



# College of Arts & Media

UNIVERSITY OF COLORADO DENVER

February 4, 2021

Message to all CAM Faculty and Staff

Dear Colleagues,

Good news doesn't wait for a certain date or time—and the Chancellor's Message today about lifting furloughs beginning March 1, 2021 is both unexpected good news--and a sign of the exceptional skills (political, fiscal, scholarly) of CU Denver's leadership. The furloughs were not popular—and certainly not welcome. In a fairness sense—everyone was impacted. Thank you, faculty and staff for working harder—during this very challenging time.

Now, here are some items that need our immediate and unequivocal attention:

- 1) I have told the chairs that we need to look at faculty positions and assure that we are just not “covering” classes—but that our next hires and current faculty hit these markers:

**Student needs • EDI • Advancing Research and Creative Work • Proof of ability to prepare students for the Next Normal**

- 2) We also need to keep the Chancellor's Priorities in our planning and actions (such as hiring). Based on her State of the Campus address in November, these points were made, that we all need to support:

**Entrepreneurial and Design-Thinking • Online and Hybrid Pedagogies • Equity, Diversity, and Inclusivity Initiatives • Transdisciplinary Research and Creative Projects • Globalization and Placemaking**

- 3) We all need to step up and find ways to attract large grants and philanthropy. It seems that of the seven colleges and schools CAM has the least amount of position support (faculty and staff) that are funded by grants. What a great opportunity to grow our intellectual, scholarly, and creative resources. I am reminded annually that CAM depends too much on internal grants – and needs to work toward leveraging ORS and CAM support to attract external funding.

Thanks to all of you for working so hard in advancing our students, supporting each other, and distinguishing CAM with an on-going belief in a culture of shared discovery, positioning our students to learn by doing, and then emerging as peers, and important contributors to the knowledge and creativity exchange. We continue to value rigorous investigation, critical thinking, diversity, collaboration and invention.

With admiration!

Onward!

*Larry*