

FY2009 DEPARTMENTAL ANNUAL REPORT OF CONTINUOUS IMPROVEMENT

Department of Music Fort Hays State University

I. DEPARTMENTAL OVERVIEW

The Department of Music exists as a department within a College of Arts and Sciences in a tax-assisted regional comprehensive state university. The department is fully accredited by the National Association of Schools of Music (NASM). The department offers the following undergraduate programs: (1) Bachelor of Arts in Music, (2) Bachelor of Music in Music Education, (3) Bachelor of Music in Music Performance, (4) Bachelor of Music in Theory and Composition, (5) Bachelor of Arts in Music Technology, (6) Music Minor in Music, and (7) Music Minor in Music Technology. The department also participates in the Master of Liberal Arts Studies degree program.

A. Departmental Mission and Vision Statements

Mission

The mission of the Department of Music is to provide opportunities for students to become creative, analytical, and expressive artists in teaching and performance through a liberal-arts foundation. Faculty members are dedicated to continuing research, performances, and other creative activities that foster academic and cultural excellence for students, the university, and the region. As a cultural leader in western Kansas, the department offers students and community members resources to discover and promote music as an integral part of life.

Vision (working draft)

- ❖ Recruit outstanding music students
- ❖ Offer high-quality curricula that provides students tools for success
- ❖ Build a regionally-recognized Music Technology program
- ❖ Create life-long learners who participate in music in professional and community venues
- ❖ Support diversity through the study and performance of music from world cultures
- ❖ Be an integral member of the community

B. Departmental Goals, Objectives, and Strategic Priorities

The Department of Music aspires to the following goals while maintaining an appropriate balance of financial resources and staffing, and maintaining the highest level of academic standards:

1. to offer on-campus and distance learning course offerings in support of its mission statement
2. to offer an active calendar of musical events during the academic year for the university, the community of Hays, and the entire western Kansas region.
3. to contribute to current scholarship in music education, performance, composition, theory, musicology, and conducting through the creative activities of departmental faculty.

C. Department Productivity and Distinctive Accomplishments

Majors: Total major enrollment has remained consistent over the past 10 years. There has been some fluctuation in enrollment during this time. However, over a 10 year average the department remains stable. We anticipate steady numbers of majors for next year, based on preliminary enrollment numbers for the 09-10 academic year.

Music Technology: A new Music Technology program and studio space has been created, using up-to-date hardware and software. Interest and participation in the technology program is growing quickly. A recording studio was created this year that allows students the opportunity for hands-on recording experience. An updated class piano lab was created using action planning resources from FY08. This allowed the department to increase the number of students in a section utilizing up-to-date teaching technology.

On-line courses: The department has doubled the number of online courses offered since FY 2008, which was also doubled in FY 08 from the previous year.

Degrees Awarded: A total of 13 degrees were awarded in FY2009.

Scholarly Activities: The majority of scholarly activities performed by the faculty occur in the form of creative activities, as is consistent with an arts program of this kind. As we are every year, the faculty was very productive in FY09. Faculty continue to present high-quality recitals, concerts, master classes, and presentations as part of their scholarly activities.

Jury Exam Data: Jury examinations are administered at the end of each semester. A high percentage of our students effectively demonstrate their musical performance proficiency to a jury of 2-4 faculty members each semester.

Concert/Recital Attendance: Attendance at departmental functions continues to be a source of pride for the department. Attendance and ticket revenue levels have remained stable for the past three years.

Senior Recitals: The culminating/capstone experience of the Bachelor of Music degree programs is the senior recital. It is a representation of teaching effectiveness and a source of pride for the department to see our students succeed to this level of musical ability. In FY04, five events were presented. In FY05, four were presented. In FY06, five were presented. In

FY07, four were presented, and in FY08, seven were presented, and in FY09, seven were presented.

Other Distinctive Departmental Accomplishments:

1. Two performing ensembles from the department were selected to perform by special invitation at the annual Kansas Music Educator's Association In-Service Workshop in February, 2009: Jazz I and Percussion Ensemble.
2. The opera program presented a full opera production of *The Matchstick Girl*.
3. The department engaged in a residency with composer Richard Faith, who visited FHSU twice during FY09. His first visit was to collaborate on his opera, *The Matchstick Girl*, and his second visit was to collaborate with faculty and students in the presentation of two recitals featuring his vocal and instrumental music. All productions were well attended, and provided a unique experience for students to work with a living composer.
4. The department presented a full musical production in conjunction with the Department of Communication Studies.
5. A new student recital series, *Spectrum*, was begun in FY07 to showcase the compositions of students in the composition program. The series continues to be a positive influence in the production of student compositions.
6. The department presented the eighth annual Cottonwood Music Project, a significant community outreach concert series in April, 2008. A chamber ensemble consisting of nationally recognized guest artists and FHSU faculty presented to area assisted living populations, school children, and the general public in several performance venues.
7. The department's marching band made significant improvement in quality this year. This ensemble, along with the Tiger Debs, and, in the spring, basketball pep band, provided a significant role in assisting the athletic program in FY08.
8. The choral program presented its annual Cathedral Concert at the Cathedral of the Plains in Victoria, KS in December, 2008.
9. Jazz Ensemble I appeared in concert at the Wichita Jazz Festival in April 2009.
10. The department presented its 5th annual Young Artist Competition, open to young musicians across the great-plains region.
11. The department's Western Kansas String Academy continued its mission of educating young string players in western Kansas. The program saw an increase in the diversity of educational offerings, and continues to be the only program of its kind in western Kansas.

The department's international partnerships continued in FY09. Our 2+2 arrangement with the Tak-Ming Institute continues successfully, with an average of 2-3 new Taiwanese students arriving at FHSU each year as BA in Music majors.

II. DEPARTMENTAL PERFORMANCE METRICS

A. Department Performance Indicators

Key Performance Indicator	FY2005	FY2006	FY2007	FY2008	FY2009
Freshmen	12	8	11	23	12
Transfer Students	0	4	8	4	7
Undergraduate (first majors/second majors)	59/5	64/3	73/4	83/6	67/9
Graduate Majors	1	0	0	0	0
MLS Majors	1	1	1	2	1
Major Retention	68.97%	59.32%	79.37%	73.24%	63.41%
Undergraduate Student Credit Hours	4618	4782	5590	5879	4473
Graduate Student Credit Hours	35	45	25	55	40
Tenured or Tenure-track Faculty (Headcount)	10	11	11	11	11
Non Tenure-Track Faculty (Headcount)	5	4	4	4	4
Other Faculty (Headcount/Sections Taught)	2/9	2/9	2/9	3/10	2/8
Undergraduate Degrees	4	9	6	13	13
The department is utilizing data from admissions to target recruiting of potential students. A database has been developed to track departmental communications to students, which will assist the department in more effective recruiting strategies with a few years of data. We have increased the number of online courses available to assist in the increase of SCH. Our SCH was lower this year due to the FHSU loss of the BGS program in China.					
Number of books, book chapters, and refereed articles published	7	3	1	3	4
Percent of faculty publishing refereed books, chapters, or articles	22%	5%	6%	13%	28%
Number of non-refereed articles and presentations	3	4	10	5	5
Percent of faculty publishing non-refereed articles or presentations	14%	28%	40%	13%	28%
Number of scholarly performances and other creative activities	112	146	143	150	107
Percent of faculty in scholarly performances or other creative activities	86%	78%	93%	93%	100%
Total number of external grant applications submitted/percent of faculty submitting	0/0	0/0	7/13%	1/13%	1/13%
Total number of funded external grants/percent of faculty funded	0/0	0/0	1/6%	1/13%	0/0
The department is undergoing a change to its understanding of creative and scholarly activities. Thus, while the number of overall activities appears lower, in fact the quality of the products is higher. A greater emphasis on quality and scope is replacing quantity.					

Key Performance Indicator	FY2005	FY2006	FY2007	FY2008	FY2009
[NOTE: Each department MUST report at least two direct measures of student learning outcomes and two indirect measures. Examples of direct measures include: first-time pass rate or average scores on standard exit exam, number of students successfully completing reviewed portfolios. Indirect measures would include student satisfaction, alumni and employer data, or any other perception based data.]					
Direct Outcome 1 Jury Examination Data (% of students who received a grade of B or higher in semester jury)	F-91% S-93%	F-88% S-89%	F-92% S-88%	F-92% S-88%	F-86% S-93%
Direct Outcome 2 PRAXIX Data (% of students who exceeded the cut score of 152 on the PRAXIS II exam)	73%	87.5%	100%	100%	92.5%
Indirect Indicator 1 # of performance events/total attendance	30/5682	41/4775	38/4692	40/4783	37/4389
Indirect Indicator 2 # of Senior Recitals Presented	4	5	5	7	7
Senior students' Level of Academic Challenge			45.07	48.18	47.08
Senior students' Active and Collaborative Learning			47.02	50.24	44.44
Senior students' Student-Faculty Interaction			44.17	56.00	49.63
Senior students' Enriching Educational Experiences			22.83	29.51	30.18
Senior students' Supportive Campus Environment			60.19	55.90	68.40
Performance classes were created in each studio to increase student comfort/ability in individual performance.					
[NOTE: Departments may pick up to three key performance indicators they currently measure but are not captured above. These measures could be used to track departmental results on specific yearly goals. Examples might include: number of SRPs attended, number of new freshmen contacted. (These will vary by department based on goals.)					
Outcome/Indicator 1 Number of potential freshman contacted				102	312
The department is utilizing data from admissions to target recruiting of potential students. A database has been developed to track departmental communications to students, which will assist the department in more effective recruiting strategies with a few years of data.					

C. Department Quality Initiatives and Results

FY2009 Quality Initiatives	Results
Development of Criteria for Tenure and Promotion. A subcommittee, faculty surveys, extensive research, and faculty meetings were all utilized to create criteria that supported the mission of the University, College, and Department. Ample opportunity for feedback, input, and discussion was made possible.	New criteria for tenure and promotion were developed. The criteria offer much more specificity and guidelines for faculty than previous criteria. New criteria will be put into practice in FY10.

Development of Merit Criteria	Work on this QI has been substantial, but needed to be postponed for completion in FY10 due to issue that arose with the budget crisis.
Development of Vision Statement	A working draft of specific vision goals has been created, and is awaiting further revision and acceptance.

FY2010 Quality Initiatives	Responsible Party, Resources, and Plan
Increased recruiting and retention of music students.	To be determined at the Fall 09 strategic planning meeting.
Curriculum Review/NASM review	To be determined at the Fall 09 strategic planning meeting.

D. Institutional Quality Results

FY2009 University Initiatives	Department Activities/Results
Increase access and retention for Hispanic students	No measurable results.
Increase the quantity and quality of K-12 teachers educated	The department is refocusing its mission on the development and recruitment of K-12 educators. Music education majors account of half of all our music majors. We will be focusing on curriculum review of the education program during FY10.
Improve undergraduate students' foundational skills	The department is focused on a new theory course that will enable us to better education incoming freshmen
Enhance physical wellness of students, faculty, and staff	The department realigned its performance calendar so that music faculty are no longer needing to work and attend concerts seven days a week. By eliminating Sunday performances, faculty are ensured a day where they are not required to attend work functions. Studies have shown how weekly time away from work increases overall health and job satisfaction.
Internationalize the campus and curriculum	The department is engaged in a partnership with Tak-Ming that brings 2-3 students a year from Taiwan to FHSU for music studies. In addition, we offer online courses to programs in China and Taiwan.

III. FY2009 STRATEGY AND OPPORTUNITIES FOR IMPROVEMENT

A. Departmental Reflection of Strengths, Needs, Opportunities, and Threats

Current Strengths	Current Needs
FACULTY AND STAFF: The greatest strength of the unit remains its faculty and staff. The amount of work hours music faculty members perform in a typical week <i>far exceeds</i> the work of faculty members in other departments at FHSU, especially given their evening and weekend responsibilities, as well as their constant recruiting and performing trips	DEPARTMENTAL OOE: With the current recession, our departmental funding has been cut. We are already funded at the bottom 5% of peer music units of our size, so a further reduction in funding is disastrous. The current administration does not appear to understand that the size and quality of a music unit is directly related to available resources.

<p>in and out of state (and, in some cases, internationally). Faculty dedication, innovation, and contributions to the department are what make the unit work, and what make departmental successes possible. Our professional staff works very hard to keep up with the needs of the unit and to work with constituencies in other areas of the university that must be consulted on a continual basis.</p> <p>FACILITIES: Of particular note is the excellent Beach/Schmidt Performing Arts Center. Malloy Hall is functionally sufficient for the unit's needs, but is showing its age and limitations after 40 years of use. Classroom space is excellent, but lab space and rehearsal space are too limited</p> <p>ENSEMBLES: Ensemble quality in the department is very good. We offer a variety of large and small ensembles that given students many different kinds of performance experiences.</p> <p>CURRICULUM: Recent changes in the department's curriculum have made the unit's undergraduate degree programs much stronger and more suitable for serving the needs of 21st century musicians. Three years ago the department added two new degree tracks, a Bachelor of Arts in Music Technology, and a Bachelor of Music in Theory and Composition. In addition, the department is continuing to find ways to expand its offerings in online formats, including the development of a BGS program.</p> <p>The Music Education program and the Bachelor of Arts in Music program continue to be the backbone of the department. These two areas of concentration account for nearly 90% of majors in the department.</p> <p>DOMESTIC VC PROGRAM: The unit's 3 domestic VC general education course offerings have been a tremendous success story since offerings began in 2001. The amount of</p>	<p>AVAILABLE SCHOLARSHIP DOLLARS: With the current recession, our available scholarship dollars have decreased dramatically, and are anticipated to continue to decrease in FY10. This directly affects our ability to recruit both number of students and quality of students. Without adequate scholarship funds, quantity and quality will likely decrease.</p> <p>MAJOR HEADCOUNT: The unit faces major challenges in turning potential students into enrolled students for the following reasons:</p> <ol style="list-style-type: none"> 1) Awareness of the unit in eastern KS schools needs to improve, and, 2) Adequate scholarship support to offset competitive offers made at other institutions needs to be in place. <p>Further, better organizing, streamlining, tracking and planning of departmental recruitment efforts needs to take place to maximize faculty resources and ensure best return on time and travel invested.</p> <p>The most pressing need in recruiting students is available scholarship monies. In today's collegiate music programs, it is virtually impossible to grow music programs without significant scholarship money available to recruit students. The reality is that most music students are recruited by several schools, and the school with the biggest scholarship offer is usually the one that will attract higher-quality students. In order for the department to grow, both in numbers and quality, we must raise more scholarship money.</p> <p>EVENT PUBLICITY/ATTENDANCE: We find ourselves performing to the same audiences event after event, without any real change in audience numbers or makeup. Many of our smaller concerts are attended by mainly music students and faculty, and only a handful</p>
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<p>tuition revenue produced for the university from these courses has provided overload and adjunct salaries for the unit and significantly improved the unit's KPI rating which has allowed the unit to survive in the environment of tuition ownership and budget crisis.</p> <p>INTERNATIONAL VC PROGRAM: The unit's partnerships with four Asian institutions has been a great success. SCH production from general education courses offered in Asia has been of great worth to the department. It is unfortunate that this program will not be continuing after FY2009. In fact, numbers will be substantially lower in FY09, and then the program will likely be ended altogether, due to the cancellation of the BGS program in China.</p> <p>Students that have come to the department from Tak- Ming Institute as part of a 2+2 transfer agreement have added immensely to the department's offerings and ensembles, and the Department is looking for ways to strengthen this relationship, and expand into other programs.</p>	<p>of community members. While this in and of itself is not negative, we are in need of increasing our audience base.</p> <p>Publicity remains difficult because of the lack of departmental dollars that can be devoted to publicity materials. With an increase in resources, we would be able to more effectively advertise and increase community awareness and event attendance.</p> <p>FACILITIES/EQUIPMENT: The unit needs more space for its growing instrumental program. There is great need to expand the current instrumental rehearsal room. Storage remains a huge problem for the unit, particularly for percussion instruments that overflow from their originally designed space into the rehearsal area. The music office is in need of renovation as well. The unit's piano inventory is in urgent need of replacement and/or repair. The band area is in need of large marching and concert instruments, and the string area has very serious repair needs.</p> <p>GRADUATE PROGRAM: Without an accredited graduate program, the unit is limited in its ability to serve students in its region who desire advanced degrees in music. The unit lacks the resources to provide graduate assistantships to students who can help faculty in teaching and service needs of the department. The Master of Liberal Studies program is available, but due to its non-mainstream role in the traditional academic music degree program sequence (the MM usually serves this purpose) it has failed to attract headcount. The lack of graduate students is especially significant to a/the music unit, as music unit faculty perform extensive external and community roles in recruitment and performing that compete for time with instructional duties.</p>
<p style="text-align: center;">Future Opportunities</p>	<p style="text-align: center;">Future Threats</p>
<p>NEW DEGREE PROGRAMS/CURRICULA: The</p>	<p>LOST FTE: The department lost valuable FTE in FY04 that has not been recovered. We</p>

<p>department is currently designing a BGS in music studies. The newly added Bachelor degrees in Theory/Composition and Music Technology are hoped to bring in more students and revitalize the department. In particular, we are very pleased to be working in conjunction with INT in the development of the Music Technology program.</p> <p>ASIAN/PARTNER OPPORTUNITIES: The department seeks to maintain its current MUS161/291 offerings in Asia, and seeks to continue/expand its relationship with Tak Ming College and other Asian institutions that stand to bring more students to FHSU in person.</p> <p>SYNTHESIZED AND ORGANIZED RECRUITMENT EFFORTS: A likely outcome of our next strategic planning retreat will be increased attention to and discussion about our recruitment efforts. The department can use its scholarship and recruitment committee more effectively and continually to better track departmental recruitment efforts. The department has demonstrated it has the faculty to attract highly qualified students to its audition day; we need to explore ways of turning these prospects into commits.</p> <p>PUBLICITY: With the new rebranding of the university, the department is in a position to use newly created tools, resources, and materials to create increased awareness in the community of our events and opportunities.</p>	<p>again were threatened with FTE loss during the financial crisis in spring of 2009. While we were able to divert that for a time, it was made clear that a position in the department is on the chopping block. A loss of another position will be difficult to absorb. It will increase workloads in the department, thus taking away time from recruiting efforts. Should this loss occur, the department will likely need to change some of its focus and cut some programs.</p> <p>LOSS OF BGS IN CHINA: The loss of the BGS degree in China means that our FTE numbers will look poorer in FY09 and beyond. In addition, it is a loss of visibility for the department that could result in negative impact based on administrative issues.</p> <p>SCHOLARSHIP SUPPORT: The department has suffered a series of devastating setback in the form of decreased principal earnings on our endowed scholarships in the last ten years. As the department continues to efforts to attract more students, having scholarship money to support these prospective students will be key. Without it, growth will be highly limited.</p> <p>‘INSTITUTIONALIZATION’ OF UNIT WITHIN COMMUNITY: While the department serves the western Kansas region, it is not at the point where it is seen unanimously as an essential component of the community by the public at large. Efforts to better publicize events, increase audience attendance, and diversify/increase offerings can assist in producing a better sense of ‘institutionalization’ within Hays, as well as better coordination and collaboration with highly visible and successful performing/visual arts entities in the area.</p>
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B. Opportunities for Improvement

Long-Term Strategic Initiatives	Resources Required	Expected Result
Mediate MH211	\$20,000	Will accommodate for evolving electronic learning delivery systems and diverse learning modalities.
Renovate/Expand MH126	\$100,000	Add additional instructional and storage space, thereby increasing effectiveness of music rehearsals in what is now a very cramped space.

IV. SUPPORTING MATERIALS

A. Department Degree Program Affinity Diagram(s)

[See Appendix A](#)

B. Department Staffing Plan

[See Appendix B](#)

C. Bibliography of Departmental Scholarly Activity

[See Appendix C](#)

D. Department Program Assessment Results

[Found in Appendix A](#)

E. Other Departmental Information

[The Department of Music is accredited by the National Association of Schools of Music.](#)

General Parameters

1. No more than 20 pages, excluding appendix information.
2. Report submitted electronically to Dean, Assistant Provost for Quality Management, and Provost.
3. Note deadlines attached below.

Annual Timeline for Department Annual Report

March 1	Draft template distributed to Deans.
April 15	Final template and Directions distributed to Department Chairs. Selected enrollment data (fall 20 th day counts) distributed to Chairs and Deans in the departmental template.
June 1	Student system information (graduates, SCH) delivered to Chairs.
June 1	Final cutoff date for elements to be considered in the Department's Annual Report.
June 30	Complete Department Annual Report due to Deans, Assistant Provost for Quality Management, and Provost. Submit electronically.
August 15	Completed College Annual Report due to Assistant Provost for Quality Management and Provost.

College of Arts and Sciences Affinity Diagram for Degree Programs

Attachment A

What are the **elements/building blocks** of a degree program in the Department of Music that will meet the educational needs of the prospective Music Education major within the Bachelor of Music degree?

Characteristics of B.M. Music Education Majors	Expected Learning Outcomes	Curriculum	Assessment Approach and Methods	Results FY 2008
<p>Knowledgeable They understand the materials and language of music.</p> <p>Creative They think as liberally educated persons who can independently solve problems within music.</p> <p>Aesthetically sensitive They listen to and appreciate various levels of performances as informed consumers.</p> <p>Perform They develop the technique and repertoire necessary for the preparation of solo performances.</p> <p>Communication of ideas They relate their musical ideas, concepts and understanding to the public.</p> <p>Ambitious They are committed to achieving higher levels of personal accomplishments and broader knowledge in repertoires, techniques, and contexts.</p>	<p>Goal * To demonstrate the ability to read, write, and analyze music.</p> <p>Goal * To demonstrate the ability to discuss musical performance and literature from an enlightened perspective; to acquire the skills to compare and contrast music from various historical periods, nations, and genres.</p> <p>Goal * To acquire the skills to study, learn, and perform music that is appropriate to the soloistic and ensemble expertise of the individual student. The student will be able to choose music, rehearse it, and perform it with a maximum of independent effort. The performances will exhibit stylistic and technical accuracy, an understanding of good tone production, an artistic sensitivity to various possibilities of interpretation.</p> <p>Goal * To demonstrate an understanding of the fundamental operation of the solo instrument with an emphasis on the development of a pedagogical technique.</p> <p>Goal * To acquire the skills to teach music effectively in public schools.</p>	<p>MUS 181/183/281/283 Theory of Music</p> <p>MUS 491/492 History of Music MUS 001 Recital Attendance (8 semesters)</p> <p>MUS 182/184/282/284 Aural Skills MUS 099 Senior Recital Ensemble (8 semesters) MUS 153 English/Italian/Latin Diction MUS 253 German/French Diction MUS 151/251/451/461 Performance-Private Instruction MUS 285 Keyboard Harmony (or) MUS 121/122/221/222 Group Piano MUS 287/288 Conducting</p> <p>Techniques and Materials</p> <p>MUS 277 Early Field Experience Various methods courses depending on the student's emphasis MUS 661 Instrumental/Choral Arranging</p>	<p>Student success in successive sequences of courses.</p> <p>Performance jury (practical final exam in front of a faculty panel) each semester. Students must have faculty approval to enroll in higher numbered performance classes.</p> <p>Sophomore review (faculty as a whole evaluate the progress of each student, making practical suggestions for marginal students)</p> <p>Senior recital that includes a minimum of 30 minutes of solo repertoire approved in advance of the recital by a hearing for a faculty panel.</p> <p>Alumni surveys, approximately every 5 years, to indicate needed revisions.</p> <p>Accreditation by the National Association of Schools of Music: an external panel of evaluators who read our Self-Study, visit the campus, interview and observe students, and determine if our goals are being met.</p>	<p>86%</p> <p>The Department of Music reported that 75 % of students classified as sophomores have met achievement standards thus far in their respective programs of study based upon <i>cumulative and program grade point averages</i>. At this writing, required feedback, which includes subjective factors indicating each student's potential as a public school music educator, has not been submitted from departmental faculty. This information must be received by the Sophomore Review Committee prior to its final decision. Appointments will be scheduled in the Fall 2008 semester with those students receiving negative feedback from the faculty.</p> <p>7</p> <p>TBA in 2010</p> <p>Next NASM visit in 2012</p>

College of Arts and Sciences Affinity Diagram for Degree Programs

What are the elements/building blocks of a degree program in the Department of Music that will meet the educational needs of the prospective Performance major within the Bachelor of Music degree?

Characteristics of B.M. Performance Majors	Expected Learning Outcomes	Curriculum	Assessment Approach and Methods	Results Fiscal Year 2008
<p>Knowledgeable They understand the materials and language of music.</p> <p>Creative They think as liberally educated persons who can independently solve problems within music.</p> <p>Aesthetically sensitive They listen to and appreciate various levels of performances as informed consumers.</p> <p>Perform They develop the technique and repertoire necessary for the preparation of solo performances.</p> <p>Communication of ideas They relate their musical ideas, concepts and understanding to the public.</p> <p>Ambitious They are committed to achieving higher levels of personal accomplishments and broader knowledge in repertoires, techniques, and contexts.</p>	<p>Goal * To demonstrate the ability to read, write, and analyze music.</p> <p>Goal * To demonstrate the ability to discuss musical performance and literature from an enlightened perspective; to acquire the skills to compare and contrast music from various historical periods, nations, and genres.</p> <p>Goal * To acquire the skills to study, learn, and perform music that is appropriate to the soloistic and ensemble expertise of the individual student. The student will be able to choose music, rehearse it, and perform it with a maximum of independent effort. The performances will exhibit stylistic and technical accuracy, an understanding of good tone production, an artistic sensitivity to various possibilities of interpretation.</p> <p>Goal * To demonstrate an understanding of the fundamental operation of the solo instrument with an emphasis on the development of a pedagogical technique.</p>	<p>MUS 181/183/281/283 Theory of Music</p> <p>MUS 491/492 History of Music MUS 001 Recital Attendance (8 semesters) Solo Literature Electives in Music Theory or History</p> <p>MUS 181/184/282/284 Aural Skills MUS 099 Senior Recital Ensemble (8 semesters) MUS 153 English/Italian/Latin Diction MUS 253 German/French Diction MUS 151/251/451/461 Performance-Private Instruction MUS 285 Keyboard Harmony (or) MUS 121/122/221/222 Group Piano</p> <p>Techniques and Materials</p>	<p>Student success in successive sequences of courses.</p> <p>Performance jury (practical final exam in front of a faculty panel) each semester. Students must have faculty approval to enroll in higher numbered performance classes.</p> <p>Senior recital that includes a minimum of 50 minutes of solo repertoire approved in advance of the recital by a hearing for a faculty panel.</p> <p>Alumni surveys, approximately every 5 years, to indicate needed revisions.</p> <p>Accreditation by the National Association of Schools of Music: an external panel of evaluators who read our Self-Study, visit the campus, interview and observe students, and determine if our goals are being met.</p>	<p>100%</p> <p>1</p> <p>TBA in 2010</p> <p>Next NASM visit in 2012</p>

College of Arts and Sciences Affinity Diagram for Degree Programs

What are the **elements/building blocks** of a degree program in the Department of Music that will meet the educational needs of the prospective Music major within the Bachelor of Arts degree?

Characteristics of B.A. Music Majors	Expected Learning Outcomes	Curriculum	Assessment Approach and Methods	Results Fiscal Year 2008
<p>Knowledgeable They understand the materials and language of music.</p> <p>Creative They think as liberally educated persons who can independently solve problems within music.</p> <p>Perform They develop the technique and repertoire necessary for the preparation of solo performances.</p> <p>Communication of ideas They relate their musical ideas, concepts and understanding to the public.</p> <p>Ambitious They are committed to achieving higher levels of personal accomplishments and broader knowledge in repertoires, techniques, and contexts.</p>	<p>Goal * To demonstrate the ability to read, write, and analyze music.</p> <p>Goal * To demonstrate the ability to discuss musical performance and literature from an enlightened perspective; to acquire the skills to compare and contrast music from various historical periods, nations, and genres.</p> <p>Goal * To acquire the skills to study, learn, and perform music that is appropriate to the soloistic and ensemble expertise of the individual student. The student will be able to choose music, rehearse it, and perform it with a maximum of independent effort. The performances will exhibit stylistic and technical accuracy, an understanding of good tone production, an artistic sensitivity to various possibilities of interpretation.</p>	<p>MUS 181/183 Theory of Music</p> <p>MUS 491/492 History of Music MUS 001 Recital Attendance (8 semesters)</p> <p>MUS 182/184 Aural Skills Ensemble (8 semesters) Electives in Performance-Private Instruction MUS 121/122 Group Piano</p>	<p>Student success in successive sequences of courses.</p> <p>Performance jury (practical final exam in front of a faculty panel) each semester. Students must have faculty approval to enroll in higher numbered performance classes.</p> <p>Alumni surveys, approximately every 5 years, to indicate needed revisions.</p> <p>Accreditation by the National Association of Schools of Music: an external panel of evaluators who read our Self-Study, visit the campus, interview and observe students, and determine if our goals are being met.</p>	<p>84%</p> <p>TBA 2010</p> <p>Next NASM visit in 2012</p>

College of Arts and Sciences
 Department Staffing Plan and Assignments (Current)
 Department of Music
 Date: 06/29/09

Current Department Needs	Faculty Member	Current Faculty Expertise	Assigned Instructional FTE's	Rank Current Date	Degree Completed	Track	Current Salary In Line	Nat'l Average For Discipline/ Rank	% Above(Below) Nat'l Average	Peer Average For Discipline/ Rank	% Above(Below) Peer Average
	Morris-Cline	Cello/Bass, Chair	.5/.5	Assistant	M.M.	Tenure-Track	58777	80397	-26.9		
	Andrews	Music Education – Elementary	1.0	Associate Professor	Ph.D.	Tenured	50833	56739	-10.5		
	Boire	Voice	1.0	Professor	D.M.A.	Tenured	55736	68027	-18.1		
	Crull	Director of Choral Activities	1.0	Instructor	M.M.	Tenure-Track	40948	42470	-3.6		
	Dawson	Trumpet, Jazz Studies	1.0	Assistant Professor	M.M.	Tenured	54478	48139	11.6		
	Huber	Piano, Theory	1.0	Associate Professor	M.M.	Tenured	81497	56739	30.4		
	Jordan	Band/Orchestra Director, Horn, Composition	1.0	Assistant Professor	D.M.A.	Tenure-Track	51260	48193	6		
	Kranzler	Percussion	.5	Instructor	M.M.	Adjunct	20740	N/A	N/A		
	McGowne	Staff Accompanist	1.0	Program Specialist	B.M.	Adjunct	19482	29783	-34.6		
	Means	Violin/Viola	1.0	Assistant Professor	P.S.	Tenure-Track	48875	48193	1.4		
	Perniciaro	Voice	1.0	Assistant	D.M.A.	Tenure-Track	41390	42470	-2.6		
	Pisano	Clarinet, Music History	1.0	Associate Professor	D.M.A.	Tenured	45523	56739	-19.8		
	Ravitskaya	Piano	1.0	Assistant Professor	D.M.A.	Tenure-Track	41939	48193	-13		
	Rolls	Theory, Composition, Music Technology	1.0	Assistant	D.M.A.	Temporary	42000	48139	-12.8		
	Weaver	Athletic Bands, Low Brass	1.0	Instructor	ABD	Temporary	41,947	48,139	-12.8		
	Werth	Double Reeds	.2	Instructor	M.M.	Adjunct	5666	N/A	N/A		

Diversity Ratio = Tenure Density =

Bibliography of Department Scholarly Activity Attachment C

Faculty Member	Role	Description/ Title	Location	Publisher	Date
Andrews	Presenter	Reading Between the Lines and Spaces: Integrating Children's Literature in the Music Classroom	KMEA 09 Wichita, KS		February 09
	Presenter	Children's Camp	Hays, KS		June 09
Boire	Research	Created www.romanianmusicoline.com as a repository for her research on Romanian composers	Internet		08-09
	Consultant	Two dissertation projects in Romanian music	UCT, UNCG		08-09
Crull	Conductor	Fall Choral Concert	Hays, KS		10/23/08
		Fall Musical	Hays, KS		October 08
		FHSU Opera	Hays, KS		February 09
		Cathedral Concert	Hays, KS		December 08
		Madrigal Feaste	Hays, KS		December 08
		Spring Choral Concert	Hays, KS		March 09
	Clinician	All-State Reading Festival	Hays, KS		September 08
		MCL Reading Clinic	Osborne, KS		November 08
		Haven Choral Festival	Haven, KS		February 08
	Research	Finished Dissertation	Greeley, CO	UNC	July 08
Dawson	Performer	Band Camp	FHSU		July 08
		Cathedral Concert Victoria	Victoria, KS		December 08
		Garage Restaurant New York	NY		March/June 09
		Faculty Showcase FHSU	Faculty Showcase FHSU		October 08
		Faculty Lecture Recital	FHSU		February 09
	Conductor	Fall Jazz Concert FHSU	Fall Jazz Concert FHSU		November 08
		Spring Jazz Concert FHSU	Spring Jazz Concert FHSU		April 09
		Wichita Jazz Festival	Wichita Jazz Festival		April 09

		Great Bend Jazz Festival	Great Bend, KS		March 09
Huber	Presenter	Master Class	Norton, KS		Fall 08
		Master Class	Garden City, KS		Fall 08
	Conductor	Multi-Piano Ensemble	Hays, KS		Spring 09
Jordan	Composer	RADIX	Hays, KS	Self	Summer 08
		Jump-Start	Wichita, KS	Self	Spring 09
	Presenter	Ensemble Programming	KMEA 09 Inservice Wichita, KS		February 09
	Conductor	KMEA Northeast District Honor Band			Fall 08
		Pioneer Festival Honor Band			Fall 08
		Virginia Honor Band	Virginia		Fall 08
Kranzler	Performer	Salina Symphony	Salina, KS		08-09
		Shanti	Kansas		Fall 08
		David Frizzel	Salina, KS		Spring 09
		<i>Les Lankhorst Show</i>	Salina, Manhattan, KS		Spring 09
	Conductor	Percussion Ensemble	KMEA 09 Inservice Wichita, KS		February 09
	Clinician	High Plains Camp	Hays, KS		Summer 08
Means	Performer	Colorado Symphony Orchestra	Denver, CO		08-09
		Cabrillo Music Festival	Cabrillo, CA		Summer 08
		Faculty Recital	Hays, KS		December 08
Morris-Cline	Performer	Recital with Guest Violinist	Hays, KS		September 08
		Faculty Showcase	Hays, KS		October 08
		Cottonwood Festival	Hays, KS		April 09
		Richard Faith Recital	Hays, KS		April 09
	Conductor	Hays Symphony Orchestra	Hays, KS		08-09
	Presenter	American Democracy Project Panel Participant – “Music, Art, and Politics”	Hays, KS		Spring 09
Perniciaro	Research	Peer-Review Abstract for College Music Society	Kansas City, KS		April 09
	Performer	Tenor Soloist – <i>Elijah</i> with Topeka Festival	Topeka, KS		Feb 09

		Singers			
		Beppe in <i>I Pagliacci</i> with Kansas Concert Opera	Kansas		October 08
		Tenor soloist Mid-Kansas Symphony Bach <i>Magnificat</i> and Mozart <i>Solemn Vespers</i>	Kansas		April 08
		Tenor Soloist – Beethoven <i>Symphony No. 9</i> – Salina Symphony	Salina		May 09
		Music of Richard Faith Recital	Hays		April 08
		Faculty Showcase Recital	Hays		October 08
		Directed <i>The Little Match Girl</i> and selections from <i>Sleeping Beauty</i> and <i>Beauty and the Beast</i>	Hays		February 09
	Presenter	American Democracy Project Panel Participant – “Music, Art, and Politics”	Hays		Spring 09
		Masterclass with Kansas Wesleyan Tenors	Salina		May 08
Pisano	Research	<i>Clarinet Fundamentals: The Key to the Improvement of the Clarinet Section.</i>		NFHS Music Association Journal	Fall 08
	Performer	Wichita Grand Opera	Wichita, KS		08-09
		Faculty Recital	Hays, KS		January 09
		Faculty Showcase	Hays, KS		October 09
		Recital	Bethel College		April 09
	Conductor	Clarinet Choir	Hays, KS		08-09
Ravitskaya	Performer	Guest Chamber Recital	Hays, KS		September 08
		Faculty Showcase Recital	Hays, KS		October, 08
		Recital	Newton, KS		October 08
		Concerto Performance	Pittsburg, KS		February 09
		Chamber Recital	Newton, KS		April 09
		Concerto Performance	Hays, KS		May 09

Weaver	Performer	Faculty Showcase Recital	Hays, KS		October 08
		Faculty Recital	Hays, KS		May 09
	Research	Ongoing research on dissertation			08-09
	Arranger	Multiple arrangements of music for marching, pep, and brass bands	Hays, KS		08-09
Werth	Performer	Faculty Showcase Recital	Hays, KS		October 08
		Werth Trio	Kansas		08-09
		Richard Faith Recital	Hays, KS		April 09
		Salina Symphony	Salina, KS		08-09