

PROMOTION RECOMMENDATION
The University of Michigan-Flint
College of Arts and Sciences
Department of Music

Karen Salvador, assistant professor of music, Department of Music, College of Arts and Sciences, is recommended for promotion to associate professor of music, with tenure, Department of Music, College of Arts and Sciences.

Academic Degrees:

Ph.D.	2011	Michigan State University, Lansing, Michigan
M.M.	2007	Michigan State University, Lansing, Michigan
M.T.C.	2001	Olivet College, Olivet, Michigan
B.M.P.	1999	Western Michigan University, Kalamazoo, Michigan

Professional Record:

2011-Present	Assistant Professor of Music, University of Michigan-Flint
2014	Visiting Assistant Professor, Michigan State University, Lansing, Michigan
2009-2010	Early Childhood Music Teacher, Michigan State University Community Music School, Lansing, Michigan
2008-2010	Graduate Teacher, Michigan State University, Lansing, Michigan
2000-2004	Elementary Music Teacher, Eaton Rapids Public Schools, Eaton Rapids, Michigan

Summary of Evaluation:

Teaching – Professor Salvador is a passionate and engaging music educator who is held in very high regard by her students. She is experienced in three diverse categories of instruction: performance, general education, and teacher preparation. Her teaching effectiveness is outstanding as assessed by multiple methodologies including student evaluations, classroom peer observations, and retrospective student feedback. She demonstrates an uncanny ability to allow students to guide class activities while still maintaining the structure of intended lesson plans. Professor Salvador is a consummate professional educator who is deeply committed to helping students succeed.

Research – Professor Salvador has demonstrated a robust and committed research agenda which is impressive not only in the quantity, but also in the creativity and quality of the research. Several external reviewers noted her publications in top tier journals and her collaborations with other respected music educators as evidence of the quality of her work. Her interests in social justice in music and arts education have drawn a good deal of attention and she is having an impact on her field through both qualitative and quantitative research in which she has been engaged. Her invited book chapter, “Identity and Transformation: Reclaiming an Inner Musician” in C. Randles, Music Education: Navigating the Future, will be widely read and cited, as co-contributors to this book are among the most recognized scholars in the field of music education. The level of accomplishment of Professor Salvador in the category of scholarship is truly outstanding.

Recent and Significant Scholarly Activity:

Invited Book Chapter

Salvador, K. (2014). "Identity and Transformation: Reclaiming an Inner Musician." In Randles, C., Ed. Music Education: Navigating the Future. New York: Routledge, pp. 215-232.

Peer-Reviewed Journal Publications

Salvador, K. and Pasiali, V. (In Press). "Intersections Between Music Education and Music Therapy: Education Reform, Arts Education, Exceptionality, and Policy at the Local Level." *Arts Education Policy Review*.

Salvador, K. and Kelly-McHale, J. (Under Review). "Music Teacher Educator Perspectives on Social Justice." *Journal of Research in Music Education*.

Salvador, K. and Corbett, K. (Under Review). "But I Never Thought I'd Teach the Little Kids." Secondary Teachers and Early Grades Music Instruction. *Music Educators Journal*.

Salvador, K. (2015). "Music Instruction for Elementary Students with Moderate to Severe Intellectual Disability: A Case Study." *Research Studies in Music Education*, 37(2), 161-174. doi: 10.1177/1321103X15613645.

Salvador, K. and Allegood, K. (2014). "Access to Music Education with Regard to Race in Two Urban Areas." *Arts Education Policy Review*, 115(3), 82-92. doi: 10.1080/10632913.2014.914389.

Salvador, K., Coles, G., DuPrey, L. and Solgat, R. (2013). "Belonging, Networking, Learning and Sharing: A Professional Development Group as a 'Community of Practice.'" *Michigan Music Educator*, 50(3), 14-17.

Salvador, K. (2013). "Inclusion of People With Special Needs in Choral Settings: A Review of Applicable Research and Professional Literature." *Update: Applications of Research in Music Education*, 31(2), 37-44. doi: 10.1177/8755123312473760.

Research Paper Presentations

Salvador, K. and Kelly, Jacki. "Music Teacher Educator Perspectives on Social Justice." American Educational Research Association Annual Meeting, McHale, DePaul University, Chicago, Illinois, April 18, 2015.

Salvador, K. and Pasiali, V. "Intersections Between Music Education and Music Therapy: Education Reform, Arts Education, Exceptionality, and Policy at the Local Level." Desert Skies Symposium on Music Education Research, MT-BC, Queens University of Charlotte, Tucson, Arizona, February 20, 2015.

Salvador, K. "Music Instruction for Elementary Students With Moderate to Severe Cognitive Impairments: A Case Study." Desert Skies Symposium on Research in Music Education, University of Arizona, Tucson, Arizona, February 22, 2013.

Salvador, K. "Identity and Transformation: (Re)claiming an Inner Musician." Suncoast Music Education Research Symposium IX: Navigating the Future, University of South Florida, Tampa, Florida, February 7, 2013.

Salvador, K. Convener: "Panel on Inclusion of Special Populations in Secondary Performance Ensembles." New Directions in Music Education: Revitalizing Secondary Music Instruction, East Lansing, Michigan, October 7, 2011.

Salvador, K. and Shouldice, H. "The Real World: Differentiating Instruction in the K-4 Elementary General Music Classroom." Symposium on Music Teacher Education, Greensboro, North Carolina, September 16, 2011.

Service – Professor Salvador’s service has been extensive and impactful. She has substantial service activities at the department, education unit (the shared governance structure between the college and the School of Education and Human Services responsible for delivering teacher education programs), and professional organization level. As the interim coordinator of the secondary education programs, Professor Salvador coordinates the work among all of the secondary education teacher certification advisors in the academic departments in the College of Arts and Sciences, represents the secondary programs in biweekly Education Council meetings, and problem-solves regarding all sorts of issues related to teacher preparation. She is founder and executive coordinator of the Flint Area Music Educators (FAME) which provides professional development workshops for area music educators and also has significant roles in both statewide and national music education organizations. She is tireless in her efforts and we are fortunate to have such a committed faculty member.

External Reviewers:

Reviewer (A): “...her work reflects a consistent record of publication and scholarly presentations indicative of a focused line of inquiry, namely the study of educational policy and its intersection with practice as mediated by social values... ...the timeliness and import of her scholarly work is striking. I am also impressed by her ability to successfully conduct research within both qualitative and quantitative paradigms... ... Two of Dr. Salvador’s studies stand out in terms of import and content... ... This [“Access to Music Education with Regard to Race in Two Urban Areas”] co-authored study calls attention to several critical factors affecting social justice in music education... ...these studies are important to the profession as they target underserved populations and seek to address areas in which research findings are both lacking and needed... ... Dr. Salvador’s role as president-elect for the Michigan Music Educators Association (MMEA) must be recognized... ... It is a six-year commitment involving active participation at both state and national levels with multi-faceted responsibilities.”

Reviewer (B): “*Arts Education Policy Review*, for example, is a leading refereed arts journal... ... Dr. Salvador has had one article published in that journal and another is in press... ... In addition Dr. Salvador has scholarly work published in *Update: Applications of Research in Music Education*, the *Music Educators Journal*, the *Journal of Research in Music Education*, and *The Bulletin of the Council for Research in Music Education*, all leading publications in our field that adhere to stringent peer review processes... ... The evidence is clear in Dr. Salvador’s publications to date that she is a strong emerging scholar in Music Education and related fields.”

Reviewer (C): “Dr. Salvador’s document of research and creative activity is more impressive. Her vitae indicates a successful career as an educator and researcher... ... The chapter in the book, *Music Education: Navigating the Future*, is quite a prestigious honor. The other contributing authors in this book include some of the most prominent music educators in the country.”

Reviewer (D): “...Dr. Salvador lists over fifteen different research publications and 25 presentations at both the international and national level. While those numbers are astounding, it is the quality of her work that is prominent.. ... Acceptance in these publications and to these conferences speaks to the highest level of professional acknowledgment in the field of music education.”

Reviewer (E): “It is important to note the development of Ms. Salvador’s work. The scope and importance of her subject matter has grown... ... The discussion of racial inequity is a major area of concern in music education nationally and internationally... ... Karen Salvador’s standing in relation to others in her peer group appears to be excellent... ... The fact that Ms. Salvador will serve as the

state president of the Michigan Music Educators Association is probably the strongest evidence of her service contributions to the profession.”

Reviewer (F): “Dr. Salvador’s writing is clear, succinct, and persuasive... ...I find Dr. Salvador’s work to be of exceptionally high quality... ... Dr. Salvador’s acceptance to present for both research and practitioner conferences is additional peer validation of the quality of her work... ... Another important indicator of having earned the respect of peers, both in higher education and K-12, is Dr. Salvador’s election as President-Elect of the Michigan Music Education Association (MMEA)... ... Of the 10-12 external reviews I have been asked to write in the past two years, I find Dr. Salvador’s work to be the most original and to represent the most expansive thinking.”

Summary of Recommendation:

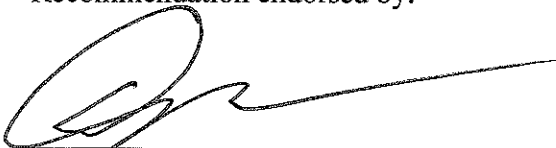
Professor Salvador is a music educator whose interests span issues of equity in music and arts education to music therapy. She is an outstanding teacher who engages her students in deep and meaningful experiences in the classroom and who challenges students’ prior beliefs and conceptions about musicianship. Since joining the Department of Music, Professor Salvador has established a strong and steady record of scholarship which has been noticed by colleagues in her profession. As a result, she has been called into service in roles in both state and national organizations where she is beginning to have an impact on education policy. Her service portfolio which involves serving as the coordinator of secondary teacher certification programs, supervisor and advisor to the musical education teacher certification program, and extensive community outreach through both the Flint Area Music Educators group which she founded and work as the faculty advisor to the student professional organization rivals that of most associate professors. The departmental review committee, the college Executive Committee, and I unanimously believe that she has exceeded the thresholds for tenure and promotion. With enthusiasm and confidence in Professor Salvador’s future productivity and present value to the college, I recommend that Karen Salvador be promoted to associate professor of music, with tenure, Department of Music, College of Arts and Sciences.

Recommended by:



Susan Gano-Phillips, Dean
College of Arts and Sciences

Recommendation endorsed by:



Douglas Knerr, Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

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