# Carnegie Assessment for Community Engagement

### Workbook section: Faculty and Staff

*This section of the assessment should be completed by Human Resources, Scholarship, Research and Creative Activity and the Center for Innovation and Excellence in Learning. Please complete the questions to the best of your ability and return to Nicole Vaugeois by February 7, 2022.*

## Faculty and Staff

1. Does the institution provide professional development support for faculty in any employment status (tenured/tenure track, full time non-tenure track, and part time faculty) and/or staff who engage with community?

o No o Yes

If Yes: Describe professional development support for faculty in any employment status and/or staff engaged with community:

Most campuses offer professional development – what is being asked here is professional development specifically related to community engagement. Describe which unit(s) on campus provides this professional development, and how many staff/faculty participate in the professional development activities that are specific to community engagement.

1. In the context of your institution’s engagement support services and goals, indicate which of the following services and opportunities are provided specifically for community engagement by checking the appropriate boxes.

|  |  |
| --- | --- |
|  | **Employment status** |
| Professional Development opportunities provided | **VIUFA** | **BCGEU** | **CUPE** | **Excluded** |
| **Building or facilitating community partnerships** |  |  |  |  |
| **Respectful engagement with Indigenous communities** |  |  |  |  |
| **Embedding community engagement in the curriculum** |  |  |  |  |
| **Conducting research with community partners** |  |  |  |  |
| **Mobilizing research knowledge to community stakeholders** |  |  |  |  |
| **Other** |  |  |  |  |

If Yes to “Other”: Please describe other support or services:

1. Does the institution have search/recruitment policies or practices designed specifically to encourage the hiring of faculty in any employment status and staff with expertise in and commitment to community engagement?

o No o Yes

If Yes: Describe these specific search/recruitment policies or practices and provide quotes from position descriptions:

1. Are there **institutional-level policies** for faculty promotion (and tenure at tenure-granting campuses) that specifically reward faculty scholarly work that uses community-engaged approaches and methods? If there are separate policies for tenured/tenure track, full time non-tenure track, and part time faculty, please describe them as well.

o No o Yes

If Yes: Use this space to describe the context for policies rewarding community-engaged scholarly work:

1. Is community engagement rewarded as one form of **teaching and learning**? Include tenured/tenure track, full time non-tenure track, and part time faculty if there are policies that apply to these appointments.

o No o Yes

If Yes: Please cite text from the faculty handbook (or similar policy document):

1. Is community engagement rewarded as one form of **research or creative activity**? Include tenured/tenure track, full time non-tenure track, and part time faculty if there are policies that apply to these appointments.

o No o Yes

Please cite text from the faculty handbook (or similar policy document):

1. Is community engagement rewarded as one form of **service**? Include faculty from any employment status if there are policies that apply to these appointments.

o No o Yes

If Yes: Please cite text from the faculty handbook (or similar policy document):

1. Are there **college/school and/or department level policies** for promotion (and tenure at tenure-granting campuses) that specifically reward faculty scholarly work that uses community-engaged approaches and methods? Are there policies for tenured/tenure track, full time non-tenure track, and part time faculty in reappointment or promotion considerations?

O No o Yes

If Yes: List the colleges/schools and/or departments.

If Yes: What percent of total colleges/schools and/or departments at the institution is represented by the list above?

If Yes: Please cite three examples of college/school and/or department-level policies, taken directly from policy documents, that specifically reward faculty scholarly work using community-engaged approaches and methods; if there are policies specifically for tenured/tenure track, full time non-tenure track, and part time faculty, please cite one example:

1. Is there **work in progress** to revise promotion and tenure (at tenure granting institutions) guidelines to reward faculty scholarly work that uses community-engaged approaches and methods?

o No o Yes

If Yes: Describe the current work in progress, including a description of the process and who is involved. Describe how the president/chancellor, provost, deans, chairs, faculty leaders, chief diversity officer, or other key leaders are involved. Also describe any products resulting from the process; i.e., internal papers, public documents, reports, policy recommendations, etc. Also address if there are policies specifically for tenured/tenure track, full time non-tenure track, and part time faculty: