

# DuWayne C. Dale, DMA, MBA

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## Education

### ***Doctor of Musical Arts, Music Education (DMA)***

Boston University (NASM)

Degree awarded January 2018

*Advisor:* Dr. Paul Evans, University of New South Wales

*Dissertation:* "Community Bands of Kentucky: Participation, Engagement and the Fulfillment of Basic Psychological Needs"

*Committee:* Dr. Paul Evans (Chair), Dr. Karin S. Hendricks, and Dr. Tawnya D. Smith

### ***Master of Business Administration (MBA)***

Western Governors University (ACBSP)

Degree awarded September 2024

### ***Post-Graduate Teaching Certification (KY Rank I)***

University of Kentucky (NASM)

Certificate awarded February 2012

*Focus Areas:* Wind Conducting, Music Education

### ***Master of Music, Music Education (MM)***

Morehead State University (NASM)

Degree awarded July 2007

### ***Bachelor of Music Education (BME)***

Morehead State University (NASM)

Degree awarded December 1998

## Certified Professional Development Training

- *Safe Zone Training* (in-person through Morehead State University)
- *Successful Negotiation: Essential Strategies and Skills* (online through University of Michigan)
- *Inspiring and Motivating Arts and Culture Teams* (online through University of Michigan)

- *Program Management Fundamentals – Governing with Excellence to Drive Strategic Change* (online through University of Maryland)
- *Leaders of Learning* (online through Harvard University)
- *Empathy and Emotional Intelligence at Work* (online through University of California, Berkeley)

## **Administrative Experience**

### ***Multidisciplinary Building Project – Morehead State University***

- Conducted site visits with fellow steering committee members to campuses with similar facilities
- Authored a series of comprehensive documents detailing new facility rehearsal, performance, administrative, practice, office, storage, classroom, and multidisciplinary spaces, including specific program square footage requirements, adjacency considerations, and acoustic recommendations
- Engaged in strategic planning with administration, members of the building steering committee, and the external architecture team on all aspects of the building project (e.g., site considerations, layout, aesthetics, security, parking, plan modifications/refinement)

### ***NASM Accreditation – Morehead State University***

- Generated multiple sections of the department's NASM self-study document
- Compiled and edited the final draft of the self-study
- Formulated, in collaboration with a team of faculty, successful responses to inquiries from the NASM site-visit team

### ***Strategic Departmental Planning – Morehead State University***

- Strategized as part of the MSU Music Education Advisory Board ways to enhance regional engagement, recruit more effectively, and better prepare preservice music teachers for their first year of teaching
- Initiated and chaired a new departmental committee for strategic planning in several key areas (e.g., program marketing, recruitment strategies and efficiency, review and revision of faculty evaluation plan)
- Involved in a summer strategic planning retreat to address a variety of departmental issues (e.g., faculty morale, SCH generation/efficiency, recruitment, budgeting)
- Built curriculum for a series of four music micro-credentials (certificate programs) and initiated curriculum proposals for eventual implementation

- Devised comprehensive relocation plans for the Music Department for a proposed renovation project
- Developed and implemented COVID mitigation protocols affecting daily operation as well as department scholarship audition procedures

### ***Music Program Administration***

- Over 25 years of experience leading successful music programs at the middle school, high school, and collegiate level
- Comprehensive experience in strategic planning, curriculum and instructional design and implementation, assessment design and implementation, and data collection and analysis
- Extensive accounting, budgeting, and pro forma financial planning experience, including identifying and coordinating fundraisers to meet budgetary needs
- Responsible for hiring and managing human resources ranging from temporary staff and paraprofessionals to undergraduate work study and support staff
- Highly capable event coordinator and host (i.e., 13 marching band competitions, five winter guard competitions, five All-District/All-State audition events, 12 high school or middle school band clinics, two solo and ensemble festivals, and more)

## **Professional Experience**

***Director of Bands/Associate Professor of Music***

2019-present

***Associate Director of Bands***

2017-2019

Morehead State University, Morehead, Kentucky

- Create curriculum and deliver content in undergraduate and graduate courses in music education, music psychology, conducting, and wind band history, literature, and methods
- Conduct or direct the university marching band, concert band, and wind ensemble
- Supervise band staff members, including student staff, graduate assistants, and band office secretary
- Allocate budget resources for the university band program from multiple internal budgetary accounts, activity accounts, and external Foundation for MSU accounts
- Manage and maintain an extensive instrument, equipment, and uniform inventory as well as a large instrumental music library
- Advocate and recruit for the university band program
- Select performance literature representative of the full body of wind band repertoire, including consistently highlighting works by composers who identify with underrepresented minorities and/or the LGBTQ+ community

- Network with music teachers statewide—both in-person and remotely
- Facilitate and promote music student access to professional development opportunities, including sessions on exceptional learners, world cultures through music, cultural competency, early career challenges, and more
- Serve as a representative of the band program, the music department, the college, and the university at a variety of events and functions
- Coordinate three major annual band events—a marching competition for high school bands, a middle school band clinic, and a high school band clinic
- Facilitate and host external KMEA District 8 music events on our campus
- Coordinate all outreach and engagement activities for the MSU Band Program, including hosting external KMEA events, creating professional development opportunities for middle and high school music directors, serving as guest clinician for dozens of band programs, and planning exhibition performance trips for MSU Bands
- Earned faculty evaluation rating of “Meritorious” (the highest possible) each of the past four years and awarded tenure as of May 2023
- Student evaluation ratings consistently higher than both university and department averages

### ***Regional Arts Specialist***

2016-2017

Kentucky Department of Education, Frankfort, Kentucky

- Served as one of nine Regional Arts Specialists across the state
- Provided regional support to arts teachers in 35 school districts in western Kentucky
- Engaged in collaborative planning with other Regional Arts Specialists and KDE officials to guide future directions in arts assessment as a part of statewide school accountability

### ***Adjunct Instructor, Music Education***

2012-2017

Kentucky Wesleyan College, Owensboro, Kentucky

- Taught courses in instrumental materials and methods and private applied brass
- Served as assistant conductor of the Kentucky Wesleyan Wind Ensemble
- Collaborated with KWC Director of Bands on recruitment strategies, community networking, event logistics

### ***Director of Bands***

2009-2017

Daviess County High School, Owensboro, Kentucky

- Instructed two curricular high school concert bands, marching band, beginning and AP music theory, and HAVPA classes as well as directed extracurricular pep bands, jazz band, pit orchestra, and indoor winds (WGI SoundSport)
- Collaborated with parent boosters to plan and operate extensive fundraising activities

- Allocated and managed budget resources (e.g., fundraised activity funds, school/district budget allocations, student fees) in excess of \$120,000 annually
- Initiated development of vertical and horizontal 6-12 band curriculum alignment, common assessments, and yearly performance benchmarks
- Established policies leading to an increase in the number of program offerings, solo and ensemble participants, students selected for all-state/all-district, students taking private lessons, as well as a 35% increase in overall program enrollment during my tenure
- Oversaw design and development of a new, 5400 ft<sup>2</sup> band facility
- Led students and ensembles to consistent distinguished, superior, or division I ratings in performance assessments

### ***Director of Bands and Orchestra***

2003-2009

Grant County Schools, Williamstown, Kentucky

- Instructed high school concert band, string orchestra, jazz band, pep band, marching band, pit orchestra, music theory, and HAVPA classes as well as middle school band
- Increased middle school band membership by 100% in my first year of recruitment and maintained consistently high rates of retention leading the 6-12 program to triple in size during my tenure
- Hosted annual marching band and winter guard competitions

### ***Assistant Director of Bands***

1999-2003

Mad River Local Schools, Riverside, Ohio

- Directed middle school bands, pit orchestra, pep bands, jazz band, and high school concert band and team taught the high school symphonic band and marching band
- Maintained consistently high rates of retention, grades 7-12

## **Collegiate Teaching**

### ***Morehead State University – Courses Taught***

<i>Course Number</i>	<i>Course Title</i>
MUSM 370/670	Concert Band
MUSM 371/671	Symphony Band
MUSM 372	Marching Band
MUSC 472	Instrumental Conducting
MUSE 207	Foundations of Music Education
MUSE 376	Instrumental Materials & Methods
MUSP 363	Private Applied Conducting
MUSG 212	Class Woodwinds II

MUSG 214	Class Brasswinds II
MUSE 682	Seminar in Music Education
MUSE 625	Psychology of Music
MUSW 676	Independent Study (Music Education/Music History)
Extracurricular	Convocation Brass Band (ensemble I created)
* My position includes six hours of reassigned time annually for band program administration	

***Morehead State University – Other Student Contact Activities***

- Member of 15 Graduate Oral Examination Committees
- Served as an Honors Enhanced Study Mentor
- Advised for an Undergraduate Research Fellowship

***Kentucky Wesleyan College – Courses Taught***

<i>Course Number</i>	<i>Course Title</i>
MUS 227	Instrumental Music Literature
MUS 374	Instrumental Methods
MUS 111	Private Applied Brass

## **Regional Engagement**

***Guest Clinician***

April 2024	Greenup County High School
	West Carter High School
March 2024	Boyd County High School
	Boyle County High School
	Mason County High School
	Rowan County Senior High School
	Augusta Independent High School
	Russell Independent High School
	Greenup County High School
	Mason County High School
February 2024	Jeffersontown High School
	Carrithers Middle School
	Raceland-Worthington High School
	Rowan County Senior High School
November 2023	Russell Independent High School
	Youth Performing Arts School
March 2023	Lawrence County High School (OH)

	Rowan County Senior High School
	West Carter High School
	East Carter High School
	Raceland-Worthington High School
	Campbell Junior High School
	Ryle High School
November 2022	Youth Performing Arts School
October 2022	Grant County High School
	Portsmouth West High School (OH)
April 2022	West Carter High School
March 2022	Raceland-Worthington High School
	Boyle County High School
	Boyd County High School
	Fleming County High School
February 2022	East Jessamine High School
	East Jessamine Middle School
	Lehigh Senior HS Band (FL)
January 2022	Raceland-Worthington High School
September 2020	Guest Speaker (virtual)—Boyd County High School
February 2020	Lexington Catholic High School
April 2019	Russell Independent High School
	West Carter High School
	Nicholas County High School
	Rowan County High School
	East Carter High School
March 2019	Mason County High School
	Pike County Central High School
	Boyd County High School
	Boyd County Middle School
	Rowan County High School
	Bourbon County High School
	George Rogers Clark High School
	Crosby Middle School Band
	Eastern High School Band
	Campbell Junior High School
February 2019	Lehigh Senior High School (FL)
	Barron Collier High School (FL)
	Western Hills High School

	Raceland Worthington High School
	Russell Independent High School
	Greenup County High School
September 2018	Fleming County High School
March 2018	Rowan County High School
February 2018	Boyd County High School
January 2018	Boyd County Middle School
September 2017	George Rogers Clark High School
July 2017	Montgomery County High School
	Rowan County Senior High School

### ***Guest Conductor***

2025	KMEA District 9 All-District High School Band (Pikeville, KY)
2024	OMEA District XIII All-District Symphonic Band (Mason, OH)
2023	JCPS All-County Symphonic Band (Louisville, KY)
	KMEA District 8 All-District High School Band (Ashland, KY)
	Bluegrass All-Region Honor Band (Danville, KY)
2022	Cave Run Symphony Orchestra (Morehead, KY)
	CCPS All-County Honors Symphonic Band (Naples, FL)
	Cave Run Symphony Orchestra (Morehead, KY)
2019	Northern Kentucky Select Band (Highland Heights, KY)
2018	Lawrence County Honor Band (Ironton, OH)
2017	JCPS All-County Concert Band (Louisville, KY)

### ***Adjudicator***

2024	KMEA District 3 Large Ensemble Performance Assessment
2023	KMEA District 8 All-State Round 1
2022	KMEA District 6 Large Ensemble Performance Assessment
2020	George Rogers Clark High School Marching Band Competition
2018	KMEA District 8 Solo and Ensemble Assessment

### ***Morehead State Bands Event Host/Coordinator***

- Blue and Gold Championship of Marching Bands, 2017-2019, 2021, 2023, 2024
- Tri-State Middle School Honor Band Clinic, 2017-2019, 2022-2024
- High School Concert Band Clinic, 2017-2020, 2022-2024
- Music Department Spring Admission/Scholarship Auditions, 2020-2021
- Music Department Virtual All-State Band Clinic Sessions, 2020-2021

### ***Regional Event Host/Coordinator***

- Contest Manager, KMEA 5A State Marching Band Semifinals, 2024
- KMEA District 8 Large Ensemble Performance Assessment, 2018-2019, 2022-2024
- KMEA District 8 All-District Band, 2018, 2025
- KMEA District 8 All-District Orchestra, 2022-2024

## **Professional Contributions**

### ***Publications***

2018-2019	Editor of the <i>Bluegrass Music News</i> , the official state journal of the Kentucky Music Educators Association.
2018	Dale, D. C. (2018). <i>Community bands of Kentucky: Participation, engagement and the fulfillment of basic psychological needs</i> (Doctoral dissertation, Boston University).
2011	Article contribution—interviewed by School Band & Orchestra Magazine for the SBO Roundtable: Survival Guide, <i>Clearing Early Career Hurdles in Music Ed</i>
2009	Teaching Music through Performance in Band, Vol. 7, chapter entry for "Turbine" by John Mackey

### ***Conference Presentations***

2022	Conference presentation: <i>Supporting Student Intrinsic Motivation in Ensemble Music</i> —WVMEA State Professional Development Conference
2022	Conference performance, Morehead State University Symphonic Winds
2021	Moderator: Kentucky All-State Band Conductors Round-Table—KMEA State Professional Development Conference
2020	Q/A with Dr. DuWayne Dale and Dr. James Dreiling—KMEA State Professional Development Conference
2019	Clinic presentation: <i>Effective Communication: Strategies and Implications for Music Educators</i> —Kentucky Collegiate NAFME Conference
2019	Clinic Performance, Conductor, MSU Faculty Ensemble at International Trombone Festival (Ball State University)
2018	Poster presentation: <i>Community Bands of Kentucky: Participation, Engagement, and the Fulfillment of Basic Psychological Needs</i> —2018 KMEA State Professional Development Conference

2015	Conference presentation: Effective Communication for the Ensemble Director—Kentucky Collegiate NAFME Conference
2015	Conference presentation: <i>Effective Communication for the Ensemble Director</i> —KMEA State Professional Development Conference
2014	Conference performance, Daviess County High School Wind Ensemble

### ***Consortium Memberships***

- David, James. *Symphony No. 2 – The Road is Life*. Wind Band Commission.
- Flagello, Gala. *Love and Nature*. Wind Band Commission.
- Gilreath, Leslie. *Title Pending*. Wind Band Commission.
- Stem, Erich. *Unbridled Spirit*. Wind Band Commission.

### ***Research Interests***

- Self-Determination Theory and its implications for ensemble music making, music student retention, and lifelong music making
- Emotional Intelligence as a predictor of success as a music educator
- Research-based approaches to improving preservice music teacher training

## **Professional Organizations**

### ***Memberships***

- Kentucky Music Educators Association (KMEA)
- National Association for Music Education (NAfME)
- College Band Directors National Association (CBDNA)
- National Band Association (NBA)
- World Association for Symphonic Bands and Ensembles (WASBE)
- North American Brass Band Association (NABBA)

### ***Leadership Roles***

- KMEA District 8 President-elect, 2024-present
- State Sponsor, KY CNAfME, 2022-present
- President/State Chair, CBDNA Kentucky, 2023-present
- KMEA District 8 Community Music Chair, 2023-present
- KMEA District 8 College/University Chair, 2020-2022
- Editor, *Bluegrass Music News*, 2018-2019
- KMEA Executive Board Member; 2014-2016, 2018-2019, 2022-present
- Phi Beta Mu Program of Excellence Committee Chair, 2018
- SDBDA High School All-District Chair, 2013-2017

- KMEA District 2 President, 2014-2016
- KMEA District 2 Community Music Chair, 2014-2016

### ***Honor Organizations***

- Sigma Alpha Iota Friend of the Arts, inducted March 2022
- Phi Mu Alpha Sinfonia (Honorary Member), inducted April 2019
- Phi Beta Mu International Bandmasters Fraternity, inducted February 2016

## **Awards for Professional Service**

2023	Recognition for Service, KMEA
	Recognition for Service, Jefferson County Public Schools
2022	Recognition for Service, Collier County Schools
	Citation of Excellence, National Band Association
2021	KMEA District 8 College/University Teacher of the Year
2020	Recognition for Service, KMEA
2019	Recognition for Service, KMEA District 6 (NKBDA)
2018	KMEA District 8 College/University Teacher of the Year
2017	Recognition for Service, Jefferson County Public Schools
2016	Recognition for Service, KMEA
	Inducted, Phi Beta Mu International Bandmasters Fraternity
2015	Distinguished Participant, KMEA Conference
2014	Distinguished Participant, KMEA Conference
	Citation of Excellence, National Band Association
2012	KMEA District 2 High School Teacher of the Year

## **Institutional Service**

### ***University Committees – Morehead State University***

- Member, Enrollment Management Taskforce Team, 2024-present
- Member, Multidisciplinary Building Steering Committee, 2024-present
- Member, Morehead State University General Education Council, 2023- present
- Member, Eagle Outreach Teams, 2021-2022
- Member, University Undergraduate Curriculum Committee, 2020-2022
- Member, “Test Optional” Scholarship Review Committee, 2020-2022
- Member, Faculty Senate, 2021-2022
- Member, Faculty Senate Academic Issues Subcommittee, 2021-2022

### ***College Committees – Caudill College of Arts, Humanities, and Social Sciences (MSU)***

- Member, Caudill College Student Disciplinary Committee, 2020-2021
- Member/Chair, Caudill College Undergraduate Curriculum Committee, 2017-2020
- Member, College of Education CAEP Accreditation Committee, 2017-2018

***Department Committees – Department of Music, Theatre and Dance (MSU)***

- Member, MSU Music Education Advisory Board, 2024-present
- Chair, External Relations and Planning Committee, 2020-present
- Member (*Ex-Officio*), Music Admission and Scholarship Committee, 2017-present
- Member, Departmental Promotion and Tenure Committee, 2023-present
- Member, search committee, Staff Accompanist, 2023-2024
- Member; search committee; Assistant Professor, Trumpet; 2023-2024
- Chair, search committee, Band Secretary, 2023-2024
- Member, NASM Accreditation Review Committee, 2019-2023
- Member; search committee; Assistant Professor, Flute; 2022-2023
- Member, Instructional Technology and Equipment Committee, 2017-2020
- Member; search committee; Visiting Assistant Professor, Trombone; 2018-2019
- Member; search committee; Visiting Assistant Professor, Saxophone; 2018-2019

***Service as Sponsor/Advisor – Morehead State University***

- Faculty Advisor, MSU Collegiate NAFME, 2017-present
- Faculty Sponsor, MSU Winter Guard, 2021-present
- Faculty Financial Advisor, Sigma Alpha Iota – Gamma Upsilon, 2021-2023
- Faculty Advisor, Chi Mu Delta Fraternity, 2017-2020

***Service as University Representative – Morehead State University***

- Multidisciplinary Bldg. Music/Business Department Site Visit, Radford University, 2024
- Multidisciplinary Bldg. Music Department Site Visit, Western Kentucky University, 2024
- Eagle Outreach Team visit to Boyd County High School, 2022
- Eagle Outreach Team visit to East Jessamine High School, 2022
- KMEA Professional Development Conference, 2017-2024
- Rowan County Senior High School Career Fair, 2019
- Student Orientation and Registration (SOAR) Sessions, 2018-2019
- MSU Open House, 2018
- Governor's School for the Arts College Fair, 2018
- Meet MSU Events, 2017

***Support of Other Department/College/University Events – Morehead State University***

- Performer/Gala Orchestra Director, Spring Gala, 2018-2019, 2022-2024

- Conductor, Low Brass Ensemble Performances, 2023-2024
- Performer, Tuba/Euphonium Ensemble, Hometown Holidays, 2022-2024
- Performer, Trombone Choir, Hometown Holidays, 2022-2024
- Performer, Tuba/Euphonium Ensemble, OcTUBAfest, 2022-2023
- Coordinator, Alumni Band, 2017-2019, 2023
- Conductor, Trombone Choir Performance, 2023
- Performer, Faculty Jazz Band Performance, 2023
- Conductor, Trombone Day, 2023
- Performer, Trombone Choir, 2017-2019, 2021-2022
- Performer, Choirs Concert, 2019
- Conductor, Double Reed Day Mass Ensemble, 2018-2019
- Conductor, Clarinet Day Mass Ensemble, 2019
- Conductor, Faculty Artist Series Performances, 2018-2019
- Marching Band Performance, Campus Pep Rally, 2017-2018, 2024
- Performer, Faculty Ensemble, Memorial Day, 2019
- Conductor, Faculty Ensemble, Summer Arts Academy, 2019
- Marching Band Performance, Fall Convocation, 2017-2019
- Marching Band Performance, Freshman Induction, 2017-2018

## **Program and Department Advocacy**

2024	<i>Multidisciplinary Building: Music Department Input</i> , submitted July
2024	<i>The Disconnect Between SCH-Centered Productivity Measures and the Functional Realities of a Successful Collegiate Music Program</i> , submitted June
2023	<i>MSU Music Program Long-Term Viability</i> , submitted November
2023	<i>Marching Band Scholarship Incentives</i> , submitted October
2023	Assistant Director of Bands Proposal, submitted October
2022	<i>Incentivization Proposal for the Morehead State University Marching Band</i> , submitted March
2021	Mini-grant proposal for updated sound equipment in BMH 117
2020	<i>Morehead State Bands COVID Procedures and Protocols</i> , submitted July
2020	<i>MSU Music Department Website Modification Proposal</i> , submitted October
2018	<i>Marching Band Incentivization/Housing Waivers</i> , submitted August
2017	<i>Marching Band Housing Waivers</i> , submitted September

## References

### **Dr. David Oyen**

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