

Director

HR Department

29 August, 2018

Dear HR Coordinator,

I am writing this letter of recommendation in support of William Siebold.

I have worked with and for Bill since 2008 at the Art Institute of Portland (Oregon).

Over the years, he has held several director positions ranging from Liberal arts, Math and Sciences, and Web Design and Video Game Programing. And on a number of occasions more than one of those areas simultaneously. He has shown unbounded energy and enthusiasm for the jobs.

As a senior member of the Academic Affairs department he has led many initiatives and implementations –

- Assuring our accreditation timelines and documentation met the seven-year cycles. This included coordinating the very successful Institutional Effectiveness program and managing the material results of program for presentation to the accreditation authorities.
- Overseeing the implementation of two Learning Management Systems (e-Companion and Bright Space) as well as a massive revision to a computer assisted mathematics learning system to the faculty, staff and students. All of these implementations had to be executed on very strict timelines to meet the academic term cycles. Not an easy task considering the wide spectrum of technology literacy amongst the different parties.
- Managing essential tutoring programs and other vital services targeting student success and retention. This was extremely important at an institution that has a large number of first-generation students.
- Promoting faculty development and curriculum development based on a variety of pedagogical approaches. It is apparent to me that Bill has done a great deal of research on this topic.

Bill is also a paragon with respect to inclusiveness and diversity awareness. Our school has a very diverse student body as well as its staff. Whether in a large staff/faculty meeting or in a teaching class room, Bill has demonstrated an admirable ability to integrate a wide spectrum of viewpoints and opinions from the participants.

On another level of interaction – that of an academic peer in the Math and Sciences – I have benefited enormously. We often met to discuss content and approaches to math and science classes we both taught here at the school and I always left the conversation with some ideas or insights that would be helpful in the classes. It was a pleasure to be discussing different modalities in teaching approaches with someone who *knew* the material content as well the pedagogy.

His drive for continuous improvement in the classroom extended to the other disciplines under his directorship. I am always impressed that he seems to be thinking about improving classes and discussing it with the faculty in a way that does not seem as though the ideas or suggestions were a fiat from high.

In addition to these academic and managerial traits and talents mentioned above, I have seen Bill work with students and faculty on a personal level during times of stress and uncertainty and he has displayed a sincere concern for a satisfactory and fair outcome to issues and circumstances.

In conclusion, I think Bill Siebold is an excellent candidate for directing programs related to development and/or management of academic activities. He has years of experience competently executing many of the activities or responsibilities required for wide range of academic positions.

I would be very glad to answer any follow-up questions you or the recruiting committee may need.

Dr. Cris Morgante

Contact Information

416 NW 13th Avenue, Unit 508

Portland Oregon 97209

503-515-9292

Cris.morgante@gmail.com