


**MEMORANDUM**

February 15, 2020

TO: Bob Albert, Provost

FROM: John Ernst, Dean   
Caudill College of Arts, Humanities and Social Sciences

RE: Probationary Renewal Recommendation:  
Dr. DuWayne Dale, Assistant Professor of Music (Director of Bands)

Dr. DuWayne Dale, Assistant Professor of Music (Director of Bands), has undergone his **third** probationary review (more than two years; initial tenure-track appointment Fall 2017). The reappointment recommendations submitted by the department's tenure committee (13 for, 0 against) and associate dean indicate that the candidate has ***either met or exceeded expectations*** for his third review.

After careful review of the materials, I agree with the positive departmental assessment and ***recommend*** that Dr. Dale be granted contract renewal for the 2020-2021 academic year. His successful student-centered approach is reflected in his strong student and peer teaching evaluations and high-quality performances by the bands under his guidance. Dr. Dale is extremely well organized, and when a last-minute vacancy occurred, assumed the duties of the Director of Bands and the Associate Director of Bands. During this time, the Music Department progressed in significant ways, evidenced by increased participation in the Blue & Gold MSU Band Competition, an important recruitment event, and in the general involvement by alumni. Dr. Dale has also continued to grow through his own professional achievement serving as editor of KMEA's publication, *Blue Grass Music News*, performing as a trombonist, and serving as a guest conductor in a number of concerts. His ability to effectively manage this broad range of responsibilities resulted in the removal of interim from his title of Director of Bands.

Dr. Dale is advised to consider the constructive feedback of the tenured faculty and his associate dean, with emphasis on continuous improvement in teaching, professional achievement, and service to the institution and profession. His overall goal is to demonstrate sustained achievement at or above the expectations outlined in PAC-27 and the department's Faculty Evaluation Plan (FEP).

During the probationary period, attention should be given to improving and refining the reporting documentation within the portfolio to ensure that the presentation of evidence is accurate and thorough. The portfolio should clarify the relative stature of scholarly and creative accomplishments, clearly articulate goals for achievement and provide a reflective self-assessment of progress toward meeting goals, including a discussion related to the teaching philosophy and clear evidence of teaching effectiveness.

I am gratified to see Dr. Dale's progress toward tenure and positive impact on the students and his department. I look forward to seeing his continuous development as a teacher, scholar/artist, and citizen of the University and his profession.

PC: Dr. Dale  
Dr. Mason  
Caudill College personnel file