

UCLA

**School of
Nursing**

Guidelines for Evaluation of Community-Engaged Scholarship in Tenure & Promotion

Prepared by the Task Force on Community-Engaged Scholarship in Nursing in collaboration with the Equity, Diversity, and Inclusion (EDI) Committee:

Kristen Choi, PhD, PMHNP-BC, FAAN

Dana Beck, PhD, MSN, MS, FNP-BC

Eden Brauer, PhD, RN

Carol Cunningham, DNP, MSN, RNFA, FNP-C

Charlene Niemi, PhD, MSN, RN, PHN

Dorothy Wiley, PhD, RN, FAAN

OVERVIEW & USAGE

PURPOSE

The purpose of these guidelines are to define criteria for appraising community-engaged scholarship at the UCLA School of Nursing. The UCLA CALL describes levels of appointments and ranks for appointees who make significant contributions to a research or creative project in any academic discipline [1]. Guidelines are intended to be used according to rank for candidates undergoing academic reviews (e.g., promotion, tenure) to highlight community-engaged scholarship while preparing their materials, and by reviewers who are evaluating a full or partial program of community-engaged scholarship.

DEFINITIONS

Community engagement may be defined as a collaboration between colleges and universities and their local, regional, state, national, and global communities that intentionally support an ethical and reciprocal exchange of knowledge, evidence, and tangible resources [2,3]. These partnerships inform scholarship, research, curriculum, art, and other creative activities in diverse ways that enhance teaching and learning and prepare informed citizens and scholars [3]. To this end, faculty, staff, students and community members collaborate to develop resources that support to critical social structure and enhance the public's health and wellbeing. We rely on the American Association of Colleges of Nursing definition of scholarship in nursing: "**Nursing scholarship** is the generation, synthesis, translation, application, and dissemination of knowledge that aims to improve health and transform health care" [4].

OUTCOMES

UCLA faculty are encouraged to develop diverse and creative methods to execute teaching and scholarship, including community-engaged approaches [1]. Faculty are encouraged to combine disciplinary approaches with community norms as they develop community relationships to further their scholarly contributions, processes, and products for mutual benefit. Because community-engaged scholarship should, by definition, result in reciprocal benefit to the community and the university, outcomes of successful community-engaged scholarship may include outcomes beyond academic products alone, as shown in Table 1.

1. UCLA Academic Affairs and Personnel. About the CALL. <https://apo.ucla.edu/policies-forms/the-call/an-introduction-to-the-ucla-call>

2. Carnegie Classifications of Institutions of Higher Learning. Elective Classifications: The elective classification for community engagement. <https://carnegieclassifications.acenet.edu/elective-classifications/community-engagement/>

3. Eder M, Evans E, Funes M, et al. Defining and measuring community engagement and community-engaged research: clinical and translational science institutional practices. *Progress in Community Health Partnerships: Research, Education, and Action*. 2018;12(2):115-6.

4. American Association of Colleges of Nursing. Defining scholarship for academic nursing: Task force consensus position statement. 2018; <https://www.aacnursing.org/news-data/position-statements-white-papers/defining-scholarship-for-academic-nursing>

TABLE 1

Example Outcomes of Community-Engaged Scholarship
Depth and breadth of relationships in the community
Community or population health benefit
Improved equity in health or healthcare
Development or acquisition of new community health resources
Improvements to community health services and programs
Formation of cross-sector, cross-discipline coalitions and networks for scholarship
Improved community capacity for research (e.g., any skills or benefits gained by community partners for continuation of research or health and well-being of their communities, healthcare and/or health policy change, disruptive innovations, technological developments)
Partnership with community members as formal co-researchers (e.g., co-authors, consultants, co-investigators, co-principal investigators)
Mentorship of students and trainees in community-engaged scholarship

GUIDELINES FOR EVALUATION OF COMMUNITY-ENGAGED SCHOLARSHIP

	Assistant Professor or equivalent*	Associate Professor or equivalent	Full Professor or equivalent
<p>1</p> <p>KNOWLEDGE GENERATION & SYNTHESIS</p>	<ul style="list-style-type: none"> • Collect, assess, and integrate community feedback into scholarly inquiry, project design, methods, or interpretation of findings • Demonstrates knowledge about community partner assets, needs, and/or strengths • Assembles and leads a community advisory board 	<ul style="list-style-type: none"> • Builds a program of scholarship around community priorities or significant health and healthcare problems that results in bidirectional researcher-community benefit and relationship • Collaborates with community partners as co-researchers, with bidirectional involvement in community meetings, initiatives, or events • Applies and/or evaluates methodologies and pedagogy in community engagement, participation, involvement, or co-creation 	<ul style="list-style-type: none"> • Demonstrates active, consistent, and long-term commitment to a scalable program of scholarship that results in bidirectional researcher-community benefit and relationship • Builds coalitions in communities around scholarship, partnering with multiple cross-sector organizations and entities for change in health and healthcare • Develops new methodologies, pedagogy, theories, and frameworks for engaging communities in scholarship
<p>2</p> <p>KNOWLEDGE APPLICATION & TRANSLATION</p>	<ul style="list-style-type: none"> • Participates in health and healthcare translation, implementation, and improvement initiatives that benefit the community • Targets for knowledge translation and application are informed by community priorities and needs 	<ul style="list-style-type: none"> • Leads health and healthcare translation, implementation, and improvement initiatives that benefit the community • Targets for knowledge translation and application are driven by community priorities and needs 	<ul style="list-style-type: none"> • Scales and sustains health and healthcare translation, implementation, and improvement initiatives that benefit the community • Targets for knowledge translation and application are purposeful, timely, and effective in resolving community priorities and needs
<p>3</p> <p>KNOWLEDGE DISSEMINATION</p>	<ul style="list-style-type: none"> • Disseminates community-engaged scholarship through publications and presentations at local or regional scientific meetings • Develops and shares scholarly products relevant to a public audience with local and regional communities, healthcare leaders, and policymakers • Formally recognize the contributions of communities/organizations in collaborative publications, presentations, and other knowledge products 	<ul style="list-style-type: none"> • Disseminates community-engaged scholarship through publications and presentations at regional or national scientific meetings • Develops and shares scholarly products relevant to a public audience with regional and national communities, healthcare leaders, and policymakers • Support community members' involvement as co-authors in professional publications, presentations, and other knowledge products 	<ul style="list-style-type: none"> • Disseminates community-engaged scholarship through publications and presentations at national or international scientific meetings • Develops and shares scholarly products relevant to a public audience with national and international communities, healthcare leaders, and policymakers • Support community members' leadership as authors in professional publications, presentations, and other knowledge products

*Equivalent titles may include adjunct and in-residence professors, teaching professors, researchers, and project scientists