

**Department of Music, Theatre and Dance, Interim Associate Dean Review of 2022 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. DuWayne Dale’s performance has been evaluated for the 2022 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.

	<b>Below Expected</b> (0-5 pts)	<b>Expected</b> (6-11 pts)	<b>Above Expected</b> (12-17 pts)	<b>Meritorious</b> (18-20 pts)	
<b>Teaching (50%)</b>				20	20
	<b>Below Expected</b> (0-2 pts)	<b>Expected</b> (3-5 pts)	<b>Above Expected</b> (6-8 pts)	<b>Meritorious</b> (9-10 pts)	
<b>Professional Achievement (25%)</b>				9	9
<b>Service (25%)</b>				10	10
				<b>Total Points</b>	39

**Total Point Values**

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

**Additional Comments:**


Dr. Dale’s 2022 CV provided ample evidence of truly outstanding contributions in the areas of 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 2022. Dr. Dale 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, bumping up his service contribution well beyond that of even the most typically engages of all faculty members. Of particular note in his Professional Achievement was the 2022 KMEA performance by the Symphonic Winds, and his exemplary performance as guest conductor of the Cave Run Symphony Orchestra with very little notice in Spring 2022.

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 6, 2023.

***The faculty signature below indicates having read the 2022 evaluation. It is further understood that the faculty’s signature may or may NOT imply agreement.***

NAME, POSITION

date



2/24/2023

Dr. David W. Oyen, Interim Associate Dean, School of Creative Arts

date