

Appendix A – Examples of Search Justification Materials

Example #1

Request for National Search: Assistant Professor, Flute

DEPARTMENT OF MUSIC

Start Date: August 16, 2017

Classification	Title	Position	Line	Salary	Courses
9-month Full-Time Tenure-Track	Assistant Professor	F00327	Bonner	\$47,500	Applied Music: MUSP 1111, 1112, 3111, 3112, 3113, 6111, 6112 Small Ensemble, Flute: MUS 3370, 3371, 6141 Flute Techniques: MUS 3231 Pedagogy and Performance: MUSP 6121, 6122 Optional Courses: MUS 2503 Honors Fine Arts Music MUS 3372 Music History I MUS 3382 Music History II

Justification for Position

Flute has been taught at A-State by a tenure-track faculty member for decades. This instrument plays a significant role in all of our instrumental ensembles. It is also a vital part of the curriculum required for our Bachelor of Music Education Instrumental Majors. The BME Instrumental Degree has been the most popular and steadfast program in the Department of Music. It is not possible for our

department to function properly without this faculty line. Each and every BME Instrumental Major must become proficient in teaching flute through the Flute Techniques course. The absence of an Applied Flute tenure-track position would be a disservice to our students and a devastating blow to the caliber of faculty we attract. For instance, in the past two years, recruiting for the flute studio has produced one of the most talented groups of flute students we have had in decades. According to Prof. Bonner that are currently 14 music majors taking lessons from him. A lack of stability in our flute position would undoubtedly jeopardize our enrollment and recent recruiting successes. Additionally, within the last 5 years graduate students have been enrolled within our flute studio for graduate credits. The instrumental talent for which we strive in recruiting not only demands, but also is deserving of consistent, fine instruction. Without this flute position, we would surely lose students to other universities within our state and region.

To further clarify the Applied Flute teaching responsibilities, not only do they ensure instructional knowledge in woodwind instruments required of all BME Instrumental Majors, but they also secure critical ensemble members for our Wind Ensemble, Symphonic Band, Marching Band, Orchestra, Chamber Groups and other departmental ensembles. Beyond the ensemble experience/requirements, it is essential to offer superior instruction for all woodwinds as solo instruments. Fulfilling the standards for the BME Instrumental Degree requires students to perform solo literature with utmost skill. The flute is no exception. Thus, a tenure-track faculty line for Applied Flute is without question, an essential position if we are to progress as we uphold the high standard of education we have here at Arkansas State University.

Current load for Prof. Joe Bonner, Assistant Professor of Flute (Spring 2017)

Class/Number	Title	Enrolled	Credits	Total Load Credit
MUSP 1111	Applied Flute	2	0.33	0.66
MUSP 1112	Applied Flute	7	0.66	4.62
MUSP 3111	Applied Flute	4	0.33	1.32
MUSP 3112	Applied Flute	2	0.66	1.32
MUS 3371	Sm. Ens. Flute	7	1	1
FAM 2503	Hrns Fine Arts Mus.	21	3	3
MUS 3372	Music History I	16	2	2

TOTAL FACULTY TEACHING LOAD 13.92 (8.92 for Applied Music)

Projected Load for Prof. Joe Bonner, Fall 2017

Prof. Bonner's load would have been comparable to the spring 2017 with two changes. In the fall the Flute Techniques course is offered and instead of Music History I, Music History II will be substituted.

Fall 2016 Bonner TOTAL FACULTY TEACHING LOAD 14.3 (8.3 for Applied Music)

Additional Service, Administrative, Advising Responsibilities for Prof. Joe Bonner

Advisor to Flute Instrumental Music Majors
College Technology Committee, Member
Department Curriculum Committee, Member
Program Safety Committee, Member
NASM Self Study Team, Member
Faculty Senator

Additional Comments Regarding Prof. Joe Bonner and the Flute Position

We are extremely confident in our ability to draw a rich and diverse applicant pool for this tenure-track position. The time of year will not detour our pool since there are a large number of qualified professionals in the field who would be eager to apply for this position. That said, we would like to request that the 30 day time period for keeping a faculty search opened be reduced to 14 days.

Example #2

**Request for National Search: Director of Athletic Bands/Assistant Director of Bands,
Instructor**

DEPARTMENT OF MUSIC/COLLEGE OF LIBERAL ARTS & COMMUNICATION

Start Date: July 1, 2018

Classification	Title	Position	Line	Salary	Courses
Full-Time Faculty Non-tenure- track	Director of Athletic Bands/Assistant Director of Bands, Instructor	F00654	Vacant: Middleton	\$45,000 plus 13.9% summer stipend	Marching Band: MUS 1340, 1341, 3340, 3341, 6331 Concert Band: MUS 3320, 3321 Small Ensemble, Pep Band: MUS 3371 Additional Ensembles: Men's Basketball Band Women's Basketball Band Volleyball Band Methods and Materials for Teaching Marching Band: MUED 4102 Music Teaching Internship in the Secondary School: TIMU 4826

Justification for Position

The athletic bands play a significant role in the life of our university. Not only are they part of the curriculum required for our Bachelor of Music Education Instrumental Majors, athletic bands also serve co-curricular and extracurricular functions at A-State. For example,

currently there are 47 different majors represented among the students in the Sound of the Natural State and students in the athletic bands often have commitments during the Fall Break at Thanksgiving and during the break between the fall and spring semesters. Additionally the athletic bands are among the most visible academic courses offered at A-State. Very few, if any other courses at A-State are seen by nearly 30,000 people as is the case for our marching band during a performance at Centennial Bank Stadium.

The position also complements recent and substantial growth of our Instrumental Music Education Area, which is currently the largest proportion of students within the Department of Music. This faculty member will assist with supervision of teaching interns and teach Methods and Materials for Marching Band. Our Concert Band also reinforces our music education area since this ensemble serves many music majors learning secondary instruments.

The absence of a Director of Athletic Bands position would be a disservice to our students and a devastating blow to the caliber of students and faculty we attract. A lack of stability in our Director of Athletic Bands position would undoubtedly jeopardize our enrollment and recent recruiting successes. It is not possible for our department to function properly without this faculty line.

Projected Load, Director of Athletic Bands 2018-2019

Fall 2018

Course/Ensemble	Enrolled	Load Credit
Marching Band	200+	6
Basketball Bands	60+	3
Volleyball Band	40+	1
Teacher Intern Supervisor	2	1.32
Athletic Band Administration	--	3
Fall Faculty Load		14.32

Spring 2019

Course/Ensemble	Enrolled	Load Credit
Basketball Bands	60+	3
Concert Band	75+	3
Methods and Materials	12	2
Teacher Intern Supervisor	5	3.32
Athletic Band Administration	--	3
Spring Faculty Load		14.32