

Paul R. Dam

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Professional Summary

Award-Winning Director and Production Manager with 28+ years of dedicated leadership in public media, academic experiential instruction, and major broadcast environments. Qualified to serve as **Unit Head**, demonstrating proven ability in **planning, budgeting, client proposals, contracts, and personnel supervision** for all live event operations. Highly regarded as a **Specialized Instructor** experienced in teaching core FSU curriculum, including **Multi-Camera Studio Production** and **Video Workshop** courses, while mentoring students. Possesses advanced technical mastery of professional broadcast systems, including **Ross, Grass Valley** switchers, signal routing, and **in-venue entertainment** delivery.

Core Competencies & Technical Expertise

Category	Skills and Systems
Unit Leadership & Administration	Unit Head Operations, Fiscal Planning & Budgeting , Client Proposals & Contracts , Personnel Supervision (up to 12 staff/48 interns), Policy/Systems Development, Procurement (ITN/ITB), Annual Evaluation Coordination. Form and Spreadsheet authoring (Adobe Acrobat Pro , DocuSign templates, MS Excel .)
Production & Engineering	Professional Switcher Operation (Ross Acuity/Carbonite , Grass Valley Kayenne), Technical Directing (19+ yrs), Complex Signal Routing , Intercom Systems (RTS), Audio/Video Engineering, Fiber Optic/Master Control Migrations.
Graphics & In-Venue	Graphic Creation & Programming and Data-Linking (Ross Xpression , Chyron-Hego Mosaic , Adobe Photoshop/Illustrator), 3D Animation (Lightwave 3D), Venue Entertainment Programming (Video Boards , LED Ribbon Boards).
Instruction & Mentorship	Multi-Camera Studio Production , Video Workshop Curriculum, Live Remote Event Production, Experiential Learning, Leadership and Professional Communication.
Editing, Broadcast, & Streaming	Nonlinear Editing (Adobe Premiere Pro), Audio Mastering, Broadcast Specification & Closed Captioning Compliance , Live Streaming (OBS Studio , Kaltura , Live-U , Teradek), Digital Asset Management (DAM) and File Archival Processes , IP/IT Configuration for Cameras and Streaming Encoders/Laptops.

Professional Experience

WFSU Public Media, Tallahassee, FL

Production Manager, Local Production (2014 – Present) | *Promoted 5 times since 1998*

- **Administrative & Fiscal Leadership:** Functions in a **Unit Head** capacity, responsible for comprehensive **planning and budgeting** and **personnel and production supervision** for a team of up to 12. Managed projects generating **\$310K in annual income** and secured **\$83K in student technology grants**.
- **Client & Vendor Collaboration:** Coordinated with **University leadership** (Office of the President, FSU Board of Trustees) and external clients (e.g., Office of the Governor Hurricane Briefings) to execute major live events and negotiate essential **contracts and licensing**.
- **Personnel & Facility Management:** Oversaw the **management and maintenance of facilities and equipment**, including a **\$650K lighting renovation** and multiple Master Control and Fiber infrastructure migrations.
- **Technical Implementation:** Chaired and participated in **5 ITN committees** for procurement, negotiation, and systems integration, contributing to the development of technical schematics and long-term resource planning.
- *Prior Roles:* Promoted through five technical roles including Technical Director (9 yrs), Production Supervisor, Master Control Operator, and 3D Animator/Editor.

Paul Dam Productions / Freelance Broadcast, Tallahassee, FL

Owner / Director / Technical Director (1994 – Present)

- **Directed and Technical Directed** 19+ years of outside broadcast truck productions for high-profile clients including **ESPN, ABC, FOX, CBS, Bally/FanDuel Sports, and NASCAR**, ensuring flawless delivery for broadcast and streaming platforms.
- **In-Venue Entertainment: Directed FSU sports** for both broadcast and **in-venue video boards** (including Football, Basketball, Baseball, etc.), demonstrating expertise in programming content for **non-traditional displays**.
- **Video Engineering:** Served as **Video Engineer / Video Shader (V2)** for **ESPN/ABC College Football** broadcasts (2010-2012), responsible for professional video quality and signal compliance.
- Managed all business operations, including **client proposals and contracts**, budgeting, and technical consulting specializing in **signal routing**, distribution, 3D animation, and crew coordination.

Early and mid-career experience highlights include extensive freelance work in high-stakes broadcast and reality television environments. These roles reinforced expertise in live technical directing, video editing (including **Avid**), content packaging, and professional broadcast workflows.

- **Director & Technical Director** for **live, national evening news** and sports programs (MBC Network).
- **Producer/Co-Producer** for the pilot episode of the Fox Sports reality show "*Two-a-Days: Making the Team*" (precursor to HBO's "*Hard Knocks*").
- **Associate Producer** for XFL game broadcast packages
- **Nonlinear Editor/Production Assistant** for national sports broadcasts **ABC Sports/ESPN** events, including *Monday Night Football*, College Football, Indy 500 races, and PGA Golf.

Instructional & Academic Experience

Florida State University, College of Communication

Teaching Assistant, Specialized Instructor (Aug 1998 – May 2003)

- Served as a **Specialized Instructor** for **5 Advanced curriculum courses** that directly align with this position:
 - **RTV3227 Multi-Camera Studio Production** (Spring 2001)
 - **RTV3225 Video Workshop** (Fall 2000 and Spring 2001)
 - **RTV3531 Single-Camera Video Production** (Fall 2000)
 - **RTV 3602 TV Interviewing & Hosting** (Spring 2003)
 - **RTV 3610 Computer Graphics & Animation** (Fall 2000)
- Instructed students in **hands-on studio operations, technical directing, computer graphics (3D Animation)**, and field production techniques.

Experiential Learning & Leadership

Mentor/Trainer, WFSU Public Media (2015 – 2025)

- **Mentorship:** Developed and trained **49 interns, externs, and volunteers** (2015-2025) at WFSU, guiding students to become **award-winning producers** and industry professionals.
- **Leadership Certifications:** Completed FSU's **Frontline Leadership Program** (2017), Leadership 101 (PBS/NETA, 2021), and the Wood Badge Advanced Leadership Program (2024).

Education & Professional Recognition

Education

Bachelor of Science, Interdisciplinary Social Sciences — Florida State University (1998–2003)

- Emphasis in Sociology, History, and Anthropology

Awards and Accomplishments

- **Edward R. Murrow Awards: 5 x 1st Place** (RTDNA), including Excellence in Diversity, Equity and Inclusion, Excellence in Innovation, and Multimedia Radio (associated with major projects like "*Not so Black and White*" and "*Hurricane Michael*" coverage).
- **Public Media Awards (NETA/CPB): 4 x 1st Place**, including Community Engagement (Local and National Projects), Kids and Family Production, and Program Production for national distribution ("*Peanuts Gallery*").
- **Florida News Awards (FABJ): 2 x 1st Place** for Web/Digital Content ("*Hurricane Michael*" coverage) and Series.
- **Early Career Distinction:** 1st Place Regional Broadcasting Competition (VICA) and 1st Place On-the-Spot Broadcast Competition (FSPA).