

**New ANR Position Template (Advisor/Specialist)**  
**(2 page limit)**

**Position Description:** Outline a position's: (1) general disciplinary focus; (2) educational and professional background requirements; and (3) supporting units (county, multi-county areas, department, statewide program, etc). Do not include boilerplate text to the effect that academics are responsible for extending knowledge and information; applied research and creative activity; professional competence and activity; and University and public service.

**Relevance to the ANR Strategic Vision:** Explain how the position would contribute to addressing the priorities outlined in the *ANR Strategic Vision* (<http://ucanr.org/files/906.pdf>).

**Initiatives to be addressed:** Discuss the strategic initiatives described in the *ANR Strategic Vision* that will be addressed by this position. Include outcomes anticipated from the programs of this position.

**Extension:** Outline the key extension activities the position will be expected to fulfill, the key clientele groups the academic will be expected to interact with, and the anticipated nature of these interactions.

**Research:** Identify the key research questions the position will be expected to address as specifically as possible, and the expected publication outlets for that research (both ANR and external).

**ANR continuum:** Identify the network of AES scientists, non-AES scientists, UCCE Specialists, and/or UCCE Advisors that the advisor/specialist will be expected to collaborate with, and any existing projects with these collaborators that the advisor/specialist will be expected to contribute to early in their career. What are the generally acknowledged gaps in this network? Explain how, other than by simply providing another contributor, the position would significantly augment the capacity of this group.

**Support:** Outline the support for transportation, office space, administrative support, office supplies, computing, Internet access, telephone access, research costs, etc. that the position will be provided by the supporting unit(s).

**Other support:** Identify any other specific sources of funding that the person will be able (or expected) to rely upon to support the program.

**Location:** Explain why the proposed location is the logical base of operations for such a position.

## Advisor and Specialist Position Solicitation

Dear Colleagues,

ANR is soliciting proposals for new advisor and specialist positions. These positions should address critical gaps in ANR's programmatic and geographic coverage. Proposals must include: a general description of the position; a statement of the relevance to the *ANR Strategic Vision*; a description of the issues to be addressed (including key extension and research programs); identification of the current ANR continuum and the role this position will play in strengthening/building the continuum; and the support that will be provided. Specific guidelines are outlined in the *New ANR Position Template* (please see e-mail attachment).

Position proposals will be accepted via a Web-based submittal site beginning September 20 and closing on November 15. Proposals may be forwarded by ANR workgroups, county Cooperative Extension offices, campus departments, and ANR strategic initiative panels. **Only the strategic initiative leaders, associate deans of the colleges, county directors and workgroup chairs will have access to submit position proposals, so it is strongly encouraged that you communicate with your colleagues to provide your input during this process.**

The designated representatives will gain access to the restricted site through their ANR portal and can submit proposals by completing the template, which is intended to create a two-page (maximum) position proposal. County directors, strategic initiative leaders, associate deans and workgroup chairs will receive additional communication with instructions in the coming days.

These proposals will be provided to ANR's Program Council for review and discussion. Program Council will begin reviewing proposals during the January meeting and develop recommendations to the vice president by March. The criteria for evaluating the positions have been addressed in the headings and instructions in the proposal template.

It is anticipated that the advisor and specialist hiring will need to be staggered over a 24-month period. During this period, it is expected that ANR will be able to fund approximately 20 new positions, with the intent of continuing the process and additional hiring quickly following this initial round.

Barbara Allen-Diaz  
Associate Vice President  
Academic Programs and Strategic Initiatives

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