

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



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MEMORANDUM

February 18, 2022

TO: Scott Davison, 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', 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 2022-2023 academic year. The evidence shows that Dr. Dale has maintained a solid record of achievement in all three areas and continues to hold the trust and respect of his colleagues. My recommendation is consistent with the positive recommendation (11 for, 0 against) provided by the tenured faculty of MUTD.

Dr. Dale was hired as Assistant Professor of Music and Associate Director of Bands. Beginning fall 2019 he assumed the duties of Director of Bands. Dr. Dale is highly regarded and respected by his colleagues. Suggestions for portfolio improvement included labeling for non-artists' understanding, minor title corrections, and a different arrangement for the reporting of some items. I encourage him to continue to develop opportunities nationally and internationally through publication, presentation, and performance.

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 and creative solutions amidst the constraints of the pandemic. As Director of Bands he works tirelessly to further 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. Additionally, he was awarded the Kentucky Music Educator Association District 8 College/University Teacher of the Year.

CREATIVE AND SCHOLARLY ACTIVITIES

Dr. Dale is involved many and varied instrumental ensemble performances, including performances by the MSU marching band and the concert bands, and guest conducting performances, all amidst the many COVID protocols. He submitted a 2021 performance recording of the MSU Symphonic Winds to the KMEA office and the Symphonic Winds were selected through juried committee to perform a concert at the 2022 KMEA In-Service Conference in Louisville. Dr. Dale has established himself in the region and state and continues to bring recognition to MSU through his professional activities.

SERVICE

Dr. Dale has a broad service record through all levels at MSU. He serves as a member of the NASM Self-Study Leadership Team, Chair of the External Relations and Planning Committee for music, is a member of the University Undergraduate Curriculum Committee, the Faculty Senate, the University Scholarship Review Committee, and the College Student Disciplinary Committee, among others. He also is faculty advisor for three student music organizations including the collegiate NAFME chapter. Dr. Dale successfully hosted the 2021 Blue and Gold Championship of Marching Bands following the cancellation in 2020 due to COVID and organized a trip for the MSU Marching Band to present exhibition performances at two KMEA quarterfinals marching band contests. To facilitate recruitment, Dr. Dale created a digital recruitment brochure and distributed it to high school band and choral directors in Kentucky, Ohio, and West Virginia using the database he constructed. He also serves as facilitator for the music admission and scholarship live auditions, helping coordinate the student support and extra protocols necessary for a safe and successful event.

Department of Music, Theatre and Dance, Interim Associate Dean Review of 2021 Performance for Dr. DuWayne Dale, Assistant Professor of Music, Director of Bands

This evaluation is based on the Music, Theatre and Dance FEP and PAC-30 guidelines. Dr. Dale’s performance has been evaluated for the 2021 calendar 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%)				20	20
	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%)				10	10
				Total Points	38

Total Point Values


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

Additional Comments:

Dr. Dale’s 2021 CV provided ample evidence for assessment at the Above Expected level in the area of Professional Achievement, with truly outstanding contributions in the areas of Teaching and Service, receiving the highest marks for Meritorious achievement in these areas. The combination of scores resulted in an overall evaluation of **MERITORIOUS** for 2021. I commend Dr. Dale for his successes, his dedication, and his outstanding contributions to the students and faculty of MSU, especially following the hardships created by the COVID-19 pandemic. I look forward to his continued years of valuable and exceptional service.

Upon completion of all departmental reviews, please sign and copy for your records, and return this review document directly to Paula Wing, Department of Music, Theatre and Dance ADS, on or before March 25, 2022.

The faculty signature below indicates having read the 2021 evaluation. It is further understood that the faculty’s signature may or may NOT imply agreement.

NAME, POSITION	date
	2/16/2022
Dr. Brian S. Mason, Interim Associate Dean, School of Creative Arts	date