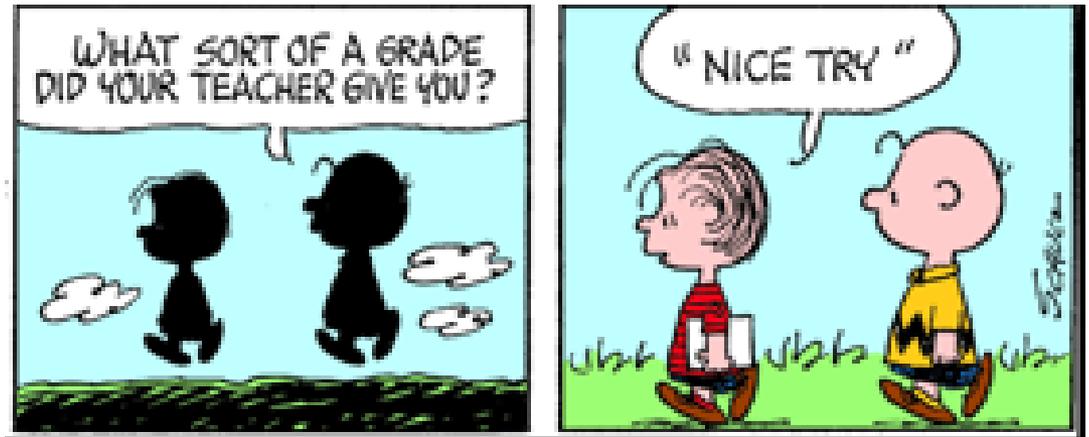


October 5, 2021



Community and Publicly- Engaged Scholarship And Promotion and Tenure

Wait:



Changes are on the way, **but this workshop focuses on current requirements.**

A **balanced case** can be a good choice for a community-engaged scholar, but may not be: several P-CE scholars have presented research-only cases. **A different workshop went over the current [binned-balanced case](#).**

Dec. 10: Integrative DEI Case

An **optional review committee** is available for third year (formative) reviews.

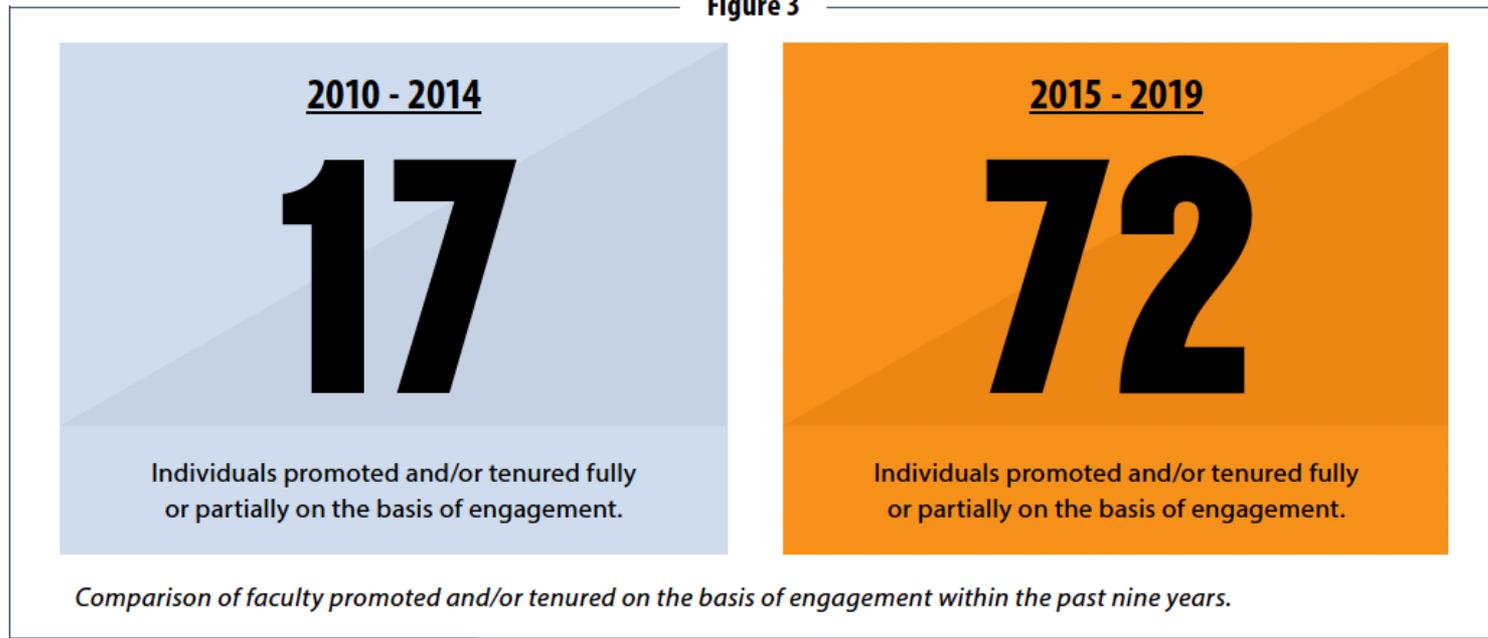
This workshop focuses on **tenure** and promotion in the tenure-track ranks. *"Scholarship" has very specific restrictions when it comes to clinical and lecturer ranks.*



Are you wondering about Purdue?

► EVIDENCE OF CHANGE

Figure 3



Topics

1. Defining
 - IUPUI values
 - Rubric
2. Key issues
 - Public Scholars
 - Products: process documentation, intermediate, final
3. Process – Management
 - Offer letters, annual reviews, third year review
 - External scholarly reviewers
 - Community partners
 - Managing skepticism
4. Panel



Defining Publicly / Community-Engaged Scholarship

Definitions:

Speaking the language people are listening for...

IUPUI P&T Guidelines:

p. 6: “Civic Engagement: Faculty work that contributes to our role as a civically engaged institution, including participation in service learning projects and mentored internships is highly valued and should be acknowledged and rewarded in the review process.

The nature of the scholarship and the evidence used to support it may differ from traditional forms of scholarship. Non-traditional dissemination outlets and alternative metrics should be acknowledged as acceptable forms of documentation.

p. 10: “Public Scholars/Public Scholarship: ... Faculty appointments as a public scholar are typically determined at the time of hiring. Appointments can be revised and documented as one’s area of excellence is defined and refined.

IUPUI defines public scholarship as an intellectually and methodologically rigorous endeavor that is responsive to public audiences and non-academic peer review. It is scholarly work that advances one or more academic disciplines by emphasizing production of knowledge with community stakeholders.

...Given the importance of collaboration in this work, external evaluators must have knowledge of the processes involved in public scholarship activities and should have knowledge of the project content, rather than only experience based on the faculty member’s discipline. This may include scholars and experts from outside the academy.”



Purdue University

Reciprocal relationships

Disciplinary expertise

Innovation

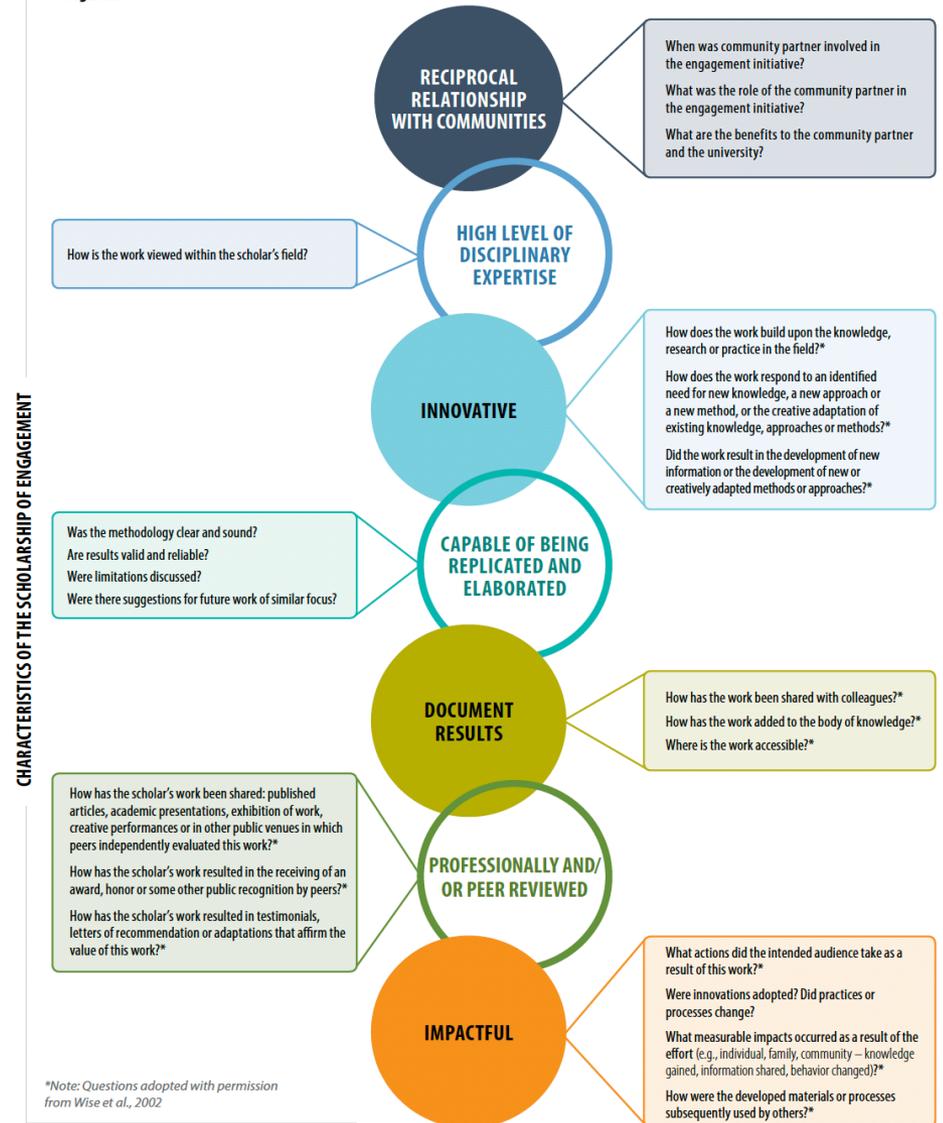
Methodology

Sharing

Impact

ASSESSING SCHOLARLY WORK

Figure 5



A PCES-related website is in development. It will be accessible off the academic affairs website. All registrants for the Oct. 5th workshop will be emailed a link to this when it is ready.

IUPUI PCES Rubric [draft]

Academic and community change **goals**

Adequate **preparation** in content area and community grounding

Methods including rigor and community engagement

Results **in impact** on knowledge/discipline *and* community

Effectively **presented** to academic and community audiences

Reflective critique

Collaborative leadership/personal contribution

Socially and **ethically responsible** conduct



IUPUI (and others): “It is scholarly work that advances one or more academic disciplines by emphasizing production of knowledge with community stakeholders.”



Key Issues

“Public Scholar”

Process documentation

Intermediate products

Multiple products:

Community impact

Disciplinary influence

Public Scholar: at IUPUI, this is a specific title

“Faculty appointments as a **public scholar** are typically determined at the time of hiring. Appointments can be revised and documented as one’s area of excellence is defined and refined.”

Look at your offer letter and annual evaluations

What are you expected to do? How is success defined?

Offer letters and evaluations are not typically included in a dossier.

BUT YOU CAN incorporate them.

Times change: if your responsibilities and opportunities shift, **talk with your chair and dean.**



Process documentation

Public/community-engaged scholarship is **distinctive in its process**:

- Community partners (individuals or organizations) are involved in co-creation and adaptation of **goals** and **methods**.
 - This proceeds with respect, ethics, and local knowledge.
- Results are disseminated **to and with and for the community** (as well as in scholarly venues).
- Many C/PES statements also reference **critical reflection**.

At IUPUI, consider what parts of this are best included in:

- Candidate statement
- Description of key accomplishments (3-5)
- Other areas of the dossier

Confirm with statements from collaborators!



Products: intermediate, final ← research stream

“Candidates compile records of *sustained achievement* in their respective fields of work”
“To full: ‘record of nationally and/or internationally disseminated and peer reviewed scholarship. A sustained national reputation as demonstrated by a well-established and cumulative body of work in rank.’”

Make visible your process and products

Strategically design intermediate steps

Grant – conference presentation – article – blog/op-ed

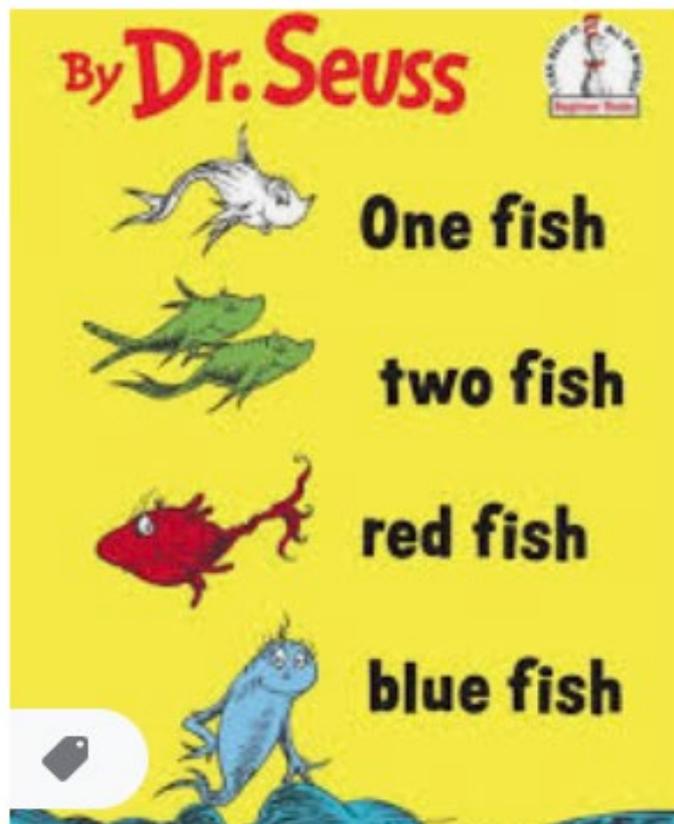
Grant – website – invited presentation

Website – white paper – legislative presentation

Not ALL steps need peer review but at least SOME steps of each stream do



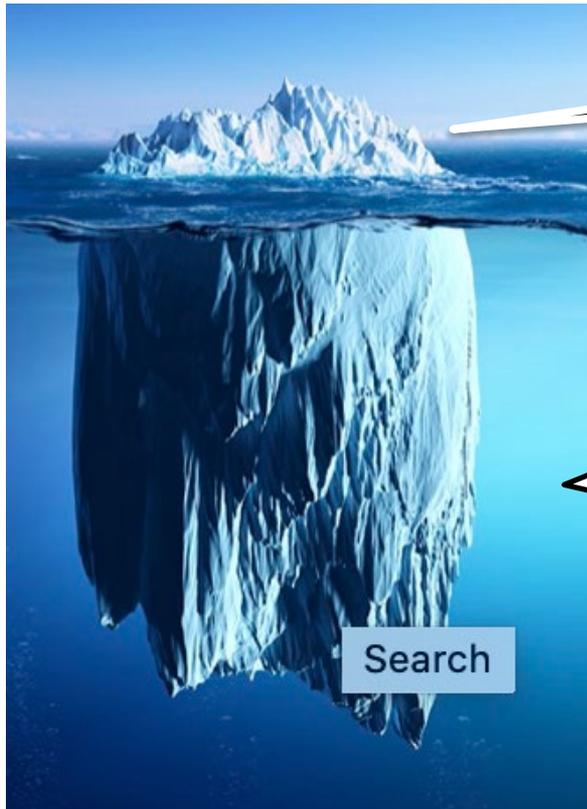
Chair's assessment of dissemination outlets



One book, two books....

What are your reviewers looking for?

Your CV makes your work visible
Your candidate statement explains YOU
Your dossier explains your work



Your CV

Your actual work



Your candidate statement: Clear, organized, concise

Community and scholarly impact

Researchmetrics.iupui.edu

Focus on **your work** (not *just* the venue it appears in)

Include **community impact**

- Letters YOU solicit go in “appendices”
- Letters your CHAIR solicits go into “Solicited Letters” ← greater weight



Offer letters, annual reviews, third year review
External scholarly reviewers
External letter writers
Community partners
Managing skepticism

Process Management

Offer letters, annual reviews, third-year reviews

Think about whether YOU want to include them.

Times to include:

- Your initial offer mentioned Public Scholar
- Third year affirmed your accomplishments and direction
- Annual reviews were positive and affirming
- Review language reinforces community-engagement principles.
- Chair or dean have changed

Campus reviewers hate candidates *getting mixed messages*.



External scholarly reviewers: for time-limited work

Your chair can make special arrangements to have scholars provide *peer review* of work that is inherently time-limited:

- Community events
- Legislative hearings
- Exhibits

Think ahead!



External letter writers

Organized by chair
but you can help

Must be arms-length
but letters from collaborators can go into Solicited Letters file

Most must be academics from equal to or higher-prestige programs or institutions
can be activity-specific

Must be able to articulate an evaluation within the language of scholarly standards
do NOT have to be experts on exactly your own niche



Community partners **as reviewers**

Yes, there's a place for them: Solicited Letters

Yes, they are essential for establishing that you have conducted yourself as a true community scholar.

No, they are not external academic reviewers

External reviewers are expected to have familiarity with the normal business of academia. External reviewers know about teaching, research and service, and the usual demands, calendars, and context of academia.

*External reviewers **must be at arms-length.***



Managing skepticism

It's not (always) personal

It's part of the context of academia:

- Student resumes that say they have great communication skills *and also 5 typos*
- Solicitations from junk journals and junk conferences
- Colleagues who list 'service' that they never actually did any work for

Concrete steps:

- Your statement should be enthusiastic and knowledgeable.
- Include verification of specific concrete actions and achievements
- Have someone else read it to *see what you have missed articulating*



Questions from registrations

I am interested in how to organize my work using community based participatory research as the framework. Because reviewers offer conflicting opinions, it would be helpful to have a firm understanding of how to best organize my statement.

See example [dossier](#) and balanced case workshop

How does Community work align with the new DEI promotion dossier?

Are there faculty who have gained tenure via community engaged scholarship? Were there bumps along the road?

See panelists!

Certainly explore if you can!

Most interested in how this is documented.



PESCR: Public and Engaged Scholarship Review Committee

Voluntary!

Available at the third-year review point (or 2 years prior to submitting for promotion for NTT).

Letter goes to the candidate for formative feedback.

At the tenure or promotion point (5th year):

IF you have had the 3rd year review, you may request your chair to request a review from the committee.

IF you have not, you may request the committee to give YOU a review.



Discussion - Panel

Panelists

Sue Hyatt, School of Liberal Arts



Brendan Maxcy, School of Education



Ukamaka Oruche, School of Nursing



Thank you!

