

**School of Creative Arts
Department of Music, Theatre & Dance**



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MEMORANDUM

February 6, 2020

TO: John Ernst, Dean
Caudill College of Arts, Humanities & Social Sciences

FROM: Brian S. Mason, Interim Associate Dean
School of Creative Arts

RE: Review of Probationary Faculty: Dr. DuWayne Dale, Assistant Professor of Music

A handwritten signature in black ink, appearing to read 'B. S. Mason', is written over the 'FROM' line of the memorandum.

After carefully reviewing Dr. DuWayne Dale's portfolio for the annual probationary review (two or more years of service; tenure-track appointment Fall 2017) and the recommendation provided by the Department of Music, Theatre, and Dance Tenure and Promotion Committee, I **recommend** that he be granted contract renewal for the 2020-2021 academic year. The evidence shows that Dr. Dale is well on his way to establishing a solid record of achievement. My recommendation is consistent with the positive recommendation (13 for, 0 against) provided by the tenured faculty of MTD.

Dr. Dale was hired as Assistant Professor of Music and Associate Director of Bands. Beginning in the fall of 2019, he assumed the duties of Director of Bands.

Dr. Dale is encouraged to seek membership on university standing committees to further enhance his excellent record of service.

TEACHING

Dr. Dale has demonstrated effective and excellent teaching since his time of appointment. He is thorough and organized in his approach to teaching and his record of success as a teacher is evidenced through very strong student and peer evaluations. Since taking on the role of Interim Director of Bands he has worked tirelessly to develop an efficient and hyper-organized process for all events he has coordinated, resulting in higher attendance/participation, and increased overall success; the benefits of this success are seen in student success, retention and recruiting, positive alumni relations, and cannot be overstated.

CREATIVE AND SCHOLARLY ACTIVITIES

Dr. Dale is involved many and varied instrumental ensemble performances, including performances by the MSU marching band by the concert bands, guest conducting performances, and numerous performing occasions as a trombonist. He is the editor of the KMEA publication,

Blue Grass Music News and has also presented a clinic at the Fall KMEA State Collegiate Conference.

SERVICE

Dr. Dale has fulfilled his duties of service in many ways, serving as faculty advisor of CNAfME and Chi Mu Delta fraternity, as a faculty mentor, serving on three departmental committees, and chairing a college committee. He has also performed in the annual Gala orchestra and has attended many SOAR events, working to recruit non-music majors for the marching band and other MTD ensembles.

Department of Music, Theatre and Dance, Associate Dean Review of 2019 Performance for Dr. DuWayne Dale, Assistant Professor of Music

This evaluation is based on the Music, Theatre and Dance FEP and PAC-30 guidelines. Dr. Dale's performance has been evaluated for the 2019 work year according to the Music, Theatre and Dance FEP criteria and evaluation rubric. The four levels of performance for teaching, professional achievement, and service are: below expected, expected, above expected and meritorious. Criteria (and scoring rubric) for performance levels are found in the Music, Theatre and Dance FEP. Quantitative scores along with brief commentary (as needed) are provided.

	Below Expected (0-5 pts)	Expected (6-11 pts)	Above Expected (12-17 pts)	Meritorious (18-20 pts)	
Teaching (50%)				19	19
	Below Expected (0-2 pts)	Expected (3-5 pts)	Above Expected (6-8 pts)	Meritorious (9-10 pts)	
Professional Achievement (25%)			8		8
Service (25%)				9	9
				Total Points	36

Total Point Values

Meritorious: 34-40 Above Expected: 22-33 At Expectations: 10-21 Below Expectations: 0-9

Additional Comments:

Dr. Dale's 2019 CV provided ample evidence for assessment at the Above Expected level in the area of Professional Achievement, with outstanding contributions in the areas of Teaching and Service, receiving very high marks for Meritorious achievement. The combination of scores resulted in an overall evaluation of **MERITORIOUS** for 2019. I applaud Dr. Dale for his dedication and outstanding contributions to the students and faculty of MSU, and look forward to his continued years of valuable service.

Upon completion of all departmental reviews, recommended merit scores are presented to the College Dean. Please sign, copy for your records, and return this review document directly to Mrs. Wing, the Department of Music, Theatre and Dance ADS, on or before February 28, 2020.

The faculty signature below indicates having read his 2019 evaluation. It is further understood that the faculty's signature may or may NOT imply agreement.



Dr. DuWayne Dale, Assistant Professor of Music

2/23/20
date

Dr. Brian S. Mason, Interim Associate Dean, School of Creative Arts

2/21/2020
date