



# **Expanding Conceptions of Scholarly Impact**

Promising Practices from the Field

**April 24, 2023  
3:15-4:30 p.m. Eastern**

# Webinar Logistics

- Please submit questions at any time through the Q&A feature in your Zoom toolbar.
- You are welcome to use the chat to converse with other attendees.
- The recording and presentation slides will be emailed to registrants and posted on the CGS website and YouTube channel after the live event.

## **The HIBAR Research Alliance (HRA)**

is a network encouraging academics and non-academics to collaborate on “HIBAR” research projects, which are

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- (1) Being dually-engaged:** *Academic and non-academic* experts co-lead each HIBAR project as equals, with shared goals, through deeply collaborative decision-making;
- (2) Being dually-purposed:** HIBAR projects help society both *indirectly*, by advancing research excellence, and *directly*, by solving important societal problems.

Those HIBAR dualities boost **diversity, fairness, enthusiasm, creativity, and wisdom.**

# Research and Scholarship at a Community Engaged University

Janet C. Rutledge, PhD

Vice Provost and Dean of the Graduate School  
University of Maryland, Baltimore County (UMBC)

**Expanding Conceptions of Scholarly Impact: Promising Practices  
from the Field  
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# Carnegie Community Engagement Classification

- The Carnegie Foundation for the Advancement of Teaching has honored UMBC with its distinguished Carnegie Community Engagement Classification.
- This classification acknowledges UMBC faculty, staff, students, and community partners for their deep commitment to strengthening the bonds between campus and community.



“Carnegie’s definition of community engagement emphasizes the importance of reciprocity and mutual benefits in the partnerships that are created”

# Interdisciplinarity, DEIA and Community Engagement are Embedded in our Research Culture

## From **UMBC Vision Statement**:

*“Our UMBC community redefines excellence in higher education through an inclusive culture that connects innovative teaching and learning, research across disciplines, and civic engagement.”*

## Research Administration tagline: **Public Research for Public Good**

*“We perform cutting-edge research that is deeply interdisciplinary at its core and informed by the principle of social responsibility to understand our world and develop new technologies to improve the lives of people in Maryland and of people more broadly.”*

## Recognized in **Promotion and Tenure Guidelines**:

*“... a national reputation for research productivity, measured by peers in their field(s) of specialization by scholarship (for example, articles in refereed journals, chapters in edited volumes, books or monographs published by major university presses, art exhibitions, public installations, creative performances, and/or **community engaged scholarship project outcomes**); proven ability to offer graduate instruction and to direct graduate research; ...”*

## Recognized in **Promotion and Tenure Guidelines**:

*“UMBC’s abiding commitment to inclusive excellence requires that faculty contributions to diversity, equity, inclusion, and accessibility receive recognition and reward in the academic review process. When present in the dossier, contributions in **all areas of faculty achievement that promote diversity, equity, inclusion, or accessibility should be given due recognition in academic review processes, and should be evaluated and credited in the same way as other faculty achievements.**”*



## Faculty have embraced these ideals in their scholarship

“UMBC has a uniquely forward-thinking research culture which values community-engaged scholarship, inclusive excellence, and interdisciplinary research. To put it simply, UMBC fosters research which has a real and direct impact on people and on our society.”

Information Systems Faculty Member

“UMBC has created an infrastructure for conducting socially engaged, actionable, and interdisciplinary research. This is a place in which research that seeks to advance social justice, democracy, and inclusion is incentivized, celebrated, recognized, valued, and supported. It is an exciting place.”

Public Policy Faculty Member

# Example Research Topics

A Ph.D. student in the Human-Centered Computing program examines the need, availability, and quality of accessibility services and technologies available to underserved and marginalized communities. His dissertation research leverages an intersectional framework to investigate accessible services and technology in LGBTQIA+ community centers and safe spaces.



Marine, Estuarine, and Environmental Science (MEES) master's student, is studying a new method of oyster aquaculture with partners at the company [Solar Oysters](#). "I used to think research was very isolated," he says, "but in ICARE, you're putting that research into practice. You can create benefit in the community by doing the research, and giving people access to that data."

# Example Research Topics

Applied Developmental Psychology PhD students are doing research to understand the healthy development of Chinese and Korean children in the U.S. and their parents. The goal of this project is to examine how parents' physical health, sleep quality, emotion regulation and early experiences may be related to their parenting and young children's physical health (BMI and stress). These projects are a collaborative effort with community partners providing services to these families.



# Support Structures for Student Success in Community Engaged Research



Shriver Center [Service-Learning & Community Engagement](#)

Shriver [Peaceworker Fellows Program](#)

Language, Literacy and Culture PhD program: [Publicly Engaged Research and Storywork Fellowship](#)

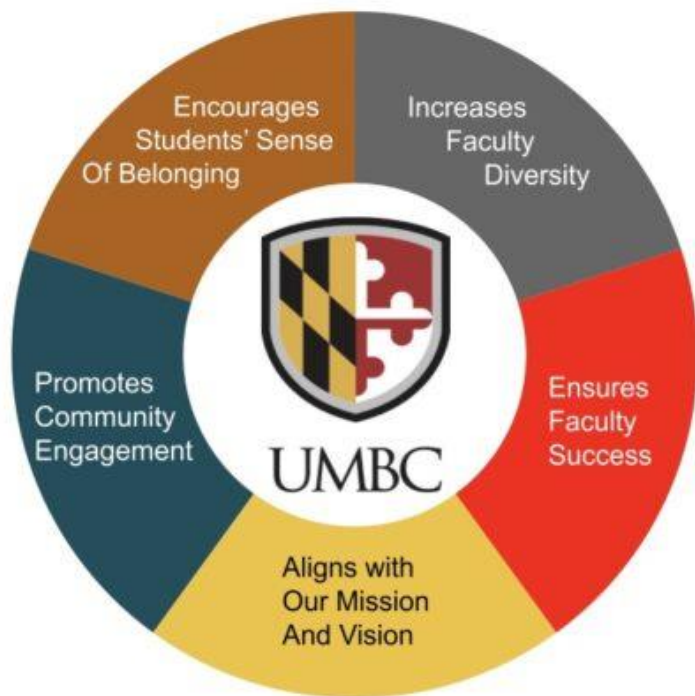
Geography and Environmental Systems formal classwork: [GES 704 - Engaged Research in the Environmental Sector](#)

Engineering and Computing Education Program [Community Initiatives](#)



# Diversity, Equity, Inclusion and Accessibility Resources for Faculty

DEIA Work is Academic Excellence



[Website](#) designed to acknowledge and support the DEIA work that our faculty at UMBC are already doing, and to help individual faculty and departments think through and augment their own DEIA efforts now and in the years ahead.

Includes:

- Promotion & tenure resources
- Stories of faculty accomplishments across various departments
- Links to articles, books, podcasts, webinars
- Faculty affinity and working groups
- Offices on campus

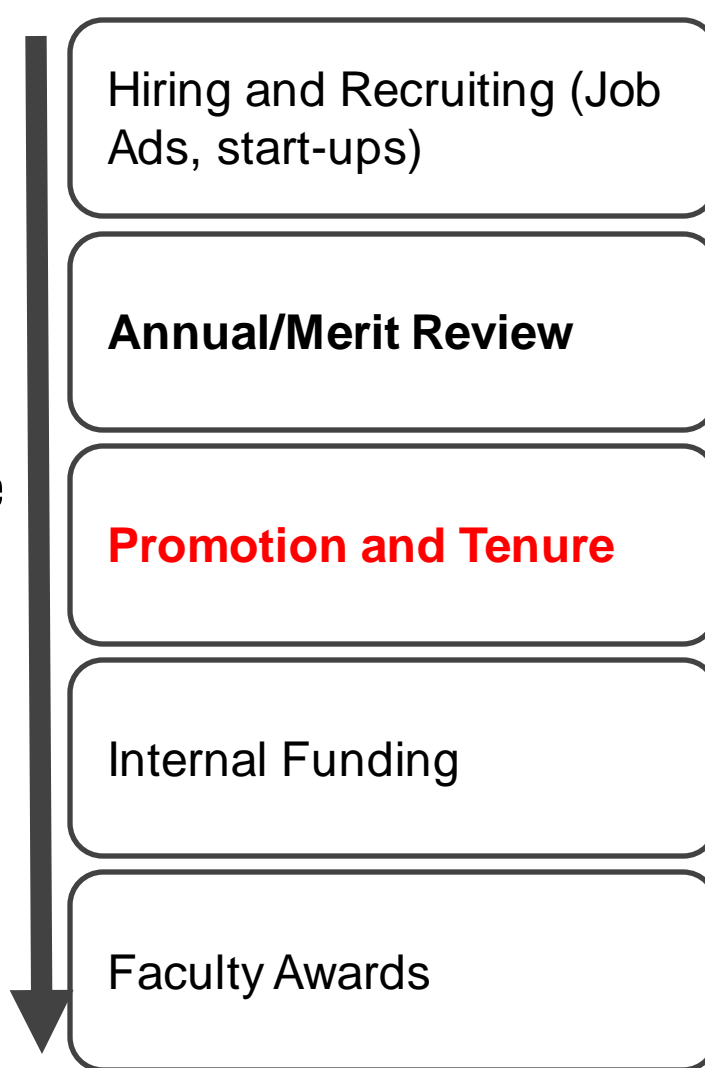
# Examples of reform efforts: University of Maryland

**Multiyear effort to overhaul evaluation system.**

Reimagined incentives as reinforcing our **values**

Focus is on **behaviors** eliminate biased indicators.

Build consistency across evaluation points, make consistent with **values**



## Key Features

1. Wanted to **'enable' pathways** to tenure, not prevent them
2. Criteria focus on **values**, and they're **infused** throughout
3. Heavy focus on social justice, broadly defined
4. Envisions an important role for **transparency and openness** in research and teaching
5. CV's are **annotated** to reflect actual work products!
6. Recognize value of **all work products**, not just publications
7. **Eliminated** impact factors and citations
8. Wanted to **empower intellectual risk taking**, not inhibit it

You can find our policies and initiatives here: <https://psyc.umd.edu/about-us/department-policies-and-initiatives>

# Thank you for attending!

- The recording and presentation slides will be emailed to registrants and posted on the CGS website and YouTube channel after the live event.
- Connect with us further at the **New Deans Institute and Summer Workshop**, July 8-12 in Denver, Colorado!