

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



Morehead, KY 40351 | Phone 606-783-2474 | FAX 606-783-5447 | b.mason@moreheadstate.edu

MEMORANDUM

February 17, 2021

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

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 2021-2022 academic year. The evidence shows that Dr. Dale has established a solid record of achievement and has gained 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 MTD.

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.

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. Since becoming 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. 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. Prior to the spring 2020 closure of campus, Dr. Dale administrated a highly successful 61st Annual MSU Concert Band Clinic. His organization of the MSU All-State Clinic Sessions in October was very successful as well. Dr. Dale has established himself in the region and state, and continues to bring recognition to MSU through his professional activities. He is encouraged to continue these efforts nationally through both publication, presentation, and performance.

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 a variety of departmental committees, chairing the newly formed External Relations and Planning Committee (music), and serving on university and college committees. Dr. Dale was recognized by KMEA with a service award as former editor of *Bluegrass News*.

Department of Music, Theatre and Dance, Interim Associate Dean Review of 2020 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 2020 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%)				20	20
	Below Expected (0-2 pts)	Expected (3-5 pts)	Above Expected (6-8 pts)	Meritorious (9-10 pts)	
Professional Achievement (25%)			7		7
Service (25%)				10	10
Total Points					37

Total Point Values

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

Additional Comments:

Dr. Dale’s 2020 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 2020. I commend Dr. Dale for his dedication and outstanding contributions to the students and faculty of MSU, especially during the hardships created by the COVID-19 pandemic, and look forward to his continued years of valuable service.

Upon completion of all departmental reviews, scores are presented to the College Dean. Please sign, copy for your records, and return this review document directly to Paula Wing, Department of Music, Theatre and Dance ADS, on or before March 22, 2021.

The faculty signature below indicates having read the 2020 evaluation. It is further understood that the faculty’s signature may or may NOT imply agreement.


 DuWayne Dale, Assistant Professor of Music 3/19/2021
date


 Brian S. Mason, Interim Associate Dean, School of Creative Arts 3/17/2021
date