

Program Council CE Position Proposal Evaluation Criteria

1. Develops UC ANR's capability to address critical needs.

Resources should be committed to positions that address critical existing and emerging issues, local and/or statewide, in order for UC ANR to contribute to the economic, environmental and social health of the state.

- Position proposals should clearly explain how the position will address stakeholders' needs-based priorities.

2. Demonstrates stakeholder engagement.

Resources should be committed to positions developed through a broad, participatory process.

- Position proposals should include input from internal and external stakeholders in the development of the proposal.

3. Strengthens or expands the UC ANR network.

Resources should be allocated to positions that contribute to an integrated research and outreach approach to addressing programmatic issues.

- Position proposals should explain how the position would significantly augment the capacity of the existing network of AES scientists, non-AES scientists, UCCE Specialists, and/or UCCE Advisors. In addition, innovative position proposals should articulate specifically how capacity will be built in critical programmatic areas not currently addressed. Resources:
 - The Programmatic Footprint Maps illustrate current positions for UCCE Advisors, UCCE Specialists, other UCCE Academics, and Community Educators, as well as the UCCE Advisor and Specialist positions under-recruitment. Link to Maps webpage: https://ucanr.edu/sites/ANR_Footprint/
 - For a list of recent CE position hires and current recruitments, see [CE Advisor and Specialist Hires and Recruitments](#).
- Is the proposed position part of an existing or proposed cluster? This can increase efficiencies and effectiveness.

4. Indicates likelihood of making a significant impact.

Resources should be invested in positions where UC ANR research and outreach efforts can be realistically expected to benefit the public served given UC ANR's mission and unique capabilities. Focus should be on where UC ANR has a competitive advantage relative to other agencies and organizations in contributing to meaningful economic, environmental or social impacts.

- Position proposals should articulate specific, measurable outcomes for the identified key clientele groups, as well as the connection to [UC ANR's condition changes and broader public value impact](#).

5. Has county and/or campus support necessary to be successful.

Resources should be invested in positions that are feasibly designed.

- Position proposals should describe sufficient infrastructure support, including county/campus support, to enable success. They can include the possibilities for future resource leverage and partnerships.

6. Is consistent with Strategic Vision 2025 or new emphasis areas identified through 2023 strategic visioning survey.

Resources should be committed to positions in keeping with UC ANR's priorities, which identify the major challenges to be addressed and UC ANR's capacity to address these trends and issues. Refer to https://ucanr.edu/sites/ucanr/About_ANR/Strategic_Vision/.

- Position proposals should be relevant to UC ANR's priorities.