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In the 1990s, reappointment, promotion, and tenure policies were cited as a major barrier for tenure track faculty at research universities to collaborate with external audiences on scholarly outreach and engagement. Based on recommendations from a committee composed of faculty and academic staff from University Outreach and Engagement, Academic Governance, Office of the Provost, and the faculty at large, Michigan State University significantly revised its Reappointment, Promotion, and Tenure form in 2001, to reflect MSU's definition of outreach scholarship as "a form of scholarship that cuts across instruction, research and creative activities, and service. It involves generating, transmitting, applying, and preserving knowledge for the direct benefit of external audiences in ways that are consistent with university and unit missions" (The Provost's Committee, 1993).

Researchers at MSU's National Center for the Study of University Engagement initiated an institutional research study to analyze how and to what extent faculty members have made use of the revised form to report their scholarly outreach and engagement. This college report is based on document analysis of 224 promotion and tenure forms completed by MSU faculty who successfully underwent reappointment, promotion and tenure review between 2002-2006.

**98%** of the promotion and tenure forms in the **College of Agriculture & Natural Resources** included at least one form of scholarly outreach and engagement, compared to 90% of MSU faculty overall.

**We hope this information in this report:**

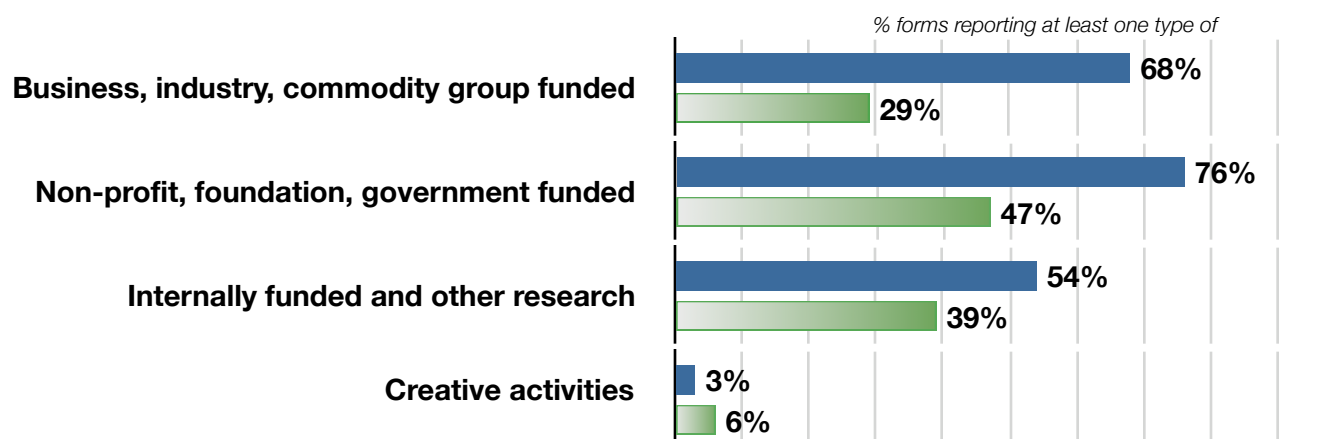
- Stimulates a conversation about scholarly outreach and engagement in your department and college
- Informs junior faculty, faculty mentors, members of promotion and tenure review committees, and administrators about reporting trends of scholarly outreach and engagement in your college
- Encourages faculty members to continue to report scholarly outreach and engagement during reappointment, promotion and tenure reviews

**STUDY PARTICIPANTS**

■ Agriculture & Natural Resources Faculty (n=59)  
■ MSU Faculty (n=224)

**ENGAGED RESEARCH**

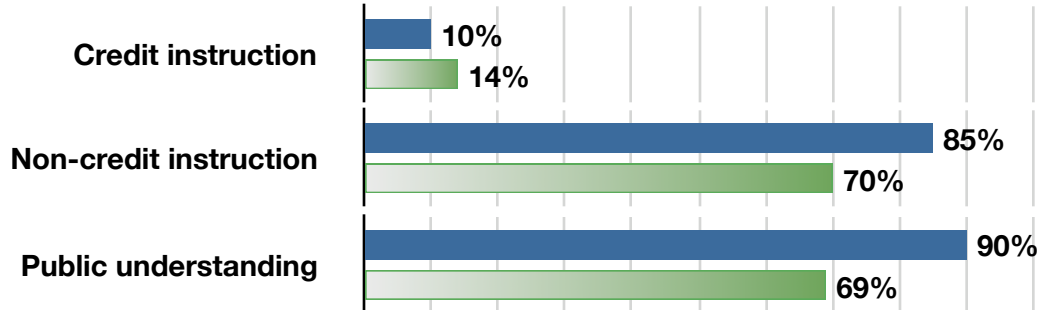
**93%** of forms reported at least one form of engaged research.



## ENGAGED TEACHING

**98%** of forms reported at least one form of engaged teaching.

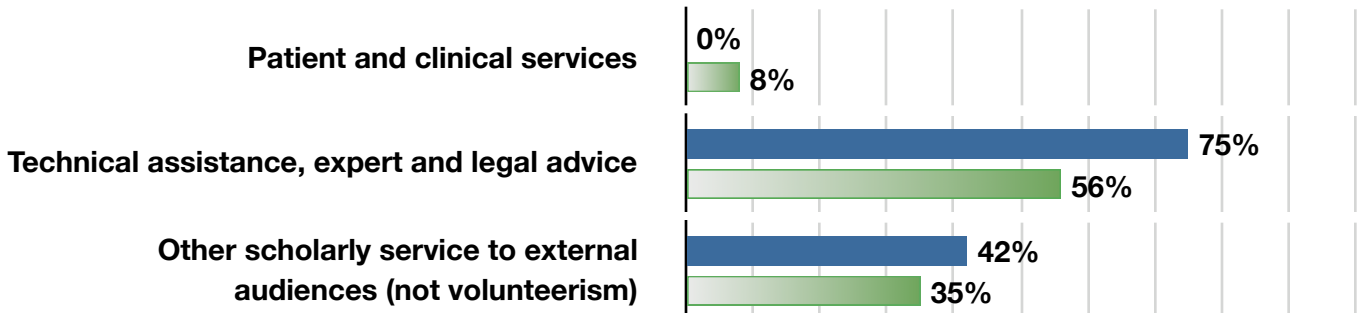
*% forms reporting at least one type of*



## ENGAGED SERVICE

**90%** of forms reported at least one form of engaged service.

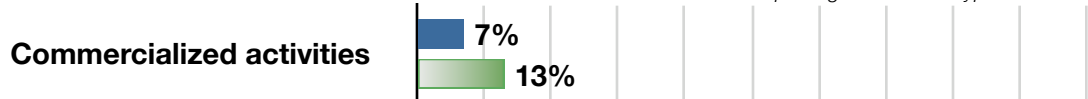
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## COMMERCIALIZED ACTIVITIES

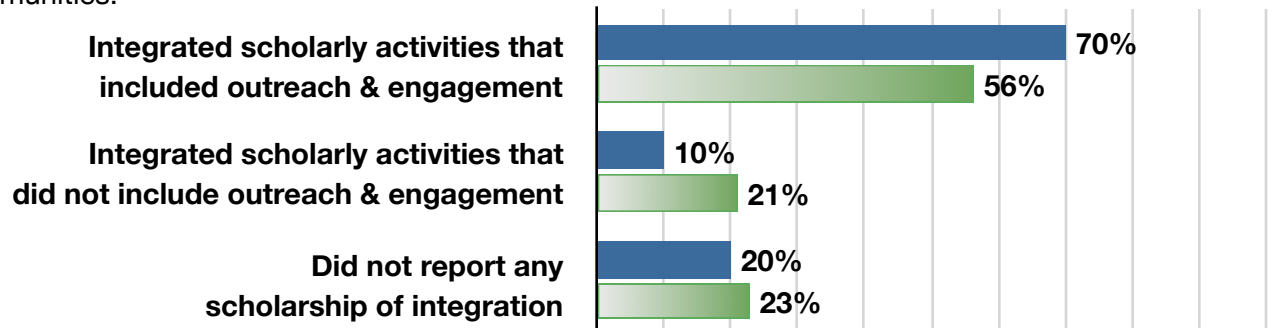
**7%** of forms reported at least one form of commercialized activity.

*% forms reporting at least one type of*



## SCHOLARSHIP OF INTEGRATION

The revised form included a new, optional question about interdisciplinary, cross-cutting scholars. Faculty members were invited to describe any work that demonstrated the “integration...across mission functions of the university—instruction, research and creative activities, and service within the academic and broader communities.”



**Acknowledgements:** We would like to thank the faculty members who granted consent for their P&T form to be included in this study, Academic Human Resources Office, and University Outreach and Engagement. We are available to share further data analysis or to answer any questions about this research. An overall institutional report is available at <http://ncsue.msu.edu>. Please contact us at 517-432-3350.