

Executive Board

Recognizing Community-Engaged Scholarship in Academic  
Personnel Review

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June 21, 2022

Dr. Shalom Staub  
Director, UCLA Center for Community Engagement

**Re: Recognizing Community-Engaged Scholarship in Academic Personnel Review**

Dear Director Staub,

At its meetings on April 14 and June 2, 2022, the Executive Board reviewed the report on Recognizing Community-Engaged Scholarship in Academic Personnel Review and Senate committee and council feedback. Members welcomed the report and highlighted the importance of recognizing community-engaged research as research, not service, in academic personnel review, and they noted the reality of the faculty concern that this type of research has not been adequately recognized and valued in the academic personnel review process to date. Members highlighted the relationship between community-engaged research and UCLA's public mission.

Members endorsed the general approach outlined in the enclosed letter from the Council on Academic Personnel Planning (CAP). The Executive Board suggests that CAP publicize on its webpage faculty guidance for recognition of community-engaged research in the academic personnel review process. We highlight the paragraph in the enclosed letter where CAP discussed both the promise and the challenge of developing discipline-specific guidelines and definitions: "Members were supportive of the recommendation for departments and divisions to develop discipline-specific guidance and transparent criteria to evaluate the excellence and impact of community-engaged scholarship, as providing proper and clear documentation will strengthen candidates' dossiers and enhance CAP's ability to assess the candidate contributions to research/creativity, teaching/mentoring and service as well as community engagement. Some members commented that due to the idiosyncratic nature of community-engaged scholarship, it may be difficult to standardize, even at a departmental level, and a small number of members questioned if something as individual as community-engaged scholarship can be institutionalized."

Academic Senate leadership will take up the questions raised by the report in a regular meeting with Interim Vice Provost for Academic Personnel Kathleen Komar.

Finally, we apologize for the long delay in reviewing this report, which resulted from a series of email issues that had nothing to do with our interest in the report and endorsement of the

importance of recognizing community-engaged research, as research, in academic personnel review processes. Thank you for sharing the report with the Academic Senate and for the opportunity to discuss and respond to it.

Sincerely,



Jessica Cattelino  
Chair  
UCLA Academic Senate

Encl.

Cc: Erika Chau, Assistant Vice Chancellor, Academic Personnel  
April de Stefano, Executive Director, UCLA Academic Senate  
Adriana Galván, Dean of Undergraduate Education  
Darnell Hunt, Dean of Division of Social Sciences  
Lori Ishimaru, Senior Policy Analyst, UCLA Academic Senate  
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate  
Kathleen Komar, Interim Vice Provost for Academic Personnel  
Jeff Lewis, Chair, College Faculty Executive Committee  
David Schaberg, Dean of Division of Humanities  
Catia Sternini, Chair, Council on Academic Personnel  
Shane White, Immediate Past Chair, UCLA Academic Senate

May 6, 2022

Jessica Cattelino, Chair  
Academic Senate

**Re: Recognizing Community-Engaged Scholarship in Academic Personnel Review**

Dear Chair Cattelino,

At its meeting on May 3, 2022, the Council on Academic Personnel (CAP) had an opportunity to review the Center for Community Engagement’s “Recognizing Community-Engaged Scholarship in Academic Personnel Review” report. Darnell Hunt, Dean of Social Sciences, David Schaberg, Dean of Humanities, and Shalom Staub, Director of Center for Community Engagement presented an overview of the report and members had an opportunity to discuss and ask questions.

CAP currently receives dossiers containing unique scholarly or creative activities, including community-engaged scholarship, and as stated in [CAP’s guidance](#), CAP relies on the documents from the candidate, department ad-hoc/standing committee, department chair, dean, and external referees to provide dossier evaluations based on discipline-specific criteria. CAP members recognized the importance of community-engaged scholarship and the need to recognize it in the review tenure process to encourage interested faculty to engage or continue to be engaged in community scholarship. Members were supportive of the recommendation for departments and divisions to develop discipline-specific guidance and transparent criteria to evaluate the excellence and impact of community-engaged scholarship, as providing proper and clear documentation will strengthen candidates’ dossiers and enhance CAP’s ability to assess the candidate contributions to research/creativity, teaching/mentoring and service as well as community engagement. Some members commented that due to the idiosyncratic nature of community-engaged scholarship, it may be difficult to standardize, even at a departmental level, and a small number of members questioned if something as individual as community-engaged scholarship can be institutionalized.

Some members did not fully agree with the recommendation to “Appoint a Committee on Community-Engaged Scholarship to guide the establishment of Academic Senate policy and guidelines for reviewing community-engaged scholarship” and commented that annual workshops are unnecessarily redundant. Members agreed that CAP’s current published guidance and current process is inherently flexible to incorporate new or emerging scholarly or creative activities such as community-engaged scholarship, and embrace the plan to develop guidelines for evaluative criteria and for adequate documentation of such activities to allow accurate evaluation of the excellence, significance, outcome and impact of engaged scholarship.

The Council welcomes the opportunity to review the divisional guidance documents once developed, and offers the following comments and suggestions for further consideration:

- The concept of “community” must be defined.
- Divisional guidance must clearly define community-engaged scholarship and how it differs from teaching and service/outreach.
- There may be considerable overlap between community-engaged scholarship and contributions to equity, diversity and inclusion. Divisional guidance must clearly distinguish between these concepts and how to report these activities in the dossier.
- Due to the unique nature of community-engaged scholarship, members recommended information about a candidate’s community-engaged scholarship to be added to their self-statement including explanation of their contribution to the University mission as public institution.
- Community-engaged scholarship must be well-documented, including information on the activities’ impact on the community, recommendations on engagement with the community, intellectual advancement and who can appropriately evaluate the scholarship of the activities.

If you have any questions for us, please do not hesitate to contact me at [csternin@ucla.edu](mailto:csternin@ucla.edu) or via the Council’s analyst, Lori Ishimaru, at [lishimaru@senate.ucla.edu](mailto:lishimaru@senate.ucla.edu).

Sincerely,



Catia Sternini, Chair  
Council on Academic Personnel

Enclosure

cc: Shane White, Immediate Past Chair, Academic Senate  
April de Stefano, Executive Director, Academic Senate  
Lori Ishimaru, Senior Policy Analyst, Academic Senate  
Members of the Council on Academic Personnel

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April 12, 2022

To: Jessica Cattelino, Chair, UCLA Academic Senate

From: Leah Lievrouw, Chair, Graduate Council

**Re: Recognizing Community-Engaged Scholarship in Academic Personnel Review**

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At its meeting on April 8, 2022, the Graduate Council reviewed and discussed the Recognizing Community-Engaged Scholarship in Academic Personnel Review report and offers the following observations for the Executive Board's consideration:

Members agreed that the campus would benefit from greater guidance and clarity on definition, scope and reciprocity. Members had difficulty distinguishing community-engaged scholarship from the contributions to diversity requirement, and some members argued that there was not a strong justification for a model distinct from that of the diversity requirement.

Some members echoed the Undergraduate Council's comment that there is a need to more clearly articulate the boundaries of where engaged scholarship ends and service-oriented engagement in the community begins. Members asked whether public facing scholarship, for example, is a form of engaged scholarship. Members added that some scholarship does not appear to be reciprocal.

Members generally agreed that contributions can be both diversity promoting and community-engaged but the campus should not subsume one completely under the other.

We appreciate the opportunity to express our views on this matter. If you have any questions, please contact us via Graduate Council Analyst, Estrella Arciba, at [earciba@senate.ucla.edu](mailto:earciba@senate.ucla.edu).

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April 5, 2022

**To:** Jessica Cattelino, Chair, Academic Senate

**From:** Kathleen Bawn, Chair, Undergraduate Council

**Re: Recognizing Community-Engaged Scholarship in Academic Personnel Review**

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At its meeting on April 1, 2022, the Undergraduate Council reviewed the report from the Center for Community Engagement (CCE) on Recognizing Community-Engaged Scholarship in Academic Personnel Review.

Overall, members agreed that there is a need for institutional systems to formally acknowledge and reward community-engaged scholarship. Many felt that CCE's report sends an important and overdue message to UCLA faculty that such contributions are valued in teaching and research – distinct from *service*, importantly – underscoring the substantial time and methodological effort involved in community-engaged scholarly work. Noting that several peer institutions have moved in this direction, members pointed out that recognizing community-engaged work will keep UCLA at the forefront in developing a forward-looking vision of academic contributions and impact.

Members also commented that greater recognition for community-engaged work could help provide a wider range of opportunities for undergraduates to be involved in meaningful co-produced research that is relevant to the diverse communities from which they hail. Celebrating such activities may also support the recruitment top students from underserved and underrepresented populations, in fulfillment of the University's public mission.

The Council welcomes the opportunity to review future iterations of the report and offers the following suggestions and questions for further consideration:

- Members noted the need to more clearly articulate the boundaries of where engaged scholarship ends and service-oriented engagement in the community begins.
- Clarification was sought regarding mutually beneficial relationship between University and community, and the proposed benefits to the institution: Is it that community engagement promotes fewer disciplinary silos or greater collaboration? Moving away from focusing on peer review articles to other forms of academic contribution?
- How would the proposed evaluative criteria apply to adjunct instructors who may already have significant involvement in various professional communities?
- The definition of community engagement in the report suggests that "community" is primarily local. The notion of "community" could be broadened to include national and global

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contributions (e.g. research conducted for international organizations such as the United Nations; written testimonies for Congress; amicus briefs for major court cases, etc.)

- Members noted that some forms of engagement (providing testimony, writing white papers) involve monetary compensation. Policies should offer guidance on disclosure of support.
- Members appreciated that the “Continuum of Scholarship” and “Decentralized Criteria” models allow for the establishment of flexible standards across UCLA’s diverse research areas. However, some noted the need to ensure that evaluative criteria will be respected and agreed upon at the University level. A broader culture change within Academic Personnel Office and Committee on Academic Personnel must take effect in order for the recommendations to be truly meaningful.

If you have any questions, please contact us via the Undergraduate Council’s analyst, Julia Nelsen, at [jnelsen@senate.ucla.edu](mailto:jnelsen@senate.ucla.edu).

cc: Julia Nelsen, Committee Analyst, Undergraduate Council  
Peter Petersen, Vice Chair, Undergraduate Council



March 23, 2022

To: Jessica Cattelino, Chair  
Academic Senate

From: Carson T. Schutze, Chair  
Faculty Welfare Committee

**Re: Recognizing Community-Engaged Scholarship in Academic Personnel Review**

At its meeting on March 15, 2022, the Faculty Welfare Committee (FWC) discussed the Recognizing Community-Engaged Scholarship in Academic Personnel Review report. Members agreed that community-engaged scholarship is important to the university's future success for many reasons, as the report lays out, and must therefore receive due recognition in the academic personnel review process, including a precise definition.

Concerning the recommendations outlined on pp. 22-23 of the report, we suspect that departmental working groups, in addition to divisional/school committees and the Academic Senate, plus a committee convened by the Vice Chancellor for Academic Personnel, are probably unnecessarily duplicative, except perhaps in cases where the nature of a department's community engagement is atypical in its division/school and thus may not be well-served by proposed school/divisional guidelines. We look forward to seeing a concrete proposal come out of this process.

If you have questions for us, please do not hesitate to contact me at [cschutze@humnet.ucla.edu](mailto:cschutze@humnet.ucla.edu) or via the FWC's analyst, Renee Rouzan-Kay, at [rrouzankay@senate.ucla.edu](mailto:rrouzankay@senate.ucla.edu).

cc: Shane White, Immediate Past Chair, Academic Senate  
April de Stefano, Executive Director, Academic Senate  
Elizabeth Feller, Assistant Director, Academic Senate  
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee  
Members of the Faculty Welfare Committee