

College of Arts & Media

April 2, 2020

Colleagues,

In these extraordinary times uncertainty and ambiguity are in abundance. When I interviewed (March 2014) I used this language—words from Steven J. Tepper and Elizabeth Long Lingo, that I still embrace:

As catalysts of change and innovation, artistic workers face special challenges managing ambiguity, developing and sustaining a creative identity, and forming community in the context of an individually based enterprise economy.

The term “artistic workers” applies to all of us in our roles as scholars, researchers, performers, teachers, learners, creators, designers, and agents of change.

As you know, Dane Webster has accepted another position, and while we wish him well, we need to hire a new Associate Dean of Academic and Faculty Affairs. According to The CAM By-laws: ARTICLE I Definitions_10. The Associate Dean(s):

Associate Dean position(s) in the College of Arts & Media are created by the Dean, after consultation with the Executive Committee. Faculty shall collaborate with the Dean on the selection of the Associate Dean(s), who shall serve under the Dean's authority and at the discretion of the Dean.

New hires are being carefully scrutinized, in this exceptional time, and the Provost agrees with my recommendation that this hire is crucial to CAM for the following reasons:

- 1) All academic and faculty functions of CAM need full-time attention.
- 2) CAM needs informed leadership from leveraging an international network of arts leaders who have expertise and aptitude in creative industries leadership, entrepreneurship, cultural planning, arts administration, and design innovation.
- 3) CAM needs an Associate Dean who will be visible in the local, regional, national and international in the new discourse that will emerge from the present world health and economic situations.
- 4) Important local, regional, national, and international arts and cultural events need a CAM presence that includes the Associate Dean of Academic and Faculty Affairs—visible, and in attendance.
- 5) In CAM's Continuity of Operations Plan (COOP), there needs to be an Associate Dean of Academic and Faculty Affairs who can step into the Dean's role as necessary (note: my health is fine—in fact, excellent).

We don't have the time to get involved in the “what is their major area?” discussion, and try to balance the hire with discipline-specific requirements. Rather than have that enter into which unit gets the “benefit,” we are going to search for someone who has published, led and excelled in entrepreneurship, cultural and creative industries leadership, curricular innovations, community engagement, and advancing creativity. In other words—operating across all of CAM, not favoring a “home” unit, and being able to relate to faculty and students across the emerging skills that our students and society need. Yes, a terminal degree is required.

I will select a search committee that has a balance of diversity and inclusion, and representation from all 3 departments. Because of the importance of this search, I will ask a CU Denver colleague dean to also serve on the search committee.

Please send nominations of leaders in the arts, design, and emerging areas of creative industries leadership, entrepreneurship, cultural planning, arts administration, and other areas that will benefit all of CAM, to Teri Wilson, and then I will send a personal letter of invitation to those who are nominated.

Attached is the job description that was vetted with the CAM Executive Committee.

Onward!



Laurence Kaptain, DMA & FRSA
Dean