



College of Arts & Media

UNIVERSITY OF COLORADO DENVER

January 20, 2020

Dear Colleagues,

Welcome back to the 2020 Spring Semester at CAM!

- 1) The All-CAM Faculty and Staff Meeting is this Friday from 10:00am-Noon in the Community Theatre in the Tivoli. Three CU Denver leaders will be on hand to take questions about the fiscal state of CU Denver, and the budget cuts that have been assigned to all units for the present year and fiscal year 2020-21.
- 2) The [Dean's Student Advisory Council](#) will be at our meeting to be introduced, and to hear what the Provost, CFO and lead fiscal analyst have to say.
- 3) [George Hess](#) from [Sunway University](#) in [Kuala Lumpur](#), Malaysia, will be here this week on a faculty exchange. MEIS Chair Richard Strasser has designated Scott Burgess to travel to KL, sometime this spring/summer, as the reciprocal representative of CAM for this exchange. CU Denver has just signed an MOU with Sunway, and our students and faculty and their students and faculty will have opportunities for research creative work and global education. The Dean of the [School of the Arts](#) at Sunway, [Donald Bowyer](#), was here at CU Denver in November.
- 4) Although there are major budget cuts coming up, CAM is still going ahead with faculty searches in 3D and Digital Animation, Film and Television, and Recording Arts. That being said, one way that we intend to address the upcoming budget cuts is to put a pause on (and/or slow) staff replacements and other faculty lines that may come open. If we slow/pause replacements, it will lessen the need to make abrupt adjustments.

As your Dean I want to assure that we address the fiscal challenges forthrightly. Karen Ludington and I are in on all of the conversations with the Deans and the Senior Business Administrators (SBAs). So, we are aware of the challenges and how we can and need to respond. This is one of the things that a Dean needs to do—make informed decisions and assure that there aren't "competitions" between units for resources.

We must continue to recruit with intention, and keep working towards retaining our talented, creative and committed student body.

Another thing about finances, is to recognize the differences between one-time funds (in our case—operating funds), and the reoccurring funds for faculty and staff positions. Please don't try and equate the two types of funds. We will continue to support faculty research and creative work and staff development. We will continue to look to assure our students have access to internships, research and creative work, and global education. Those are areas that we need to continue strengthening.

Another area that will help advance CAM is external funding support (of all kinds). Every faculty member should be making external proposals. We continue a reliance on CAM funds and ORS funds—both of which are finite. Make an appointment to see Laurie Baefsky to learn how external funds may be brought to CAM.

And finally, on this anniversary of Dr. Martin Luther King's birth, let's all remember his many contributions—but more importantly, the actions that he took—and that each of us can take to assure diversity, inclusion, equity and increased opportunities for all peoples in Denver, Colorado, the United States and the world.

Onward!

Laurence Kaptain, DMA & FRSA

Dean