**Faculty and Staff Development Committee Recommendations**

The Faculty and Staff Development Committee makes the following recommendations to the Council on Engaged Scholarship for future efforts in faculty and staff development:

1. CoES should form a Staff Development Committee, engaging the full spectrum of staff in contributing to engaged scholarship in multiple ways, and opening the eyes of people who supervise staff.
   1. The Staff Development Committee should include non-professional staff who want to contribute to Penn State’s growing culture of student engagement, including engaged scholarship
   2. Diversity should be an important part of the committee’s charge and a significant proportion of the committee should include diverse staff
2. CoES should form an Engaged Scholarship Diversity Committee to develop diverse faculty and staff
   1. A critical charge for this committee would be gather information on diverse participation in engaged scholarship: What are the participation rates among various groups across the University? Is there a difference in participation among groups and between minority and majority faculty and staff? Does engaged scholarship put up another challenge or barrier to the advancement of diverse faculty?
   2. The committee should be made up of senior minority and senior majority faculty (i.e., faculty that are not at risk of promotion) who can address how to entrain junior minority faculty in engaged scholarship without putting them at risk;
      1. This committee should consist of a variety of senior faculty from different academic cultures and disciplines
      2. The committee should include one or two Evan Pugh Professors
      3. Committee members should be people with powerful networks at the University
3. The University should explore options for non-tenure track (NTT) faculty, including NTT online faculty, to expand their already considerable contributions to engaged scholarship
   1. This work should fall under the auspices of the proposed Academy of Engaged Scholarship
4. The University should develop an Engaged Scholarship Laureate, similar to the Penn State Laureate, to promote (by example) engaged scholarship across the University
5. The University should develop an engaged scholarship consultancy or engaged scholarship liaisons, similar to the teaching liaisons already provided to the academic units, to operate out of the Schreyer Institute for Teaching Excellence
   1. Part of this consultancy would be to consult on how to develop engaged scholarship as elements of teaching, research, and service
6. Video modules should be developed to introduce faculty and staff to engaged scholarship and to teach them various ways to participate in engaged scholarship
   1. This work should fall under the auspices of the Academy of Engaged Scholarship
7. In consultation/partnership with the Vice-Provost for Academic Affairs, workshops should be developed for pre-tenure faculty to strategize ways to build engaged scholarship into their portfolios in strong ways
   1. This work should be under the auspices of the Academy of Engaged Scholarship
8. Workshops should be developed for chairs of promotion and tenure committee, department/division heads, and deans to give more respect to engaged scholarship in promotion and tenure dossiers and annual faculty activity reports
   1. This work should be under the auspices of the Academy of Engaged Scholarship