



University of Colorado  
Denver

College of Arts & Media

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April 9, 2021

To: All CAM Faculty and Staff  
From: Larry Kaptain, Dean  
Subject: Dean's Message *LK*

Dear Colleagues,

Here we are in the home stretch of another extraordinary semester. Please accept the gratitude and respect that I have for your incredible work. Time and time again, I learn of examples of grit, determination, overcoming adversity (i.e., unstable WiFi), and keeping a positive attitude and having faith in each other as we move towards a return to campus. Thank you for all your efforts.

- 1) There is exciting news about the Living Learning and Creating Floor in the new City Heights Residence. Three faculty members have come forward from MEIS and FiTV to serve as faculty partners for the 70 students who will reside in this special community—comprised of students from the 3 departments. Todd Reid and Leslie Soich from MEIS, and Andrew Bateman from FiTV. How fortunate our first-year students will be to have them as academic/creative guides—as their journey in CAM begins. As of last week, 42 students have signed on and it seems it will fill up by the end of April.
- 2) The Center for Excellence in Teaching and Learning has updated the [course format classification descriptions](#) and asked that these documents be shared for planning purposes.
- 3) Folks have heard me say it many times—and that is that department chairs have the toughest job on campus. We are fortunate to have three dedicated individuals who go above and beyond in many ways. The last time the CAM Chairs were provided feedback was in 2016. It's an institutional regulation, that was updated in July 2020:  
Campus Administrative Policy Title: Roles and Responsibilities of Department Chairs Policy Number: 1020

**C. Policy- Evaluation**

- a. All department chairs will undergo regular performance evaluations by the dean of the college or school. A comprehensive performance evaluation, which includes faculty input, shall be conducted periodically, in accordance with the rules of the college or school.
- b. Formal input from other department constituencies (i.e., staff and students and other departments) will be obtained as part of the evaluation process.

My take on this is, for all of us to look at our units and our cultures and realize our own responsibilities for student success, faculty attainment and staff development. This should be feedback on points of mutual interest that are going well, and areas that can be improved. So, an anonymous survey will be sent out within the next week or so. This is meant entirely to be helpful.

And finally, please place a hold on Friday, May 7<sup>th</sup> from 8:00 am to 10:00 am for our end-of-year All-CAM Faculty and Staff Meeting.