



Brock University  
1812 Sir Isaac Brock Way  
St. Catharines, ON  
L2S 3A1 Canada  
+1 905-688-5550

May 22, 2019

To whom it may concern:

It is my pleasure to endorse and provide a reference for Ryan Amalfitano, one of my graduates from the Interactive Arts and Sciences program at Brock University. As an instructor and the resident Project Coordinator at the Centre for Digital Humanities, it has been a privilege and joy to have had Ryan as one of my students.

As the Lead Technical role in our 14-person honours level capstone course, a robust simulation of an interactive media development studio, Ryan embodies the skills and characteristics I look for in our graduates.

Initially, Ryan did not seek out a leadership role in his team. He rose to the occasion out of a desire to resolve a challenge with the existing team lead, who was struggling. Ryan had already shown considerable talent and discipline with the core programming and development practices critical to managing complex development. These include, but are not limited to, C#, formal version control, team management, and documentation practices.

However, it was his personal compass, that is grounded in a place of compassion and conscientiousness, that truly represents his unique value above his excellent technical acumen. Ryan carefully navigated the human factors of a leadership change, treating the process with respect and thoughtfulness, thereby successfully transitioning his predecessor who continued to be an asset in their new role. In my years as a senior developer and educator, I have rarely seen this done with such success and Ryan deserves considerable credit for his leadership and accomplishment.

Ryan shows great dedication to his projects, where he works proactively and thoughtfully to minimize overtime and overrun cases whenever possible, while also maintaining an uncompromising work ethic, as his extra hours in the development lab illustrate. In an era of crunch scandals, Ryan's wherewithal of recognizing what critical paths need additional effort, while still seeking to protect the time and talents of his peers with good planning, is a prized professional skill.

In that vein, Ryan is consistently a team-player, receptive to new ideas, options and criticisms. He defies the stereotype of the obstructionist technologist, as he is consistently open-minded, supportive and willing to engage problems, whether human or technological. His genuine sense of humour and approachable personality make him a valued colleague to his peers, who reviewed him highly and praised his cooperative attitude. Upon graduating, he continues to demonstrate his commitment to others, returning as an adviser next year, to share his professional and personal wisdom for the next wave of young student developers.

I cannot state strongly enough that Ryan is the young professional every team should have in their crew. As my future colleague, I have no doubts that I will be able to learn from him where I once, gratefully, had the pleasure of teaching him at the beginning of that promising career.

Sincerely,

**Justin Howe**

Project Coordinator

Brock University | Centre for Digital Humanities | TH 269F

Niagara Region | 1812 Sir Isaac Brock Way | St. Catharines, ON L2S 3A1

[brocku.ca](http://brocku.ca) | T 905 688 5550 x 4622 | E [jhowe@brocku.ca](mailto:jhowe@brocku.ca)