Engagement: Making the Case for Promotion as an Engaged Scholar

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Agenda

- Challenges of the P and T process to community-engaged scholars

- Strategies for overcoming the challenges: making your best case

- Resources
Challenges of P & T for CES

• Lack of understanding of CES by review committees
  – Misconceptions about rigor
  – Misconceptions about time invested in relationships
  – Confusing CES with “just service”
  – CE faculty see connections between discipline and engaged work; others may not
• Lack of understanding of CES by the CE faculty member
  – Not producing scholarship from engagement, or confusing engagement with scholarship (service-learning ex.)
  – Not integrating engagement into research and teaching; add-on
The traditions of the system

- Need for expanded definition of impact (not just academic publications and journal impact scores)
  - Demonstrate community impact

- Need for acceptance of alternative forms of scholarly products (not just peer-reviewed journal articles)
- P & T is about the individual. Engagement is usually group effort and credit is shared.

- Requirement of leadership in field and national/international reputation
  - In CES leadership/reputation tend to be local. Must intentionally expand
Overcoming the Challenges
– Making your best case for promotion or tenure

• Know what makes quality CES
• Know how to document your qualities as a CE scholar
Characteristics of Quality CES

• Clear academic and community change goals
• Adequate preparation in content area and grounding in community
• Appropriate methods: use appropriate methods that combine rigor and engagement, or use engagement to enhance rigor
• Significant results: impact in field and community

• Effective presentation/dissemination to academic and community audiences
• Reflective critique: use feedback about the work to improve it
• Leadership and personal contribution
• Consistently ethical behavior: socially responsible conduct
Documentation vs. Evidence

- **Evidence =**
  - behavior or outcome that suggests you possess a characteristic

- **Documentation =**
  - Including information about that evidence in your dossier
  - You may have evidence but no one will know unless you write it down
Preparing Your Dossier

• Common components
  – Narrative(s)
  – Curriculum Vita
  – Student Evaluations
  – External reviewer letters
  – Letters from institutional colleagues
  – Samples of scholarship
Effective CES Dossiers

• Demonstrate an integration of scholarship of discovery, teaching, engagement. Engagement is not an add-on.

• Emphasize scholarship as well as service, but maintain the distinction.

• Demonstrate that scholarship is rigorous and has impact.
• Give evidence of leadership and professional reputation.
• Provide cross-validation, multiple forms of evidence
• Illustrate connections across various activities
• Demonstrate reflection including how community feedback is integrated
• Demonstrate trusted, sustained collaborations
Simple Dossier Tricks

*Use creative language, formatting, annotation and coding*

**Curriculum Vita –**

- sections to highlight community activities, curricular innovations and consultative/advisory positions
- code co-authorship with community partners
- Annotate entry to highlight role of you and partners
- Annotate entry to document work as scholarly (creates, advances, or extends knowledge)
Career statement -

- Discuss role of CES to career development, creating impact, enhancing rigor.
- Illustrate how engagement is woven into teaching and research
- Discuss engagement in research and teaching sections, not service section.
Teaching portfolio –

• document value of engagement to teaching
• document scholarship related to engaged teaching activities

• Include:
  ○ Teaching philosophy
  ○ Teaching and educational admin responsibility
  ○ Curriculum development
  ○ Innovative teaching approaches (pedagogy)
  ○ Student advising/mentoring
  ○ Scholarly products related to teaching
  ○ Evidence of learning outcomes
  ○ Self, colleague and student evaluations
Resources

For additional ideas, including examples from actual dossiers, visit the Community-Engaged Scholarship Toolkit at www.communityengagedscholarship.info

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