

APPENDIX I: COLLEAGUE APPRAISAL FORM

COLLEAGUE APPRAISAL FOR FACULTY EVALUATION

Faculty Member to be Evaluated: Mr. Freddie Green

Department of Faculty Member: Music

Colleague Evaluator: Dr. David L. Sharlow, Associate Professor of Music

Department of Evaluator: Music

Time Period of Evaluation: Spring, 2017 and Fall, 2017

Please provide in narrative form an evaluation of your colleague's work over the period indicated above in each of the College's three evaluation categories: Teaching/Job Performance, Scholarly/Creative Activity, and Service. Colleague appraisals should be taken into account as part of the formal evaluation process for all full-time faculty members and included within the Tenure Portfolio for probationary tenure-track faculty members. Depending on the type of faculty appointment, you may not need to complete all three evaluation category sections (teaching/job performance, scholarly/creative activity, service).

Please write your evaluation in three separate sections (as described below) and staple them together with this page as a cover sheet. In each section, state the reasons for the views you express and what evidence you used. For all categories, characterize the reference group you are using for comparison (School of Arts and Sciences faculty, other university faculty, etc.).

Thank you for your help!

PLEASE USE THIS PAGE AS YOUR COVER SHEET. Thank you!

I certify that the attached narrative represents my sincere evaluation of the work of my colleague over the period indicated above in each of the College's three evaluation categories: Teaching/Job Performance, Scholarly/Creative Activity, and Service.

David L. Sharlow (Evaluator Signature) February 13, 2018 (Date)

INSTRUCTIONS FOR WRITING THE NARRATIVE

SECTION ONE: Colleague Appraisal of Teaching Effectiveness/Job Performance

I have had the privilege of observing Mr. Freddie Green on multiple occasions working with students in group AND individual scenarios, in both performance and rehearsal settings.

As for working with an ensemble... Mr. Green's work specifically with the *Southern Jazz Orchestra (SSO)* is fantastic! I have attended most of the SSO concerts, in addition to working with him on Sophomore Day activities and touring together, where our two groups have performed together. I have found Mr. Green to be unequivocally enthusiastic, challenging, encouraging, AND no doubt has a command of the subject matter. The energy level he brings to the podium is inspiring and positive and because of this, he has raised the bar for this ensemble. I would describe his concert performances to be fun, energetic, and musical.

As for working with individuals... Fortunately (or unfortunately, as the case may be given the terrible acoustical condition of our facilities... in other words, you can hear everything), because my office is next to his, I can hear how Mr. Green teaches student trumpeters individually. The same aforementioned adjectives I used to describe his working with groups, I would use to describe his work with students on a one-on-one basis. However, what I like about his individual work, is that skill seems to be paramount. He spends time making sure students have the necessary proficiencies in regards to technique (correct embouchure, breathing, lip and tongue placement, etc.), listening (the ability to play back what they hear), improvising (the ability create), thus creating an overarching well-rounded musician.

What I appreciate in both scenarios is the onus he puts on the students to do work outside of class AND to be responsible for the decisions they make. For example, he expects his trumpet students to practice their music outside of the less, applying the skills he teaches in the studio to the music on their own. In this way, at least from what I gather, the student is left to make educated decisions for themselves. In the end, they of course work together on the music, BUT teaching how to approach the music from an educated technical and musical side, will serve them in the future, rather than just teaching notes. I would rate him as being outstanding in this area.

SECTION TWO: Colleague Appraisal of Scholarly/Creative Activity

From a scholarship and creative standpoint, Mr. Green is a busy performer, conductor, and educator at the community, regional, and national levels.

In the community... Mr. Green has conducted his Jazz Orchestra in semester concerts on campus and in the city of Joplin – specifically, at *Third Thursday*, and at the unveiling of the *Belonging to All Hands Who Build Mural*, for example. He has also performed on his trumpet in faculty-recitals (such as that with Dr. Cheryl Cotter), for university and community musicals and operas (such as in Heartland's performance of *Carmen* and in Southern's performance of *Three Penny Opera*), AND in performances of *A Seasonal Choral Flourish* (A concert I conduct); indeed, becoming a collaborator for the pre-concert music of this concert, while also preparing his trumpet students to perform on our traditional processional each year. From a community standpoint, I find him readily available to support his colleagues, community organizations, and local musicians by performing at, and in, events like these. Suffice it to say, this is a shortened list, as his involvement in such activities is much more in-depth. Certainly, his level of preparedness for these performances demonstrates the amount of time and effort he puts into his work.

Regionally... Mr. Green has most recently been a clinician for the Southwest Missouri All-District Jazz Ensemble and as a guest soloist with the Cottey College Wind Ensemble. He has served on the faculty for the Pittsburg State University Trumpet Day, as well as being a clinician for the Marionville and Miami High Schools.

Nationally... Mr. Green is most notably associated with Walt Disney as a regular performer in the Walt Disney Orchestra, Epcot World Showcase. However, has also been published in the International Trumpet Guild Journal, and has presented a masterclass at the Mid-West Trumpet Festival. In addition to this, he was also a part of the Faculty Ensemble Performance at the Mid-West Trumpet Festival. It should also be mentioned that he has performed in the *Frozen* Summer State Show at Hollywood Studios and in the *Harambe Orchestra* in the 20th Anniversary Performance of Lion King. Mr. Green's students, also are quite successful and have performed at the International Trumpet Guild Conference in California and Ohio; with most recent kudos to two of his students who have received national acclaim through the National Trumpet Competition.

Without a doubt, Mr. Green's creative and scholarly output is widespread. He is a busy person outside of Missouri, BUT does not neglect the community he serves, which as you can see, serves well. I would rate him as being Outstanding in this area.

SECTION THREE: Colleague Appraisal of Service

Insofar as service is concerned, Mr. Green is heavily involved in the service of the University, the community, and the professional organizations of which he is a member.

University Service: Mr. Green serves as an At Large Faculty Senator, while also serving as a Faculty Senator Liaison to the Grievance Committee. For the Department, he chairs the Recruitment and Retention Committee. As a service to the University he has developed the popularly successful, *Brass Day*, which also serves as both a recruiting and creative/scholarly tool. In that same vein, Mr. Green is constantly out in the schools. A constant recruiter, Mr. Green does NOT just recruit for his own studio and ensembles, BUT for the department as a whole. I cannot count the number of times he has come to my office to tell me about a vocalist I need to pursue. He is also an advisor for music majors and has served as a judge for the MSSU Homecoming Parade, amongst many other things.

Professional Service: Mr. Green has served on the Midwest Trumpet Festival Committee, in addition to being an adjudicator of high school students for area teachers.

In closing, Mr. Green is a great asset to this University. His work, demeanor, and recruitment centered actions, prove that he is all about being an ambassador for Missouri Southern AND a help to those programs that will send students to Missouri Southern. I know by talking to him, he is proud of what we are about here AND is all about making this a great place to work and go to school. I would rate his service as Outstanding!

Adapted from *Colleague Appraisal Form*, Linfield College (2015). <http://www.linfield.edu/faculty/forms.html>.