

DuWayne C. Dale, DMA, MBA

December 26, 2025

Attn: Search Committee for Associate Professor or Professor of Music and
Assistant Director of the Dr. Bobbie Bailey School of Music
Kennesaw State University
Kennesaw, GA 30144

Dear Search Committee Members:

Reviewing the essential duties and responsibilities outlined in the posting for the Associate Professor/Professor of Music and Assistant Director of the School of Music position at Kennesaw State University, the role seems an excellent fit with my experience and qualifications. Please accept this letter and the additional materials I have provided to complete my application for this wonderful opportunity.

Currently, I serve as the Director of Bands and an Associate Professor of Music at Morehead State University. My responsibilities include providing leadership for the university band program, working with preservice music teachers, conducting or directing all university large concert and athletic instrumental ensembles, and teaching courses in music education and instrumental conducting. I also routinely teach graduate courses, lead graduate student independent study, and serve on graduate student exit committees. Additionally, my role includes supervising MSU Bands support staff, allocating budgetary and activity funds across multiple accounts, and maintaining a working knowledge of applicable state and university financial policies and procedures. I organize, coordinate, and manage multiple large events annually, including university festivals and clinics as well as regional events held on campus. Prior to joining the faculty at MSU in 2017, I served 18 years as a high school band director in successful music programs in Ohio and Kentucky.

The scope of my current and former positions and the skills cultivated through those experiences align closely with the attributes KSU is seeking in an Assistant Director for the School of Music. I am an effective communicator and meticulous organizer with extensive experience leading successful music programs. My comprehensive recruitment and retention approach led to significant growth in my high school programs and consistent enrollment in Morehead State University Bands despite pandemic-related decline in the university and in regional school band programs. I am an experienced fundraiser and have organized and supervised numerous successful sales-based initiatives, fundraiser events, and donor programs. I have managed pro forma budget planning, allocation of funds, and reconciliation for extensive annual budgets. As a lifelong learner, I recently completed an MBA and strengthened my understanding of accounting procedures, budget rules and restrictions, and best practices in business management.

Creative, resourceful leadership and contributions to departmental and university initiatives are a hallmark of my professional activities. I have an exemplary record of departmental, college, and university service. My service at MSU has included extensive work with curriculum through college- and university-level committees as well as departmental work initiating innovative curriculum proposals and revising existing music curriculum. I lead music department advocacy efforts and have represented the department faculty in strategic planning for music spaces in a new \$90 multidisciplinary building. As an active faculty team member, I engaged in reaccreditation efforts for both our college of education (CAEP) and our music unit (NASM). I initiated and currently chair a committee focused on strategic planning for music at MSU (e.g., marketing and social media strategy, organizing recruitment and outreach efforts, advocacy, renovation/relocation planning, etc.). In addition, I am a member of the MSU Music Education Advisory Board—a taskforce of music education faculty and successful alumni focused on improving student success outcomes and early career readiness.

I am a committed colleague who takes an active role in supporting activities across our entire music unit. I actively seek ways to engage with colleagues' activities and events. I have conducted or performed in support of dozens of departmental events, including various instrument focus days, community engagement events, faculty ensembles, student performances, and university fundraiser events like our MSU Spring Gala. I have served as faculty mentor assisting rising tenure-track colleagues in portfolio development, navigating the tenure process, and by providing peer teaching reviews. At Kennesaw State University, I would invite opportunities to actively participate in such events, not simply serve as facilitator or supervisor.

I believe strongly in providing service to professional music organizations. Currently, I serve on the Kentucky Music Educators Association (KMEA) executive board as the State President-Elect and as the state chair for the College Band Directors National Association (CBDNA). Past professional leadership roles include service as a former editor of KMEA's state music publication, the *Bluegrass Music News*. I hold professional memberships in NAFME/KMEA, the National Band Association, CBDNA, ISME, and Phi Beta Mu International Bandmasters Fraternity. Numerous, ongoing elected leader roles at the state level and as the state representative of national music organizations reflect a high level of confidence and trust from my colleagues. Repeated nominations for service awards and special recognition by Kentucky school districts and music organizations highlight the impact of my efforts to improve student and teacher music experiences throughout the region.

I am committed to maintaining scholarly and artistic activity. I embrace opportunities to highlight important music education issues as a regular state and regional conference presenter. Currently, I have two presentation proposals under review for the ISME International Conference in summer 2026. I also recently spoke about research-based strategies for fostering student intrinsic motivation in music at the West Virginia Music Educators State Conference. Ensembles under my direction have performed at state and international conferences. In addition to my dissertation research, I authored a chapter in the GIA Publications *Teaching Music Through Performance in Band* series. I am eager to pursue research in the areas of human motivation and emotional intelligence—specifically, how research in these areas can inform and improve ensemble music instruction and preservice music teacher training.

In the role of Associate Professor/Professor of Music and Assistant Director of the Dr. Bobbie Bailey School of Music at KSU, I would enjoy leveraging my considerable experience to be a champion for KSU music students and faculty. The prospect of contributing to the leadership team of such a distinguished program—collaborating with exceptional colleagues, shaping a strategic vision for the school's continued growth, and strengthening student outcomes—aligns fully with my skillset and passions. Additionally, I would draw on my extensive network of professional contacts throughout the southeastern United States to broaden partnerships, enhance recruitment, and advance Kennesaw State University's mission across the region and beyond.

Should you need further information, please contact me at (270) 903-9888 or e-mail me at dcdale@moreheadstate.edu. I also invite you to visit my portfolio website for further insight into my current work—www.dcdale.com. I look forward to discussing the position in an interview at your convenience.

With great enthusiasm,

A handwritten signature in black ink, appearing to read "D. W. Dale". The signature is fluid and cursive, with the first and last names being the most prominent.

DuWayne C. Dale, DMA, MBA
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