

Department of Music, Theatre and Dance, Chair Review of 2024 Performance for Dr. DuWayne Dale, Associate 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 2024 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%)				9	9
Service (25%)				10	10
				Total Points	39

Total Point Values

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

Additional Comments:

Dr. Dale’s 2024 CV provided ample evidence of truly outstanding contributions in Teaching, Professional Achievement, and Service, receiving the highest marks for Meritorious achievement in these areas. The combination of scores resulted in an overall evaluation of **MERITORIOUS** for 2024. Dr. Dale’s esteem as an instructor among students is second to none. He receives release time as Director of Bands for duties that fall to a large extent under the category of Service, for his coordination of the ensembles, coordination of MSU events that draw hundreds of pre-college students to campus, and all expectations in this area are exceeded. His many visits to middle and high school band rehearsals and guest conducting of honor bands cement his status as the face of instrumental music education at Morehead State. The current plans for the Music portion Multidisciplinary Facility would not have been possible were it not for his contributions as a member of the Steering Committee for planning that building.

Upon completion of all departmental reviews, please sign and copy for your records, and return this review document directly to Tamara Schubert, Department of Music, Theatre and Dance ADS, on or before March 7, 2025. If you wish to appeal this evaluation result, please do so in writing to me by the same date.

The faculty signature below indicates having read the 2024 evaluation. It is further understood that the faculty’s signature may or may NOT imply agreement.

NAME, POSITION	date
	2/21/2025
Dr. David W. Oyen, Department Chair; Music, Theatre & Dance	date
