

**August 30, 2024**

## **Introducing the New Comprehensive Review Policy for Deans at CU Denver**

We are pleased to announce the implementation of the new [Comprehensive Review of Deans](#) policy (1022D) at the University of Colorado Denver. This policy outlines the process for conducting regular reviews of the performance of permanent deans of schools and colleges. The primary aim is to provide faculty and staff within the dean's academic unit with an opportunity to offer constructive feedback on the dean's performance, aiding both in effective unit leadership and in informed reappointment decisions by the provost.

For new deans, the first comprehensive review will occur in their third year, while continuing deans will be reviewed every five years. These reviews begin in September of the designated review year and conclude by June 30. Deans who intend to retire, resign, or return to a faculty position within one year of their scheduled review have the option to opt out of the review process.

The provost will appoint a review committee comprising at least seven members, a majority of whom will be faculty and also including staff. The chair, appointed by the provost from among the faculty members with significant experience in leading committees, will facilitate the committee's work.

Feedback collection will be informed by the competency-based leadership instrument developed by the University of Colorado Boulder, known as the [Academic Leadership Institute](#) (ALI) competency model. Each dean's review will have five categories:

- Communication (ALI Category: III)
- Cultivates an Environment of Diversity and Inclusion (ALI Category: VI)
- Planning, Managing, and Organizing (ALI Category: IX)
- An additional category decided by the review committee
- Another category decided by the provost

The dean under review will provide a self-evaluation and a statement of accomplishments. The committee will gather input from faculty, staff, students, and other stakeholders, with support from institutional resources for data analysis.

The review committee will prepare a summary report that highlights the dean's strengths and areas for improvement, adhering to a standardized template. The report will be submitted by the specified deadline but will not include recommendations for reappointment.

Following the review, the provost will share the report with the dean and may discuss its contents. A summary of the report will also be communicated to the dean's faculty and staff. The provost will then decide on the dean's reappointment and inform the relevant parties.

This policy ensures a structured and transparent review process for deans at CU Denver, reinforcing our commitment to excellence and accountability in academic leadership.

Here are the start dates of deans and their review schedule:

<b>Name</b>	<b>Status</b>	<b>Appointment Start</b>	<b>Review Timeline</b>
Dean Paul Teske	continuing	11/1/2012	2025-26 AY
Dean Pamela Jansma	continuing	9/9/2014	2025-26 AY
Dean Martin Dunn	continuing	1/1/2018	2025-26 AY
Dean Scott Dawson	continuing	7/1/2020	2026-27 AY
Dean Marvin Lynn	continuing	7/1/2022	2027-28 AY
Dean Stephanie Santorico	interim	7/1/2023	no review
Dean Lucinda Bliss	new	7/1/2024	2026-27 AY

For more information or questions about the new policy, please contact AVC for Faculty Affairs Turan Kayaoglu.