
“Oil & Gas Drilling: Winning Proposition or Risk?” - Adams State University Community Partnerships Producer, Cinematographer, Editor: 7 minutes, documentary – DV video	2011
“Tyler Sonnichsen: Fuck This, I'm Out” - Emberwilde Productions Cinematographer, Editor: 94 minutes, live stand-up comedy – DV video	2011
“Nature Film School Camp 2011” - Locust Grove Nature Center, Montgomery County Parks and Recreation Producer, Cinematographer, Editor: 3 minutes, promotional – HD video	2011
“Marcus Bachmann is Super!” - Emberwilde Productions Editor: 2 minutes, found footage music video – DV video	2011
“Bob Gets Krang!” - Emberwilde Productions Writer, Director, Editor: documentary – HD video	2011
“Nature's Best Photography” - National Geographic Videographer: 75 minutes, live event coverage – HD video	2011
“Did Greg Mortenson have Tea in Korphe?” - Emberwilde Productions Editor: 15 minutes, documentary – HD video	2011

“Center for Restorative Programs PSA series” - CRP Cinematographer, Editor: 4 minutes, promotional – HD video	2011
“Green Power in the District of Columbia” - District Department of the Environment Producer, Cinematographer, Editor: 3 minutes, promotional – HD video	2011
“FLOC PSA Campaign” - For Love of Children Producer, Sound Recordist, Editor: 8 minutes, promotional – DV video	2011
“Duck! (a duckumentary)” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 61 minutes, documentary – HD video	2011
“Course Catalog Video Series 2010 - 2011” - Fairfax Collegiate Summer Program Producer, Director, Cinematographer, Editor: 56 videos, 2 minutes each, promotional, HD video	2010
“Budget Reform Forum,” Federal Budget Crisis,” “Helping Save at Tax Time” - New America Foundation Videographer: live event coverage – DV video	2010
“Julian Assange: Heroes Are Hard to Find” - Emberwilde Productions Editor: 11 minutes, found footage music video – HD video	2010
“GIMME SANTea” - Emberwilde Productions Producer, Director, Editor: 15 minutes, documentary – HD video	2010
“Turn it Around: Our Anacostia Watershed” - NOAA Ocean Media Center Producer, Cinematographer, Editor: 4 minutes, video news release – HD video	2010
“Colorado Mission of Mercy 2010” - Colorado Dental Association Editor: 3 minutes, promotional – HD video	2010
“Marine Protected Areas: Northwest Hawaiian Islands” - NOAA Ocean Media Center Editor: 4 minutes, educational – HD video	2010
“Anacostia Now” - NOAA Ocean Media Center Director, Cinematographer, Editor: 3 minutes, documentary trailer – HD video	2009
“Ocean for Life: One World, One Ocean” - Ocean for Life / National Marine Sanctuaries Producer, Cinematographer, Editor: 4 minutes, promotional – HD video	2009
“Capacity Building Conference” - United Negro College Fund Production Assistant: live event coverage, HD video	2009
“Anacostia Watershed Cleanup 2009” - NOAA Ocean Media Center Cinematographer, Editor: 2 minutes, video news release – HD video	2009
“Colorado Mission of Mercy 2009” - Colorado Dental Association Editor: 9 minutes, promotional – DV video	2009
“The Galapagos Game” - American University film project Producer, Cinematographer, Editor – educational video series – DV video	2009
“A Sense of Place” - Ocean for Life / National Marine Sanctuaries Producer, Editor: 5 minutes, promotional – DV video	2009
“Ocean Melody” - Ocean for Life / National Marine Sanctuaries Producer, Editor: 4 minutes, environmental music video – HD video	2009
“Farming Forward - Ecoviews: Three Stories from the Chesapeake Bay” - Maryland Public Television Cinematographer, Editor: 8 minutes, documentary – HD video	2009
“Everyone Can Be a Changemaker” - Ashoka Innovators Campaign B camera, Editor: PSA series – HD video	2009
“Emerging Trends: New Styles & Techniques in Documentary” – AU School of Communication Editor: 10 minutes: documentary compilation as research assistant – DV video	2009
“Marine Debris: an Ocean Story” - NOAA Ocean Media Center Editor: 3 minutes, environmental music video – HD video	2009
“When a Man Loves a Man” - Emberwilde Productions Editor: 8 minutes, found footage music video – DV video	2008

“Colorado Mission of Mercy 2008” - Colorado Dental Association Editor: 10 minutes, promotional – DV video	2008
“Fairfax Collegiate Summer Program Overview” - Fairfax Collegiate Summer Program Cinematographer, Editor: 7 minutes, promotional – HD video	2008
“The Forgotten River: Cleaning Up the Anacostia” - NOAA Ocean Media Center Cinematographer, Editor: 5 minutes, documentary – HD video	2008
“Glacier's Melt” - Emberwilde Productions Writer, Director, Cinematographer, Editor: 7 minutes, mockumentary – HD video	2008
“Alaska Rocks” - Center for Environmental Filmmaking Cinematographer, Editor: 6 minutes, promotional – HD video	2008
“Moments” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 30 minutes, experimental narrative – HD video	2008
“When Jack Thompson Talks to God” - Emberwilde Productions Director, Cinematographer, Editor: 3 minutes, music video – DV video	2008
“The Declination of Independence” - Emberwilde Productions Director, Cinematographer, Editor: 4 minutes, music video – HD video	2008
“Playing Columbine: a True Story of Videogame Controversy” - Emberwilde Productions Producer, Director, Editor: 94 minutes, documentary – HD video	2008
“Annual DC Dinner” - League of Conservation Voters Cinematographer, Editor: 6 minutes, promotional – DV video	2008
“Endangered Species Coalition” - ESC PSA series for StopExtinction.org Cinematographer: 2 minutes, promotional – HD video	2008
“Garbage Nap” - NOAA Ocean Media Center Editor: 1 minute, PSA – HD video	2008
“I Heart Tap Water” - Take Back the Tap Movement Cinematographer, Editor: 2 minutes, promotional – DV video	2008
“Working with Fire” - Emberwilde Productions, Lateral Line Productions Cinematographer, Editor: 4 minutes, documentary – HD video	2008
Promotional Spots, “Dr. Bob on Healthcare” - National Federation of Independent Business Video consultation, Editor: promotional – HD video	2008
“Kenya Hidaya” - Emberwilde Productions Cinematographer, Editor: 16 minutes, wildlife music video – HD video	2007
“Share the Magic: Grizzly Cultural Totem Project” - Valley-Wide Health Systems Cinematographer, Editor: 10 minutes, documentary – DV video	2007
“Step it Up 2007” - League of Conservation Voters Cinematographer, Editor: 2 minutes, promotional – DV video	2007
“Colorado Mission of Mercy 2007” - Colorado Dental Association Editor: 8 minutes, promotional – DV video	2007
“Dave Woodman Showreel” - Dave Woodman Art Editor: 4 minutes, promotional – DV video	2007
“The Perfect Horse” - Arabian Horse Association, Millington Productions Videographer, Sound Recordist: 2 minutes, commercial - 35mm	2007
“Kis-ka-DEE” - Pennsylvaniaville Films Cinematographer, Editor: 18 minutes, documentary – DV video	2007
“The Story of Snippy the Horse” - High Return Marketing Producer, Director, Cinematographer, Editor: 8 minutes, documentary – DV video	2007
“Television: Drug of the Nation” - Emberwilde Productions Editor: 6 minutes, found footage music video – DV video	2006

“Remembering Rummy” - Emberwilde Productions Editor: 5 minutes, found footage music video – DV video	2006
“So Scripted!” - Emberwilde Productions Writer, Editor: 16 minutes, narrative – DV video	2006
“What If...” - Emberwilde Productions Director, Editor: 14 minutes, narrative – DV video	2006
“Promised” - Emberwilde Productions Writer, Director, Editor: 12 minutes, narrative – DV video	2006
“The Presence of Absence” - Emberwilde Productions Writer, Producer, Director, Editor: 73 minutes, narrative – DV video	2006
“Rainbow Trout Ranch” - RTR Promo Cinematographer, Editor: 8 minutes, promotional – DV video	2006
“Dead Man Walking Symposium” - Adams State University, Victim-Offender Reconciliation Program Video Consultant, Editor: live event, educational – DV video	2006
“An Awakening Journey: Songs and Voices from the Earth” - Double Dorje Productions Editor, DVD content author: 89 minutes, documentary – DV video	2006
“Colorado Challenge Therapeutic Riding Program” - CCTRP Promotional Cinematographer, Editor: 11 minutes, promotional – DV video	2005
“Two Families Forever” - Alamosa County Dept. of Social Services Cinematographer, Editor: 15 minutes, documentary – DV video	2005
“Compression” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 6 minutes, experimental – DV video	2005
“I Know You” - Emberwilde Productions Cinematographer, Editor: 6 minutes, narrative – DV video	2005
“Super Columbine Massacre RPG” - indie game Designer, Publisher: computer software, serious game – Windows format	2005
“Caffeine, Your Kids, and You” - Emberwilde Productions Writer, Director, Cinematographer, Editor: 22 minutes, mockumentary – DV video	2005
“Who's the Nigga?” - Emberwilde Productions Editor: 4 minutes, found footage music video – DV video	2005
“Bowhunt: Search for Elk in the San Juans” - Red Mountain Outfitters Producer, Director, Cinematographer, Editor: 27 minutes, documentary – DV video	2004
“Movie Trailer Man” - Emberwilde Productions Writer, Director, Cinematographer, Editor: 4 minutes, narrative – DV video	2004
“Cat Catches Rope” - Emberwilde Productions Writer, Producer, Director, Cinematographer, Editor: 8 minutes, documentary – DV video	2004
“Wild Animals, Domesticated Humans: the Zoo and Modern Society” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 25 minutes, documentary – DV video	2004
“Right of the Meridian” - Coppermine Films Key Grip: 104 minutes, narrative – Super 16mm	2004
“Willow House” - Slvrdreams Productions Cinematographer, Camera Operator: 14 minutes, narrative – DV video	2004
“The Bottom” - Frames Per Second Productions 1 st Assistant Camera: 4 minutes, music video – Super 16mm	2004
“Super 7” - Gernco Productions 1 st Assistant Camera: 22 minutes, narrative – Super 16mm	2004
“The Counselor” - Frames Per Second Productions Loader – 17 minutes, narrative – 35mm	2004

“Bella” - Ingenuity Engine 1 st Assistant Camera: 23 minutes, narrative – Super 16mm	2004
“Solace” - Frames Per Second Productions Writer: 9 minutes, narrative – Super 16mm	2004
“Betrayal” - Pearl River Films Key Grip: 13 minutes, narrative – Super 16mm	2004
“Heads or Tails” - Finger Frame Pictures 1 st Assistant Camera: 30 minutes, narrative – HD video	2004
“By the Sword” - Warlords Productions Fight Choreographer: 12 minutes, narrative – DV video	2004
“Nine Days Infected” - Emerson College film production Cinematographer, Camera Operator: 7 minutes, narrative – 16mm	2004
“Salvation Army PSA” - WCVB, WHDH Gaffer: 30 second spots, promotional – DV video	2003
“The Story of Guspatulla” - Emberwilde Productions Writer, Producer, Director, Cinematographer, Editor: 4 minutes, narrative – 16mm	2003
“Baby's Breath” - RCC/High Hat Productions Gaffer: 20 minutes, narrative – HD video	2003
“Hence, the Stars” - Flipside Features Key Grip: 92 minutes, narrative – HD video	2003
“The Good Life” - Frames Per Second Productions Gaffer: 15 minutes, narrative – Super 16mm	2003
“The Sandwich” - Emerson College film production Gaffer: 3 minutes, narrative – 16mm	2003
“The Unbelievable Truth” - Frames Per Second Productions Associate Producer: 10 minutes, narrative – Super 16mm	2003
“Existence Echoes?” - Emberwilde Productions Writer, Producer, Director, Cinematographer, Editor: 21 minutes, experimental – DV video	2002
“Dark Providence” - Ingenuity Engine Best Boy Grip: 12 minutes, narrative – Super 16mm	2002
“Ship of Fools” - Emberwilde Productions Producer, Director, Cinematographer, Editor: 16 minutes, animated narrative – DV video	2002
“The Silver Lining” - Frames Per Second Productions Grip/Electric: 9 minutes, narrative – Super 16mm	2002
“Sleeping with Me” - Emberwilde Productions Writer, Producer: 13 minutes, narrative – DV video	2002
“Stanley Kubrick: Pioneer in Film History” - Emberwilde Productions Writer, Producer, Cinematographer, Editor: 10 minutes, documentary – DV video	2001
“For Lack of a Better World” - Emberwilde Productions Writer, Producer, Director, Editor: 72 minutes, narrative – DV video	2001
“I am Male” - Emberwilde Productions Writer, Producer, Director, Cinematographer, Editor: 27 minutes, narrative – DV video	2000
“Tolka's Romp” - Emberwilde Productions Writer, Producer, Director, Cinematographer, Editor: 44 minutes, animated narrative – DV video	2000
“The Last Thursday Night” - Emberwilde Productions Writer, Producer, Director, Editor: 60 minutes, narrative – DV video	2000

ADDITIONAL SKILLS

- Strong familiarity with American Sign Language and German
- Extensive training in theatre - classical, method, and eastern acting theory
- American Heart Association Certified: Basic Life Support (CPR, AED), First Aid
- Experienced in wilderness survival, snorkel, SCUBA diving, ice, rock climbing
- Certified in Outdoor Filmmaking by Learn to Return Survival Training Systems (Anchorage, AK)
- Extensive experience with computer networking, diagnostics and hardware repair
- Technical proficiency with wide variety of multimedia software (Mac and Windows)
- Multimedia research training as teaching assistant and program marketing consultant
- Crowdfunding strategy – implementation and evaluation

PROFESSIONAL DEVELOPMENT

- Myers-Briggs Type Indicator teaching methodology
- Appreciative Advising training
- Work on Purpose: Echoing Green
- Beyond The Classroom: Changing Culture Through Environment
- The Politics of Higher Education: Insights for Effectively Working in a College/University
- History of the Faculty Model
- National Survey of Student Engagement Analysis

REFERENCES

Sid Balman—Executive Director, Reel Video (2007-2011)

202.368.4545 | sidbjr@me.com

Thomas Cox—Project Manager, NOAA Ocean Media Center (2006-2010)

202.468.2701 | thomas.cox@noaa.gov

Steven Nossal—Education Entrepreneur, Founder and Owner of Fairfax Collegiate

703.244.2417 | Steven_Nossal@fairfaxcollegiate.com

Gillian Rose—Founder, International Film Academy (2009-2010)

914.774.1323 | gillian.rose08@gmail.com

Mark Schoenecker—Director, Creative Relations at Adams State University

719.587.7696 | mwschoen@adams.edu

Philosophy of Teaching

by Danny Ledonne, Visiting Assistant Professor of Mass Communication

Adopted through a combination of research, reflection, and personal experience in the field, my teaching philosophy is informed by three core concepts of effective pedagogy: motivation through personalization, mastery through application, and retention through synthesis. These concepts guide my approach to creating coursework, teaching students, and evaluating their contributions to the course. I will expound upon the meaning of each and how I have arrived at this conclusion.

Motivation through Personalization

Like most human endeavors, students are unlikely to learn best by being presented with “carrots” and “sticks.” Of course, we all realize that the final grade can serve as both and that students tend to view pop-quizzes and extra reading as punitive while extra credit and assignment waivers come across as overt rewards, but this methodology can only take a student-centered teaching philosophy so far—particularly when adult students are concerned. So rather than attempting to obfuscate these rather obvious external consequences, I have aspired and strive for internal motivation—that is to say students view course materials as activities not as those they *have* to do but rather *get* to do! And the most effective method I have found for fostering internal motivation is through the personalization of learning.

By “personalization,” I mean to say that I seek out my students' interests—what truly drives them, makes them curious, or animates their imagination. Media production can present taxing creative and technical challenges which often compel the unmotivated student to give up or simply pass off mediocre work. For a student to truly commit to their craft, they must believe in their own work as holding deep personal value to them. Media production is a field in which this dynamic is ideal; I generally encourage students to choose their own project and articulate why they believe strongly in their work. More so than any academic criteria I could craft and impose upon them, I believe a student's own sense of purpose is the best guiding principle for their own work.

Mastery through Application

Studies confirm that the most effective means of learning is by doing and students themselves often identify “hands-on” assignments as the most personally fulfilling and illuminating. It goes without saying that media production coursework is an apt setting for the mastery of subject matter through the application of theory and practice. For students to truly master a concept, they must put it into action; from writing their own scripts to shooting and editing their own audio-visual footage, students discover their own principles through practice. It is for this reason that I require reflection papers, presentations, and regularly engage students in class discussion to highlight their own “stories from the trenches” as they creatively problem-solve and discover their own strengths.

Retention through Synthesis

Too often, education is construed as the retention and subsequent regurgitation of facts, figures, terms and time lines. While this has limited pedagogical value for foundational knowledge, I believe true student retention of information arises from the synthesis of information—that is to say making such information *their own* rather than “according to someone.” The human brain is a very discerning information storage device; we remember that which is useful to us and discard that which is not.

To that end, synthesis of technical and theoretical knowledge in media production requires recognizing what students need to know *now* rather than a broad overview of the subject matter. Students will not remember all the buttons on a professional camera or all the features in high-end editing software from a single tutorial—no matter how comprehensive or engaging. Rather, students will remember (and apply) the three things they need to know for their first video shoot, their first video edit, etc. In due time, the synthesis of these techniques will render them second-hand and the student can return with a desire to learn new techniques and apply new theories by claiming them *as their own*. Not surprisingly, students who truly synthesize information are not only more likely to retain it, but that educational institutions will retain *them* as eager and loyal learners.

EVALUATION OF ETC INSTRUCTORS / ADJUNCT FACULTY

by DEPARTMENT CHAIR

Danny Ledonne
Name

Jour 179/379/579, JOUR 195/395
Courses Taught

2012-2013
Evaluation Year

Instructors and adjunct faculty in the Department of English, Theatre, and Communication are evaluated on the basis of a portfolio consisting of the following:

- Student course evaluations
- Current syllabi for all courses taught
- Annual classroom observation or webshell audit by chair or designee (may be waived by chair)
- Two student papers, one graded "A" and one graded "C," with instructor comments (faculty teaching both lower- and upper-division courses submit a separate set of papers for each level)
- One-page narrative self-evaluation
- Optional: other materials of the instructor's choosing

Teaching Effectiveness

Summary of Other Evaluations

n/a Student evaluations

4.54 Department-wide comparison

Department Chair's Evaluation

n/a Classroom observation or webshell audit

E Appropriate use of technology

M Course organization, management

M Ensures academic integrity

M Stimulating, active learning environment

E Review and revise instructional strategies

M Academic quality, standards, rigor

E Availability to students

M Evaluation of student performance

M Respectful interactions with students

Comments: Danny has done an excellent job of building ASU's video program from scratch while working within a limited budget. Hopefully we can continue to grow the resource base for the program; this of course hinges largely on our ability to recruit students for video classes and the Mass Comm major. Toward the latter end I would like to see Danny explore some creative ways to use student-produced video for program recruitment and promotion.

Danny reflects thoughtfully on his teaching and adjusts his pedagogy in response to that reflection (e.g., in responding to the problems experienced by poorly organized students by requiring them to meet more frequent benchmarks on the way to completing lengthy projects). He has also adapted well to the campus culture and seems more patient in dealing with the institutional bureaucracy. The sample graded papers indicate that Danny's grading rigor is within department norms. Just as important is the creativity and production quality of student work I've viewed on the program's YouTube channel (at <http://www.youtube.com/user/ASCGrizzlyMedia>). Danny is an extremely valuable addition to our Mass Comm program and I look forward to great things in the future.

Overall Evaluation (circle one)

Exemplary

Meritorious

Satisfactory

Needs Improvement


Signature, Department Chair

7/1/13
Date

- * Exemplary – performance significantly exceeds the Department's expectations for adjunct faculty
- Meritorious – performance exceeds the Department's expectations for adjunct faculty
- Satisfactory – performance meets, but does not exceed, the Department's expectations for adjunct faculty
- Needs Improvement – performance is lower than the Department's expectations for adjunct faculty

EVALUATION OF ETC INSTRUCTORS / ADJUNCT FACULTY

by DEPARTMENT CHAIR

Danny Ledonne
Name

JOUR 179/195/285/379/395
Courses Taught

2013-2014
Evaluation Year

Instructors and adjunct faculty in the Department of English, Theatre, and Communication are evaluated on the basis of a portfolio consisting of the following:

- Student course evaluations
- Current syllabi for all courses taught
- Annual classroom observation or webshell audit by chair or designee (may be waived by chair)
- Two student papers, one graded "A" and one graded "C," with instructor comments (faculty teaching both lower- and upper-division courses submit a separate set of papers for each level)
- One-page narrative self-evaluation
- Optional: other materials of the instructor's choosing

Teaching Effectiveness

Summary of Other Evaluations

4.94/4.65 Student evaluations

4.61 Department-wide comparison

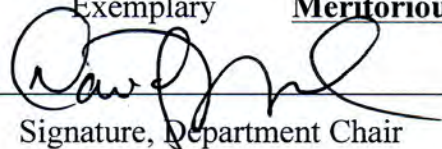
Department Chair's Evaluation

- | | |
|----------------------------------------------------|-----------------------------------------------------|
| <u>n/a</u> Classroom observation or webshell audit | <u>E</u> Appropriate use of technology |
| <u>M</u> Course organization, management | <u>M</u> Ensures academic integrity |
| <u>M</u> Stimulating, active learning environment | <u>E</u> Review and revise instructional strategies |
| <u>M</u> Academic quality, standards, rigor | <u>E</u> Availability to students |
| <u>M</u> Evaluation of student performance | <u>M</u> Respectful interactions with students |

Comments: Danny has continued to work hard building ASU's video program. His student evaluation averages were high, but based on limited sample sizes; with two exceptions, student comments were quite positive. Next year, I think it would help the program if Danny could work toward leveraging student video creations as de facto advertisements that will attract majors.

Overall Evaluation (circle one)

Exemplary Meritorious Satisfactory Needs Improvement

 _____ 8/14/14
Signature, Department Chair Date

- * Exemplary – performance significantly exceeds the Department's expectations for adjunct faculty
- Meritorious – performance exceeds the Department's expectations for adjunct faculty
- Satisfactory – performance meets, but does not exceed, the Department's expectations for adjunct faculty
- Needs Improvement – performance is lower than the Department's expectations for adjunct faculty

Classroom observation for: **Danny Ledonne**

Date: Monday, Oct. 13th, 2014

Observed by: **Leslie Alvarez**

Debrief meeting: Wednesday, Oct. 15th, 2014

Summary:

I observed an evening class, COMM 365, Digital filmmaking for approximately 1 hour. Danny began by reviewing his preliminary responses to assignments submitted via email earlier that day and then turned to an introduction to documentary film. Students discussed their preconceptions of documentary film followed by viewing a compilation of clips. After viewing the compilation, more discussion ensued followed by a second review of the compilation with instructor commentary. After this initial introduction, students took turns making a “pitch” for a proposed documentary. During their pitch, students answered both peer and instructor questions regarding their idea.

Strengths:

- Great inclusion of assignment due that day into initial classroom discussion (immediate general feedback)
- Great leading questions for student discussion
- Excellent rapport with class
- Nice combination of “lecture” and student involvement

Challenges:

- Classroom behavior management--Some apparent disengagement/use of cell phones during class
- Attaining participation from more students
- “wait time” following discussion questions was very brief

Debrief and Recommendations:

Upon meeting for our debrief, we discussed approaches to technology and classroom management. There is considerable variation among instructors’ tolerance and approaches to technology use in the classroom. We discussed some strategies to engage students more explicitly during student pitches and video viewing to help combat technology use during these less structured times. We also discussed a possible student of concern (Danny followed up with Gregg Elliot).

From my observation and our debrief, two main recommendations emerged:

- 1) Allow for more wait time with leading discussion questions.
- 2) Consider more explicit instructions/activities for less structured periods of class. For example, while students are watching the video compilation, ask students to write down reflections or responses to video clips that can be revisited during a subsequent discussion.



2 October 2014

Dear Visiting Assistant Professor Ledonne,

Thank you for inviting me to observe your teaching on September 15, 2015. I found it to be an engaging, entertaining, and informative class. In your interactions with students, you were knowledgeable, comfortable in front of them, and highly personable. Through your use of questions, you created a dialogue with students that kept them involved and advanced the evening's curriculum. I appreciated how you were able to politely "call out" a student when he was not being completely honest with you (the student who claimed he has attended the film festival).

When you teach, do you normally teach seated from behind the podium/computer table? There is nothing wrong with that choice. In fact, it allows for a conversational tone as you sit and talk with your students. However, the rectangular shape of the room creates a decent distance between you and students on the opposite of the room. While your students were mostly very attentive, there were a few moments where your physical distance from the students allowed for some side conversations. From a communications and pedagogical perspective, studies show that teachers who are active are viewed by students as more dynamic and learning actually increases. Of course, each teacher has his own style and you should do what works for you. But if you are finding yourself behind a podium for most of the class, consider ways in which you can change things up.

It was a pleasure to observe you teach. You know your material, you relate well to your students, and you are passionate about your subject. Well done!

All my best,

John Taylor

Professor of Theatre

Adams State University Theatre
Practicing the Art of Making a Difference

208 Edgemont Blvd – Alamosa, CO 81101 – Fax: (719) 587-7522
<http://theatre.adams.edu>



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL OCEAN SERVICE
Silver Spring, Maryland 20910

November 14, 2014

To Whom It May Concern:

I am delighted to express the very high regard I have for Danny Ledonne. Since 2008 we have worked closely together on a number of projects. Mr. Ledonne has always given me the impression he stands head and shoulders above the rest: through his unwavering integrity and professionalism, through his reliability and honesty in assessing and carrying out his projects, and through his evident pride in his work. I strongly recommend Danny Ledonne for the teaching position to which he is applying for at Adams State University.

I met Mr. Ledonne due to his fine work as videographer, director and producer through American University's Center for Environmental Filmmaking. As a contractor to the National Oceanic and Atmospheric Administration, Mr. Ledonne created fine video work. Mr. Ledonne worked tirelessly as an advocate promoting video as a great communications tool for NOAA. NOAA is a content-rich agency and Mr. Ledonne saw to it that interesting video content was captured for all to see via the web, YouTube and a number of social networks. His work garnered positive attention throughout the agency and provided NOAA national publicity.

Mr. Ledonne is an excellent team contributor who has the type of personality that meshes extremely well in an office and team setting. He works well with everyone, yet is able to be firm in his convictions with others. Having taught NOAA's "Oceans For Life" program, he is an excellent mentor and teacher.

Although Mr. Ledonne's educational, professional, and teaching background is impressive and should be considered strongly in any selection process, his significance as a person should not be overlooked. Mr. Ledonne possesses the business and teaching acumen and people skills that make him an outstanding employee and on a personal level, a remarkable person.

There is no doubt in my mind that Mr. Ledonne is his own best endorsement through his actions and his personality. However, if my endorsement can still add to that, I give it gladly, since I am convinced that Mr. Ledonne would be an exemplary professor at Adams State.

Sincerely,

Thomas A. Cox
Senior Specialist, Communications and Education Division
National Oceanic and Atmospheric Administration



Printed on Recycled Paper





December 9, 2014

Dear Search Committee Members,

I am writing to highly recommend Danny Ledonne to you as an applicant for the assistant professor in your department. I have known Danny since 2007 when he became a graduate student at American University in Washington, DC. Over the years I have come to know Danny no longer as a student but as a colleague. He came into the Film and Media Arts' MFA program with good experience in filmmaking and writing.

I had the opportunity to have Danny in several core and elective classes. These include Film and Video Production 2, Film Theory, Advanced Documentary Production, The Practice of Environmentalism: Galapagos (this is a six-credit experiential course that runs in the spring and has a field component for two weeks in the summer), and Classroom in the Wild: Extreme HD Alaska (a summer field course of 8 days). In each he was clearly a leader and a filmmaking force. Further, he had to write a variety of treatments, scripts, and academic papers. Across that great range (fiction, nonfiction, theory) he performed admirably, adapting his writing to the particular mission with acumen.

Over the course of the production courses, Danny grew in his filmmaking skills, especially when it came to single-crew production. As an independent filmmaker, he has become an excellent producer, writer, and director, sensitive to his subjects (whether human or other species) and their stories. He also is a creative cinematographer, always looking for new ways to help tell stories and engage his audiences. Sometimes he would use slow motion or time lapse to effectively cover a scene or portion thereof that was surprising but effective.

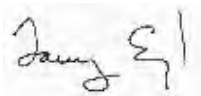
During the summer courses (Galapagos and Alaska), I came to rely on Danny as my main assistant (unofficially), as I could trust that he would be able to succeed in any tasks that I asked him to pursue, whether wrangling students, organizing a shoot, or getting a critical shot. Through all of these experiences, Danny has remained a considerate, listening person, who responds to peers with empathy when there are issues before them. But he also capably provides feedback to them; he's honest but not harsh, clear and creative in problem solving.

As an associate director of AU's Center for Environmental Filmmaking, I watched Danny nearly single-handedly adapt my Alaska course to a spring break course (another Classroom in the Wild selection) that takes students to the Chesapeake Bay for environmental and wildlife filmmaking. I was proud to see how he had learned from his experience as a student and was able to create a successful course as a teacher.

As you can see from his CV, Danny also is dedicated to teaching. His early experience reflects mine. When I first started making films in 1976, I also started teaching. For 28 years I taught full and part time at Columbia University in New York City, and have been at American know for about a decade. During that time I also ran a production company in New York and was involved with over 250 film projects for broadcast, cable, and other outlets. I am in the DGA, WGA, and won an Emmy for cinematography. I must admit that I don't generally write recommendations for students or applicants, as I feel that I must be completely committed to backing my reflections and claims.

With Danny I am not at all reticent to write a recommendation for him; I believe that he will not only grow into an outstanding teacher and filmmaker but that Adams State University will benefit from his presence and contributions for years to come.

Best,

A handwritten signature in black ink, appearing to read "Larry Engel". The signature is written in a cursive, somewhat stylized font.

Larry Engel
Associate Professor
American University
School of Communication
Washington, DC 20016

larry.engel@gmail.com
646-226-9244

Jake Hughes
English with emphasis in Mass Communication
Adams State University
Phone: 808-392-9480 Email: Hughesjk@grizzlies.adams.edu
620 8th st Alamosa, CO, 81101

November 3, 2014

To Whom it May Concern,

I am writing to you today in support of Visiting Assistant Professor Danny Ledonne's application for the Assistant Professor of Mass Communication position at Adams State University.

Over the duration of my time at Adams State University, I have taken several classes with Professor Ledonne, such as Short Film and Movie Trailer Production, Intro to Animation, Social Media, and Documentary Film Production. As a media student, the variety of classes that Professor Ledonne has offered has broadened my knowledge and experience of the field I am studying.

Professor Ledonne is a passionate and highly talented media architect. His passion for media production spills over into his teaching, and he brings excitement and experience to the classroom. Professor Ledonne is attentive and easily approachable. Classroom discussions are always fueled with exciting and relevant issues revolving around media and its' production.

Using examples of recognized media produces and his own works, Professor Ledonne excels in media production, in particular, cinematography and editing. Professor Ledonne's extensive knowledge of all aspects of media production makes him a reliable and valuable source for advising. Professor Ledonne has a number of contacts within the industry that have shared their experiences with personal documentaries and the power of social media, which has been very refreshing.

Overall, I believe that Professor Ledonne is an outstanding candidate for this position. His passion, experience and ability to teach media production are uncontested. In addition, Professor Ledonne is an inspiration to any aspiring media producers.

Cordially,

Jake Hughes
Associate Editor at The Paw Print
News Editor at GRZ-TV





Fairfax Collegiate

722 Grant St., Suite J

Herndon, VA 20170

(703) 481-3080 • www.FairfaxCollegiate.com

November 20, 2014

Dear Members of the Search Committee:

I am writing this letter in support of Mr. Danny Ledonne's application for the Assistant Professor of Mass Communications position at Adams State University.

Fairfax Collegiate is Northern Virginia's largest summer and afterschool enrichment program. In 2013, over 4000 elementary and middle school students took classes with us.

Mr. Ledonne first worked with Fairfax Collegiate as an Instructor in our 2008 Summer Program. He taught eight two-week half-day filmmaking classes for elementary and middle school students. Mr. Ledonne was a very effective instructor and combined deep subject matter expertise with a real passion for teaching.

In 2009 we hired Mr. Ledonne to help us improve our filmmaking curriculum. Mr. Ledonne redesigned our existing filmmaking course. He also designed new courses for us including specialized video production, acting, editing, and scriptwriting courses.

We also hired Mr. Ledonne to shoot and edit approximately 40 short videos about our program, which are posted on our website. Mr. Ledonne also helped organize and judge our annual student scriptwriting contest.

Mr. Ledonne has continued to assist us in these capacities to the present.

I have the highest regard for Mr. Ledonne's initiative, professionalism, subject matter knowledge, and teaching ability. Please do not hesitate to contact me to discuss the contents of this letter.

Sincerely,

Steven Nossal
Program Director and Owner
Fairfax Collegiate



November 10, 2014

Adams State University
Search Committee: Assistant Professor of Mass Communication
208 Edgemont Blvd.
Alamosa, CO 81101

Search Committee members:

It is with great confidence and respect that I write this letter of recommendation for Danny Ledonne: *confidence* in the knowledge that he will make continued contributions to the campus community in positive ways, and *respect* for the demonstrated quality of his work, along with his dedication to the betterment of the community at large.

I've worked closely with Danny in a professional capacity since 2011. In that time, we have produced dozens of videos together with the intent to both highlight and promote Adams State as it relates to academic excellence, faculty-student relationships, and positive outcomes from receiving an education here. He understands our mission, and has shown dedication towards furthering it in the academic programs he's been involved with developing. He has had a hand in the production of nearly all of these videos on the [Adams State Youtube channel](#).

Danny is a firm believer in keeping up with best practices in an ever-changing technological environment. Our students can be assured when they graduate from his program, that the skill set they've developed will adhere to current industry standards and that they'll be able to adapt and integrate newer tools as they become available. The Youtube channel [Grizzly Video Productions](#), a student-run entity under Danny's tutelage, has shown gradual and continued improvement over time, providing a concrete example of the influence Danny has exhibited with that program.

I recommend Danny for this position without hesitation. He has already demonstrated that he's an asset to the university. It's my opinion, having worked directly with him, it's in our best interest to try and keep him. Please don't hesitate to contact me by phone, at 719-587-7696, or by email at mwschoen@adams.edu if you have any further questions.

Sincerely,

Mark Schoenecker
Director, Creative Relations

CREATIVE RELATIONS

208 Edgemont Blvd., Suite 3010 • Alamosa, CO 81101 • Phone: (719) 587-7696
adams.edu/administration/comm/

March 27, 2015

To Whom It May Concern:

I am writing this letter in support of Danny Ledonne, a friend and colleague, filmmaker and teacher. I have known Danny for several years and in this time have come to know him as a very consciences practitioner and instructor; an active and positive member of the community.

I first met Danny in 2011, when we both became active with the Alamosa Film Festival committee, which later was re-named the Southern Colorado Film Festival. As one of only a few active filmmakers on the committee, Danny brought a wealth of real-world experience to our work. More importantly, Danny came with his positive spirit of generosity; with his time, energy, and expertise. Danny's generosity is unparalleled; he is always open to share his time and his self.

He soon became an adjunct and then visiting instructor at Adams State, teaching video production. Around this same time, he started Grizzly Video Production; a student video-service club. As an instructor and faculty sponsor for the club, Danny freely shared his expertise and experience with students who hungry for what he could show them. Techniques, aesthetics, style, and tips; Danny is able to teach these skills.

Most importantly, for as long as I have known him, Danny has had an easy rapport with students, which enables him to work very effectively in formal and informal instructional settings. Not one to stand and deliver lectures, Danny's instructional style is experiential and collaborative. He works well with students on their projects, willingly provides advice in a non-confrontational manner. Truly, Danny's instructional style is one that helps students envision what they can do and then figure out how to do it.

In short, Danny is a creative and collaborative instructor and a valuable colleague. His perspective is refreshing, his ideas presented in a spirit of community. He is a valuable asset to any community. I strongly recommend that you consider Danny as a top candidate. I am confident that you will find his style, manner, and knowledge to be refreshing and welcomed in your community.

Sincerely,

Mark Finney
Chair, Department of Mass Communications
Emory & Henry College
mfinney@ehc.edu
276-944-6889

To whom it may concern,


Through my work with community organizations such as Adams State University Community Partnerships and the Southern Colorado Film Commission, I've had the privilege to work with Danny Ledonne with regular frequency. I've found him to be a great asset to Adams State and a strong resource for the San Luis Valley community, and as such I strongly support his application to the Assistant Professor of Mass Communications position.

While I have not been party to the instruction in Danny's classroom, I have often seen him working tirelessly to create more opportunities for his students, both in furthering their knowledge of film and in expanding their creative capacity. Danny was instrumental in establishing the on-going Southern Colorado Film Festival, held annually at Adams State University, and always ensures that the festival has a block set aside for ASU Students to showcase their works. Many times, Danny has also connected his students with related projects I've been conducting through ASU Community Partnerships, giving them practical experience with a wide variety of subjects, helping them learn more about the film industry, build on their portfolios, and more.

Additionally, I have found Danny to be a powerful force in benefitting the San Luis Valley community. I have been involved with the Southern Colorado Film Commission, an economic development-based nonprofit organization, since it first formed in 2009. Danny got involved with that organization shortly after it had first started, and since then has been a vital resource in the film commission's activities, being very active in providing both guidance and hands-on assistance to the organization's efforts. In fact, Danny has been one of the most involved volunteers the Southern Colorado Film Commission has seen. I know that Danny has been benefitting other San Luis Valley community organizations as much as he has assisted us, and the SLV is a better place because of his involvement.

I feel strongly that Danny Ledonne is an asset to Adams State University. He has already benefitted the institution greatly through establishing and building the video production program, among many other activities, and is well-poised to continue doing so if retained.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Karl Jolliff', with a stylized flourish at the end.

Karl Jolliff



BOYS & GIRLS CLUBS
OF THE SAN LUIS VALLEY

March 11, 2015

RE: Danny Ledonne, MFA Current Visiting Assistant Professor

Dear Adams State University Search Committee:

I am writing with much dismay that Mr. Danny Ledonne, MFA, is once again being passed over for the position of a full-time, tenure-track Mass Communications professor. Although I have not worked with him at Adams State University, he has been a stellar volunteer at the Boys & Girls Clubs of the San Luis Valley. He has volunteered with the club members and done many incredible films to promote our organization. He has helped us fund raise and market our club. Mr. Ledonne is an excellent communicator, teacher and mentor to our club youth and children and our staff. His dedication to the San Luis Valley community is exemplary.

I would ask you to please reconsider him for the position of Mass Communications Professor. Our organization would be at a loss for future film work; as would the rest of our large non-profit community.

We lose so many of our talented and educated youth from this valley. The fact that Mr. Ledonne returned to the valley he loved, with the purpose of giving back to this community, is inspiring to me.

Sincerely,

Lynn C. Cotton
Executive Director

/lcc

Boys & Girls Clubs
of the San Luis Valley, Inc.
P.O. Box 1032
Alamosa, CO 81101
Tel 719-589-5252
Fax 719-589-0940
www.bgcslv.org

Boys & Girls Club
Alamosa Unit
1115 10th St
Alamosa, Co 81101
Tel 719-589-5252

Officers
Judy McNeilsmith
Chief Volunteer Officer

Rosalie Martinez
Past Chief Volunteer Officer

Secretary

Ronald Chapman
Treasurer

Robert Oringdolph
V.P. Resource Development

Board of Directors
Mike Hudson
Jason Kelly
David Mize
Anne Robinson
Bob VanIwaarden

Executive Director
Lynn Cotton

Dear Dr. Bonnstetter:

This is a letter of recommendation for Mr. Danny Ledonne. I have worked in the not for profit sector and in the for profit sector in Alamosa for 28 years. Over these years, Danny has been an amazing asset as both a teacher to my own kids through various gifted and talented programs and at Adams State in filmmaking, as well as to youth at the Boys & Girls Clubs of which I was the Executive Director for five of the 10 years that I worked in the Boys & Girls Clubs movement. Danny was an amazing mentor to the youth at the Club. He took an interest in their education and their success. Additionally, as a non profit ED and as an owner of a non profit consulting company I have seen him donate countless hours to our community to help the BG Club, La Puente, Adams and Tu Casa. I doubt that you could find a better representative in the media arts than in Danny. He works hard, he cares about the community of Alamosa and provides so much to this town!

Both my children have worked with him on films. My daughter, Sarah, got into NYU in film and graduated and much of her success is due to the mentoring of Mr. Ledonne. My son, Noah, who currently is at Wesleyan took courses during his senior year at Alamosa High and he is studying film at Wesleyan University in Connecticut. Noah received an award for his film in the Southern Colorado Film Festival that he made in Danny's Class. I believe Danny has had a similar impact on many other youth- and students at ASU.

Danny is an individual. He is truly out of the ordinary and committed to making a life in our community. He has excellent credentials, and I believe he represents Adams State in so many positive ways. He does not know that I have sent this to you. I just wanted to say something about him. I bet we could get 100's of people to write this kind of letter regarding his importance to the fabric of our lives. If the position becomes available again, I beg you to reconsider him for the tenure track position! I personally cannot bear loosing him to New York or Los Angeles. He has made our lives in the Valley so much better! He has been a true asset to so many ventures, non profits, and community endeavors...he is smart, he is capable and he is important to this community.

Sincerely,

Julie Mordecai

Julie Mordecai

The Complete Non Profit Solutions for Social Entrepreneurs

Hi Dr. Bonnstetter,

A colleague of mine let me know that Danny Ledonne is up for a position with the University and I wanted to express my support. Danny has graciously donated his skills and time to make films for our nonprofit for several years, a donation valuing over \$1,200 each year. We use these videos to help spread the word about the victimizations Tu Casa serves and garner community support. We hope you will consider him.

Thank you!

Ashley Riley Lopes

Ashley Riley Lopes
Executive Director
Tu Casa, Inc.
719.589.2465
www.slv Tucasa.net

March 6, 2015

LETTER OF SUPPORT ON BEHALF OF DANNY LEDONNE, MFA

An Open Letter to Adams State University:

The undersigned faculty, staff, student, and community members write this letter in strong support of Danny Ledonne, MFA, a Mass Communications educator at Adams State University who has positively contributed to our education and experiences, and who is a highly valued asset to our campus and community. His application for full time faculty status is deserving of serious consideration, including an on-campus interview. Otherwise, we risk losing yet another insufficiently appreciated talent.

Our concern lies with Danny, but our concern also extends far beyond his individual situation. Danny's recent experience at ASU is not isolated, has been observed by others, and has had a negative impact on the morale of employees - and therefore by extension has had a negative impact on our campus culture.

We would like to stress at the outset that we hold the highest regard and respect for the faculty search process. It is an independent and understandably confidential process, and we do not seek to circumvent it. Rather, we feel compelled to call attention to the crucial balancing act that Adams State must maintain. As a small rural college, recruiting external talent ensures that our remote student population gains access and exposure to a broad and fresh range of knowledge perspectives, while at the same time **valuing, supporting, and retaining those most connected and dedicated to our community to ensure the long term success of Adams State.**

Danny represents both essential ingredients in a single package: he is an SLV native who left to pursue his education and exercise his craft, then returned to share his expertise with the community he so values. By not valuing and recognizing the contributions he has made to Adams State, many on campus now question the degree to which the balancing act is being maintained. Some conclude that Adams State values its own less. We have an established track record of losing talent; in some cases, it is clear, the university must look to itself when searching for a reason. And we cannot retain students if we cannot retain our own talent.

We all acknowledge that ASU does not recruit and retain talent on the basis of competitive salaries. Those who devote themselves to growing the university and improving the community in positive ways stay and do so for deeper reasons. If those employees see that sustained effort, substantial achievement, and unwavering dedication to our students such as that which Danny has exhibited is not recognized and considering for permanent faculty status, it negatively impacts their own individual motivation to go above and beyond the minimum requirements of their positions.

We do not need to review Danny's background and accomplishments herein; they are well known and in ample evidence in his two recent Mass Communication position applications. It suffices to say that Danny has accrued a noteworthy national and international record of creative scholarship, an extensive reputation for campus and community service, and a broad recognition among his students for excellence in teaching and dedication to their success.

In 2011, after obtaining an MFA in Film & Electronic Media at the American University in Washington, DC, and after building a considerable and widely-acclaimed portfolio, Danny returned to his home community at the specific request of Adams State to create a new video production program. **Danny has, in just a few short years, developed a full suite of courses – from syllabi to implementation – that comprise a robust new program for Adams State, advising the growing student Grizzly Video organization, as well as worked to create a thriving annual film festival on campus.** Along the way, he has developed a reputation among our students for his commitment to motivated learning both inside and outside the classroom.

Despite his initial, tenuous adjunct status, Danny fully embraced the role and responsibilities normally expected of a tenure-track faculty member. He did so because he cares deeply about our campus and community. He also did so with the universally-held expectation of all employees that hard work and merit would yield recognition, that his dedication to our students and his contributions to the future of Adams State would someday be recognized with opportunity for a permanent position suitable to his credentials.

We were extraordinarily disappointed then, when the two recent, back-to-back searches for a full-time, tenure-track Mass Communications professor did not consider Danny's candidacy as fully as it could have. The first search committee determined that Danny's qualifications did not merit an in-person interview; the second search committee did not even elect to bring him in for an initial phone interview.

Despite these committee assessments that he is not a viable candidate, and in need of an instructor for Fall 2014 course sections, the ETC Department had the temerity to offer Danny a resumption of his adjunct position after the first search failed. Danny rightly refused this offer and only then was offered the temporary visiting professor appointment he currently holds. **If he is qualified to build a program from scratch, qualified to teach on an adjunct basis, and qualified to teach on a visiting professor basis, surely his application merits further consideration.**

This is not the only letter of support written on Danny's behalf. Included herein are copies of letters previously written by The Complete Non-Profit, the Boys & Girls Clubs of the San Luis Valley, ASU Community Partnerships and Tu Casa Inc. all urging ASU to hire and retain Danny due to the value he has brought to their organizations, to the broader SLV community, and even to their own children who have taken and enjoyed Danny's courses. To these prior voices of support we the undersigned now add our own.

We the undersigned urge that Danny Ledonne's current application for the Assistant Professor of Mass Communication at Adams State be strongly considered for the position. He is an invaluable asset to Adams State and the San Luis Valley.

Investing in your employees brings strength to an organization; putting your people first is the key to creating long-term value.

Sincerely,

The following faculty, staff, student, and community members:

Name	Position	Signature
<u>Phil Ray Jack</u>	<u>Adjunct Instructor</u>	<u>Phil Ray Jack</u>
<u>KAREN LEMKE</u>	<u>Director, College Readiness</u>	<u>Karen Lemke</u>
<u>Grace E. Young</u>	<u>Professor of Sociology</u>	<u>Grace E. Young</u>
<u>Carol Smith</u>	<u>Library Director</u>	<u>Carol Smith</u>
<u>Mark Schoenacker</u>	<u>Director - Creative Relations</u>	<u>Mark Schoenacker</u>
<u>Anaon Minter</u>		
<u>Joseph Armetta</u>	<u>Adjunct Inst.</u>	<u>Joseph Armetta</u>
<u>Nick Saenz</u>	<u>Asst. Professor of History</u>	<u>Nick Saenz</u>
<u>Geoff Johnson</u>	<u>Learning & Engag. Lib.</u>	<u>Geoff Johnson</u>
<u>Claire & Smoky Barker</u>	<u>Community</u>	<u>H. Claire & Smoky Barker</u>

Name	Position	Signature
Jan Oen	Citizen	Jan Oen
Maurry Grimm	citizen	Maurry Grimm
Joel Kaufman	citizen	Joel Kaufman
Renee Mackey	citizen	Renee Mackey
Melissa Fritschka	citizen	Melissa Fritschka
Claudia Ebel	citizen	Claudia Ebel
Paul Gorman	Citizen	Paul Gorman
Stephanie Blas	Citizen	Stephanie Blas
Kyle Maun	Director Local Foods Coalition	Kyle Maun
Julie Mordecai	Rio Grande HLP director	Julie Mordecai
Frances Will	Citizen	Frances Will
Loretta Mitson	Citizen	Loretta Mitson
ALEGRIA Mitson-SALAZAR	Teacher-Citizen	Alegria Mitson-Salazar
Judy Crisco	Citizen	Judy Crisco
Jeff Quisley	Community Member	Jeff Quisley
Kristine Johnson	Admin.	Kristine Johnson
Jeremy Yeats	Assistant Professor	Jeremy Yeats
Neggen Smith	Assit. to V.P. of Finance	Neggen Smith
Pat Bryson	IR Data Analyst	Pat Bryson
Alexandra Pipitone	Former ASU staff Community member	Alexandra Pipitone
Ben Whiddell	Asst. Prof. of Sociology	Ben Whiddell

[illegible]



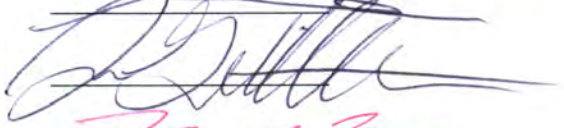
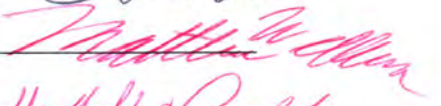
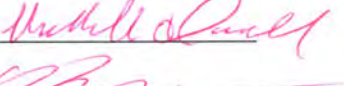
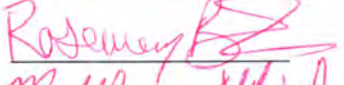

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Investing in your employees brings strength to an organization; putting your people first is the key to creating long-term value.

Sincerely,

The following faculty, staff, student, and community members:

<u>Name</u>	<u>Position</u>	<u>Signature</u>
<u>PAM SOAPES</u>	<u>BUSINESS OWNER</u>	<u></u>
<u>Don Soapes</u>	<u>" " "</u>	<u></u>
<u>Jordan Steigerwall</u>	<u>Business owner</u>	<u></u>
<u>Josh Gilbertson</u>	<u>Student</u>	<u></u>
<u>Matthew Wellmann</u>	<u>community member</u>	<u></u>
<u>Michelle Durazo</u>	<u>community member</u>	<u></u>
<u>Kenny Bertin</u>	<u>Computer tech</u>	<u></u>
<u>Rosemary Bertin</u>	<u>Business Owner</u>	<u></u>
<u>Matthew Wesley</u>	<u>ASU Alumni</u>	<u></u>
<u>Isabel Schneider</u>	<u>ASU Student</u>	<u></u>

Name	Position	Signature
Shawn Cadey	Potential Student	Shawn Cadey
Lisa Lucero	ASU Alumni	Lisa Lucero
Skyla Choice	Student	Skyla Choice
Anna Kinney	Student	Anna Kinney
Mariann Lumsden Warrant M Lumsden	student	Mariann Lumsden
Brincher Stokely	Student	Brincher Stokely
Manier Manier	Student	Manier
Korry Goldstein	Community member	K. Goldstein
Trish Cunningham	Community member	Trish Cunningham
Alan Jackson	GM Grizzlies	Alan Jackson
Ashley Setzer	Student	Ashley Setzer
Debra Reeves		
Babette Reeves	Hospice of Valle (MA, NSW candidate)	Babette Reeves
Leslie Elliott	comm. member	Leslie Elliott
Luke Jones	community member	Luke Jones
Natalie Iwamoto	Student	Natalie Iwamoto
Jocelyn Quarks	Student	Jocelyn Quarks
Robert Gonzalez	Student	Robert Gonzalez