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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.

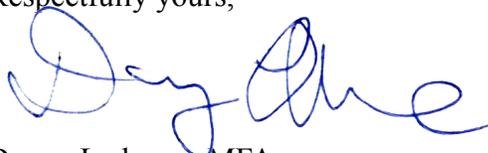
Twice now, in 2013 and 2014, I have applied for a full time faculty position in Mass Communication. I have never been a finalist, never been interviewed in person for the position, nor been invited to teach a guest lecture in consideration for full time faculty employment. No written or verbal explanation 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,



Danny Ledonne, MFA