

Small Farms Agricultural Economics and Rural Economic Development

UC Cooperative Extension Specialist

Located at the University of California, Santa Cruz

Position Overview

The University of California, Agriculture and Natural Resources (UC ANR) in collaboration with the University of California Santa Cruz invites applications for a **UC Cooperative Extension (UCCE) Specialist in Small Farms Agricultural Economics and Rural Economic Development at the Assistant rank.**

The UCCE Specialist will address challenges and opportunities for economic viability and longevity for small farms in California. This will include examining market and supply chain development, alternative markets, business and operations decision support, climate resilience, policy challenges and opportunities, inclusive innovation, and appropriate technology, all of which impact the ability of small farms to support thriving, resilient, and equitable rural economies.

UCCE Specialists develop and conduct research and educational programs aimed at appropriate clientele groups in communities outside of UC campuses. UCCE Specialists have programs of primarily mission-oriented research or creative work that support the university's efforts in extending knowledge, including outreach and community engagement. Mission-oriented research describes the complete research continuum that extends from basic research to applications of research results. This research is generally applied in nature and has, as a goal, the solution of a problem facing society that is related to the mission of the UCCE Specialist's discipline and the UCCE mission. UCCE Specialists will publish the results of applied research in a combination of research publication types, whether peer-reviewed or not, based on the relevant audiences served by the UCCE Specialist's program.

The extension program disseminates knowledge and information to clientele groups for their use in improving their abilities to understand and address problems and opportunities facing them. The extension educational program serves the University's public service mission. Educational program activities include but are not limited to collaborations with UCCE Advisors, other UCCE Specialists, campus faculty, program teams, workgroups, or clientele groups; developing and presenting educational materials; communicating to clientele through broadcast, print, or electronic media; participating in meetings with clientele; developing and presenting in-service training courses; organizing or participating in workshops, field tours, symposia or conferences. Much of this work is conducted in partnership with UC ANR's locally based UCCE Advisors. The UCCE Specialist – Advisor and faculty partnership creates an applied research network that benefits both the University and the public at large. This position does not include formal classroom instruction at the University.



Location Headquarters. University of California Santa Cruz Department of Economics and the Center for Agroecology, Santa Cruz, California

Position Details

Major Duties and Responsibilities Include:

- Bridge campus expertise with small farm advisors, food systems and community and economic development advisors, urban agriculture advisors, members of the [UC ANR Small Farms Network](#), and [UC SAREP](#).
- Connect the UCSC Economics Department with UCANR to better address the needs and challenges of small farms across the state, thereby building capacity and exposure in the crucial research areas addressed by this Specialist.
- Collaborate with campus and UCANR partners, as well as state and federal agencies, policymakers, and community groups representing small farmers.
- Work with [UC SAREP](#) and the [UC ANR Small Farms Network](#) to develop extension programming to assist small-scale and diversified farms with business planning, decision-making, accessing new markets, and policy compliance.
- Collaborate on training on topics including financing, business planning, regulatory compliance, risk management, community development, and market and supply chain development to build capacity for nonprofit partners and technical assistance providers.
- Collaborate with UCCE Advisors and Specialists to conduct research that supports the development of educational resources and programming for business planning, risk management, and economic development to be disseminated by advisors and promoted by UC SAREP.
- Conduct research that addresses the economic challenges and opportunities for small-scale and diversified farms in California, including farms operated by underserved and socially disadvantaged farmers. Potential research topics include
 - Cost studies for small-acreage or culturally relevant specialty crops
 - Cost-benefit analyses of alternative production practices and processing methods
 - Impacts of inventive policy levers (i.e., land trust partnerships, novel distribution channels, support programs)
 - Cost/benefit analysis of practices and crops
 - Impacts of inclusive innovation and appropriate technologies for small/diversified farms in California
 - Analysis of markets to determine the contribution of small-scale and diversified farms to local and regional economies, food security, and environmental co-benefits.
- Identify pathways to resilience in the context of climate change, increased regulation, consolidation of farmland, new and invasive pests and diseases, and increased competition from global and national markets.
- Publish in leading journals and in extension and outreach publications.

Counties of Responsibility: This state-wide position will serve farmers, growers, and ranchers across California, as well as allied agencies and organizations. This is an exciting opportunity to impact diverse communities throughout the state.

Reporting Relationship: The position will be located on the UCSC campus in Santa Cruz in the Department of Economics. The appointment is within UC ANR, and UC ANR will oversee the merit and promotion process, in consultation with the UCSC Department Chair. The CE Specialist will hold an additional 0% (uncompensated) appointment at UCSC. It is not a remote position; the candidate must be available to work onsite on the UCSC campus.

Qualifications and Skills Required

Education: A minimum of a Ph.D. or equivalent in Economics or Agricultural Economics and experience in community development, agricultural production systems, and/or values-based supply chains is required at the time of appointment. Applicants who have not yet earned a Ph.D. must be within 12 months of completing their degree to be considered for the position.



Key Qualifications

- Postdoctoral or related work experience in agricultural economics, small farms, or rural economic development.
- Strong publications record.
- Excellent written, oral, and interpersonal communication skills.
- Demonstrated record of applied research in agricultural economics, rural economic development, or other subjects related to the scope of this position.
- Demonstrated ability to work effectively with teams of academics and external collaborators.
- Willingness to travel regionally and nationally on a frequent basis. Ability and means to travel on a flexible schedule as needed, proof of liability and property damage insurance on vehicle used is required. Must possess a valid California Driver's License to drive a County or University Vehicle.
- As a condition of employment, the finalist will be required to disclose if they are subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct, are currently being investigated for misconduct, left a position during an investigation for alleged misconduct, or have filed an appeal with a previous employer.
"Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer.

[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy for Employees, Students and Third Parties](#)

[APM - 035: Affirmative Action and Nondiscrimination in Employment](#)

Desired Experience

- Experience with integrated research and educational projects and extension to diverse audiences.
- History of collaborative projects that bridge research and practice in agricultural economics, rural economic development, and small farms.
- Familiarity with state and federal policies related to small farm economics and/or rural economic development.
- Evidence of successful grant applications.

Skills Required

To be successful, Cooperative Extension Specialist positions require skills in the following:

Technical competence

- Conduct and report needs assessments to identify priority issues or problems relevant to the clientele groups being served.
- Develop and implement effective UC ANR Cooperative Extension applied research and educational programs to address the identified priority needs of the clientele that are consistent with ANR's Strategic Vision and ANR Initiatives.
- Conduct applied research designed to monitor changes and solve statewide and locally relevant problems related to agricultural economics, small farms, and rural economic development.



Communication

- Disseminate appropriate, science-based information to inform clientele, using extension methods that are responsive to clientele needs and appropriate for the audience and situation.
- Maintain and promote UC ANR Cooperative Extension's credibility by providing science-based knowledge.
- Evaluate programs and report accomplishments, results, and potential or actual impacts to scientific and lay audiences through a variety of outreach methods e.g., peer-reviewed publications, internet, workshops, newsletters.

Collaboration & Teamwork

- Build collaborative working relationships across UC ANR, via participation in program teams and work groups.
- Interact with campus academic colleagues to create synergies that will advance the programmatic goals of the UC Santa Cruz Economics Department, the Center for Agroecology, and UC ANR.
- Interact with the UC Santa Cruz Economics Department and other relevant graduate programs via occasional lectures and other academic functions (such as serving on dissertation committees, oral exams, etc.) as appropriate. In accordance with UC Academic Personnel Policy 334, Specialist in Cooperative Extension Series, the teaching of regular undergraduate or graduate courses will not be a primary responsibility of the position.
- Engage in campus faculty meetings, campus faculty committee service, and other activities of the UC Santa Cruz faculty as appropriate.

Lifelong Learning

- Participate in professional organizations and collaborate with state government and agencies related to small farms and rural economic development.
- Demonstrate commitment to ongoing growth – both professionally and as a person.

Salary & Benefits

Salary: The beginning salary will be in the Assistant Cooperative Extension Specialist Rank Step 1 - \$87,700 to Step 6 - \$114,800 and commensurate with applicable experience and professional qualifications. For information regarding the Cooperative Extension Specialist series salary scales, please refer to <https://www.ucop.edu/academic-personnel-programs/files/2024-25/july-2024-scales/t29.pdf>

This position is eligible for indefinite status, subject to terms noted in Section 315 of the [ANR Policy and Procedure Manual \(PPM\)](#). If the successful candidate is currently a UCCE specialist with indefinite status, the candidate will be offered the position commensurate with applicable experience and professional qualifications with eligibility to retain such indefinite status.

The Cooperative Extension Specialist position is a two-year renewable term appointment. Performance in this position is evaluated annually with merit actions being evaluated every two years. Upon completion of a successful review, you may be reappointed for another definite term. Our intention with this definite term appointment is to be reappointed based on positive performance reviews and the continuing need for the position.

Benefits: The University of California offers comprehensive benefits including health insurance, retirement plans, two days per month paid vacation, one day per month paid sick leave, and paid holidays. This position is eligible for sabbatical leave privileges as per the terms of the University policy. For more information, refer to the UC Benefits website at: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

About UC ANR

UC ANR is a division of the University of California system that bridges the gap between local issues and the expertise of the UC system by providing research-based information, educational programs, and technical expertise to the public in areas such as agriculture, natural resources, nutrition, and youth development. UC ANR is part of a

nationwide Cooperative Extension network, which began in the early 20th century to connect research from land-grant universities with the everyday needs of people in communities across the United States. Today, we collaborate with farmers, ranchers, diverse communities, youth and adult educators, and policymakers to address local and statewide issues related to food systems, water, climate change, and sustainable agriculture through a statewide network of campus-based researchers, county-based Advisors, and community educators. Our mission is to cultivate thriving communities, sustainable agriculture, resilient ecosystems, and economic prosperity in California and globally through equitable generation and sharing of collaborative, science-based solutions. Over 180 UCCE Advisors conduct applied research and extension education from county-based UCCE offices serving all 58 counties from 70+ locations. By working and living among those we serve, UC ANR expands the University of California's reach to engage all people and communities in California, ensuring equal access to the resources UC has to offer. Our vision is that UC ANR will be valued in every California community for meaningful engagement and making a positive difference in people's lives.

About the University of California Santa Cruz

UCSC, one of the UC system's ten campuses, opened in 1965. It is known for impactful research, teaching, and public service, along with innovation in many fields. Located in and around a redwood forest overlooking the Monterey Bay, UC Santa Cruz is widely considered to be one of the most beautiful college campuses in the world. The [Department of Economics](#) at UC Santa Cruz is a leader in research excellence and innovative teaching, which offers one of the largest and most diverse academic programs at UCSC. UCSC is also home to the [Center for Agroecology](#). The Center is an organization of staff, faculty, and students who work to advance agroecology and equitable food systems through experiential education, participatory research, agricultural extension, and public service. Its centerpieces are the 3-acre Alan Chadwick Garden and the 30-acre USCS Farm, which serve as outdoor classrooms and teaching sites.



Learn more about

- [UC ANR](#) and [UC ANR Mission Statement](#)
- [UC Santa Cruz](#)
- UC ANR administers [Statewide Programs and Institutes](#) that focus research and extension on solving priority problems that engage ANR academics and UC faculty in integrated teams
- UC ANR [Strategic Initiatives](#) help unify, communicate, and advocate for the work we do.
- UC ANR UC ANR uses seven [Public Value statements](#) to communicate how our work makes a difference to the public.
- UC ANR academics are expected to share and exhibit UC ANR's commitment to UC ANR's [Affirmative Action policy](#)
- UC ANR academics are expected to share and exhibit UC ANR's commitment to [Diversity, Equity and Inclusion](#)
- The University of California Agriculture and Natural Resources is committed to attracting and retaining a diverse workforce and will honor your experiences, perspectives, and unique identity. We encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ+ community members, and others who demonstrate the ability to help us create and maintain working and learning environments that are inclusive, equitable and welcoming.

How to Apply

If interested in this position, please visit: <https://recruit.ucanr.edu/> and choose “applicants” (refer to position #25-01. An in-person finalist interview may be required as part of the search process.

Closing Date: To assure full consideration, application packets must be received by **March 12, 2025 (open until filled)**

Questions?

Contact Tatiana Avoce; email: tavoce@ucanr.edu

Applicants may wish to explore the UC Davis Services for International Students and Scholars web page at <https://siss.ucdavis.edu/> as a resource.

University of California Cooperative Extension

As a University employee, you will be required to comply with all applicable University policies and/or collective bargaining agreements, as may be amended from time to time. Federal, state, or local government directives may impose additional requirements.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status or other protected categories covered by the UC nondiscrimination policy.

As of January 1, 2014, ANR is a smoke- and tobacco-free environment in which smoking, the use of smokeless tobacco products, and the use of unregulated nicotine products (e-cigarettes), is strictly prohibited.