**Engagement Sub-Committee**

**Draft Recommendations May 1, 2014**

The University of Louisville’s vision of being a preeminent metropolitan research university by the year 2020 can only be truly realized through a strong and vibrant relationship between the University and its community. Community engagement is one of five priority areas outlined in the 2020 Plan and should continue to be a foundation that shapes the University of Louisville throughout the 21st Century.

Community Engagement is defined by the Carnegie Foundation for the Advancement of Teaching as the collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity. Clearly, community engagement enriches the University and its students and should be broadly supported and recognized.

Community engagement occurs in the context of teaching, research and service. Community engagement in teaching includes community based learning, practice based- and service learning which result in student understanding based on real world conditions. Engaged scholarship and the scholarship of engagement are hallmarks of engaged teaching. In the area of research, community engagement includes community based participatory research, and practice based research in partnership with communities resulting in scholarly products (including, publications, presentations, commissioned reports and policy statements). Community engagement in service includes community service, practice based service, civic engagement, and outreach. Community engagement in all three areas must be embraced as an imperative for advancing the University’s vision.Community Engagement, as broadly defined, is fostered and enriched by multidisciplinary and inter-professional collaborations. Initiatives that promote and stimulate such collaborations should be widely encouraged, incentivized and recognized.

To support these themes, the Engagement Sub-Committee of the 21st Century University Initiative has identified three thematic areas that should be used to define and guide the University’s efforts in building upon its already successful Community Engagement portfolio. The three thematic areas are as follows:

1. **Inform and Educate**

The University of Louisville embraces the Carnegie Foundation for the Advancement of Teaching’s definition of Engagement which articulates the immense value and attributes that engagement brings to a university and its many communities. The Engagement Sub-Committee commends the excellent work of the Community Engagement Steering Committee and the Office of Community Engagement on their efforts to educate and inform faculty, staff and students about the role, purpose, value and benefit that engagement has at the University of Louisville. These efforts need to continue, and in some cases be enhanced, to ensure that all faculty, staff and students understand the role, function, process and value of community engagement within the University. Outstanding opportunities exist to connect and educate faculty, staff and students about ways in which they can be involved in community engagement efforts that support and enhance their own research and scholarship. Therefore, in order to support a broad and shared understanding of community engagement across the University, the Engagement Sub-Committee recommends that the President and Provost direct that the following actions take place:

1. Develop a quarterly Community Engagement newsletter that highlights the university’s engaged scholarship activities and aspirations
   1. Recommended Action: Charge the Office of Community Engagement to implement this recommendation
      1. Bring together various publications and reports highlighting engagement efforts
      2. Identify resource requirements and investments necessary to implement
2. Develop a dynamic and current on-line inventory of all community engagement and engaged scholarship activities
   1. Recommended Action: Charge the Office of Community Engagement to implement this recommendation
      1. Identify resource requirements and investments necessary to implement this recommendation
3. Departments will determine how to apply the Carnegie definition of engagement to their unit / field and will consider how to apply this to research, scholarship and creative activities
   1. Recommended Action: Request that the Provost charge each of the Deans with carrying out this recommendation
4. Develop programs and activities that reinforce the University’s commitment to scholarly engagement including new faculty, staff, and graduate student orientation, professional development opportunities, curriculum development, showcases, conferences, symposia, and opportunities for enhancing interdisciplinary collaborations, etc.
   1. Recommended Action: Charge the Office of Community Engagement with convening a group of campus leaders including representatives from the Office of Academic Affairs, Human Resources, the Provosts Office, and relevant others to further develop and implement this recommendation
5. **Refine and Evolve**

To be successful, the University’s community engagement and engaged scholarship efforts must continuously evolve and build on current and prior successes. There are many other fine institutions that are advancing their community engagement portfolios, and the University of Louisville can and should learn from the experiences and successes of others. As part of this evolution, each school or unit within the university should define for itself the appropriate role and context of community engagement and engaged scholarship for their programs based on best evidence within their disciplines. In addition, the University should identify other opportunities to appropriately grow the community engagement effort including the alignment of fundraising goals and learning goals with community engagement goals and methods to advance multidisciplinary and inter-professional collaborations. To advance these objectives the Engagement Sub-Committee recommends the following:

1. Monitor accrediting bodies to understand how they are evolving to recognize and consider engaged scholarship in accreditation criteria and decisions
   1. Recommended Action: Assign the Office of Institutional Effectiveness with developing an on-going process for monitoring the accrediting bodies
2. Monitor other universities to assess and understand how engaged scholarship advances their missions
   1. Recommended Action: Request the Provost to convene a group of institutional leaders from various offices to develop an on-going method and process to collect this information and apply lessons learned to our programs
3. Direct all Deans to evaluate engaged scholarship goals and strategies for their units
   1. Recommended Action: Request that the Provost charge each of the Deans with carrying out this recommendation
   2. Recommended Action: Require Deans’ scorecards to reflect engaged scholarship metrics
4. Develop mechanisms for supporting and evaluating engaged scholarship activity, with special attention to junior faculty
   1. Recommended Action: Request that the Provost charge each of the Deans with carrying out this recommendation
   2. Recommended Action: Request that the Provost allocate sufficient resources to accomplish the objectives within these recommendations
5. Align the University’s development activities toward generating new revenues that advance and support engaged scholarship
   1. Recommended Action: Create an institution-wide strategic approach for generating new or enhanced revenues that directly support outreach and engaged scholarship including in such areas as fundraising and research
      1. Develop research initiatives and efforts that have an intentional focus on community based research projects
      2. Ensure that the Office of Advancement embraces the importance of outreach and engaged scholarship in our mission and direct them to develop goals, programs and efforts that result in fundraising directly for engaged scholarship
6. Develop mechanisms that provide opportunities to integrate graduate students, staff, and trainees into engagement and outreach initiatives and efforts beyond traditional volunteerism
7. Recommended Action: Request the Provost to convene a group of institutional leaders from various offices including Human Resources, Faculty Affairs, Graduate Schools, etc. to develop and an on-going approach and process to create and support such mechanisms
8. **Recognize and Reward**

Community Engagement is an important strategic initiative for the University and the purpose here is to provide the path for enhancing the University’s community and scholarly engagement by providing incentives and support for engaged scholarship, and recognizing and rewarding those that are engaged in such efforts. It is important that people are adequately and appropriately recognized and rewarded for their community engagement activities. The Committee found that current recognition and rewards activities are varied across the campus and there is a lack of formal means, programs and structures to sufficiently recognize and reward faculty, staff and students for their contributions to community engagement. In order to create a culture and institution in which people are adequately recognized and rewarded for their community engagement activities the Engagement Sub-Committee recommends the following:

1. Examine all academic units to gain an understanding of the number of units that have considered engaged scholarship in promotion and tenure decisions
   1. Recommended Action: Charge the Office of Faculty Affairs to work in collaboration with departmental personnel committees to implement this recommendation
2. Identify and develop metrics and measures of engagement that are applicable to their specific unit and / or discipline.
   1. Recommended Action: Charge each Dean in conjunction with the Office of Institutional Effectiveness with implementing this recommendations
3. Modify the Redbook so that engaged scholarship is explicitly permitted in promotion and tenure decisions as one mechanism for advancement
   1. Recommended Action: Provost to convene a task force to work across departments and with the Faculty Senate to develop specific modifications to the Redbook
4. Define engaged scholarship to permit consideration for promotion and tenure in each department and personnel document
   1. Recommended Action: The Engagement Sub-Committee requests that the Provost work with the Faculty Senate to develop an appropriate approach to advance this recommendation
5. Establish formal recognition programs that regularly and meaningfully recognize individuals who are involved in engaged scholarship (research and teaching), and outreach
   1. Recommended Action: Charge the Office of Faculty Affairs, the Office of Human Resources and the Dean of the Graduate School, to develop meaningful recognition programs
6. Develop processes to collect data from staff, trainees, and graduate students about their community engagement activities
   1. Recommended Action: Convene a standing committee representing staff, trainees and graduate students to develop recommendations to Human Resources regarding an efficient way to collect the data
   2. Recommended Action: Charge the Committee with developing a formal process for the on-going collection of data
7. Update the University’s Scorecard to effectively measure and report on engaged scholarship activities and outcomes
   1. Recommended Action: Request that the Office of the President in conjunction with the Office of Institutional Effectiveness implement this recommendation to modify the University’s Scorecard as recommended
8. Develop processes to quantify and assess the impact of Community Based Learning courses on students, faculty, community partners, and the University
   1. Recommended Action: The Engagement Sub-Committee requests that the Provost develop an appropriate approach to advance this recommendations