

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