



UNC
COLLEGE OF
ARTS & SCIENCES

THE UNIVERSITY
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at CHAPEL HILL

DEPARTMENT OF MUSIC

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To Whom It May Concern:

I am pleased to write this brief recommendation for Romanieo Golphin who has blessed the Department of Music at the University of North Carolina at Chapel Hill for a period of about 10 months.

When Paul Cole, our buildings and operations manager retired after more than twenty years of service, our Chair Louise Toppin temporarily hired Romanieo Golphin to fill the shoes left vacant by Mr. Cole's retirement.

The unfortunate part of this situation is that the faculty hold Mr. Golphin in high regard. We would prefer that he remain in our department. Unfortunately, the position description and pay grade for Mr. Cole really does not address all the skills that Mr. Golphin is able to bring to a department or unit on campus (or in the professional sector).

Mr. Golphin is a media specialist and designer. He certainly addresses the variety of problems (small or big) in our department very well, but his approach is to thoughtfully consider solutions that reduce the need for repeat offenders to require staff help. Biblically, he teaches people who don't know how to fish, "how to fish." He has devised presentations that have been shared with the Chancellor and other campus dignitaries that have left viewers with a favorable eye for what we do. He has created complex room, facility, teaching schedule documents, and online request forms that eliminated many hours of one on one meetings with the former staff member.

As we approach a \$15,000,000 renovation of both performance, teaching, and office spaces in Hill Hall, Romanieo has been an indispensable thinker able to interface effectively with architects and campus IT officials. He has carefully explained to faculty various choice options with an eye always to what systems will be efficient and operable with the limited technical resources of a department on campus. He is neither conservative or flamboyant, but he considers all that is in IT and then directs the faculty to consider choices A, B, C.

In short, Romanieo Golphin ushered our unit into the 21st century in a most seamless and non-threatening manner. His diplomacy and speaking demeanor would be welcomed in any classroom in higher education. He is a very intelligent person, a measured speaker, a good listener, and one that begins to make the people around him "better," through his subtle "teaching" manners.

I like Romanieo Golphin as a friend and colleague. As a staff member he is hired to help make things work for the department, faculty, and students. But he has shown an intellectual curiosity than I find rare. Our conversations, albeit brief, are moments I personally enjoy.

Romanieo will soon need to leave our unit as we have not been granted the position upgrades to elevate his salary to that commensurate with his skills, training, and experience.

I am very hopeful that Romanieo will find meaningful employment on the UNC campus. I have grown fond of he and his family and wish them every success. I offer Romanieo my highest rating and encourage any prospective employer who may need access to his intellect and skill sets to take every opportunity to meet and interview this talented and gifted man.

Sincerely,

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