

Terms of Reference Strategic Initiatives (SI) Leaders

Strategic Initiatives (SIs) are the focus areas under which UC ANR research and outreach is organized.

Major responsibilities: Spending up to 30% FTE, SI Leaders...

Convene:

1. Select, establish and meet with an SI panel at least twice per year plus quarterly conference calls to:
 - a) Review and revise the SI priorities (and the SI strategic plan as needed);
 - b) Identify research outreach and position gaps and opportunities based on SI strategic priorities;
 - c) Manage Letter of Interest (LOI) and review process for their SI for the ANR Competitive Grants; and
 - d) Solicit panel members' support to assist with initiative implementation.

Note: Panels are typically composed of rotating members with staggered 3-year terms.

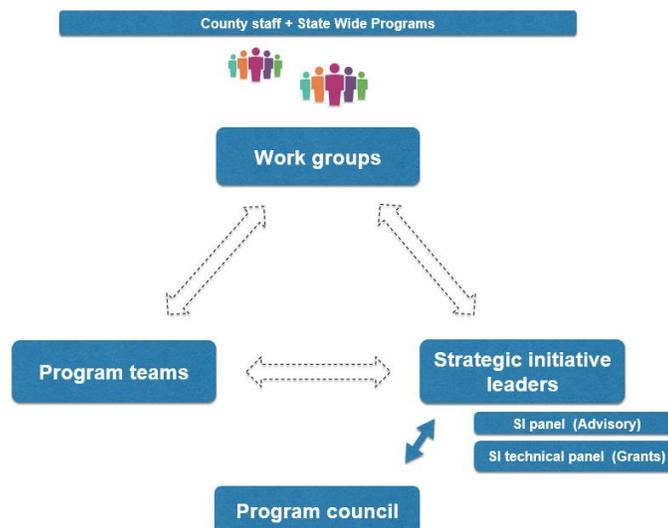
2. Coordinate and host an annual SI conference with input from SI panel members and PT chairs and support from PSU to 1) share best practices, 2) highlight results and impact (outcomes) of UC ANR funded projects, 3) articulate SI goals and priorities, and 4) enhance reach of the SI activities. (Hosting joint SI conferences in lieu of individual SI conferences is an option.)

Communicate:

1. Promote and link the SI work with others (e.g., Statewide Programs, Program Teams) to share ANR Leadership priorities, collect input and seek to highlight how activities of groups fit with and help increase the reach of SI goals (which reflect ANR Public Value Statements and desired state indicators).
2. Assist (as needed) Program Planning and Evaluation with federal report preparation.

Advocate: Advocate across all areas of UC ANR.

1. Represent the SIs and their members on Program Council (approximately 2 days per month typically for 10 months per year),
2. Attend monthly SI Leader meetings
3. Advocate for UC ANR and the SIs at other fora (e.g., PT meetings, conferences, etc.)



Length of SI Leader Service: 3 years (with option to extend upon mutual agreement).

Financial and Staff Support

- The leader who is rotating off will overlap with the new leader for an agreed period (suggested timeframe is 3-6 months).
- Funding is allocated for travel (SI Leader, SI panel, grant panel) and other expenses appropriate for productive interactions or promotion of activities, e.g., meeting expenses with other academics or external stakeholders.
- The annual SI conferences are implemented in coordination with Program Support Unit who provides planning, logistical and onsite support.
- Program Support Unit also provides logistical and onsite support for panel meetings and SI activities including, scheduling and notetaking.

Desired SI Leader Characteristics

- Ability to build teams and ownership, empower team members and build consensus so members feel committed and responsible to deliver target SI outputs.
- Has a breadth of understanding of issues across California.
- Has an established network or knowledge of UC ANR personnel activities across the state and among disciplines or areas related to the SI.
- Willingly represents and advocates at Program Council and elsewhere for the broader group putting aside their personal interests to give voice to all those contributing to all initiatives.
- Directs research and extension to support other SI priorities.
- Has time and effort necessary to serving as an effective SI Leader.
- Able to travel to Program Council meetings, panel meetings, etc. (monthly overnight travel is often required).
- Goal-oriented with strategic planning skills.
- Desire to learn about senior leadership decision-making and play an active role in providing positive input into that process.
- Seeks an opportunity to serve the UC ANR organization in a capacity that drives collective impact.

Note: in choosing SI leaders, consideration is given to representation across all UC ANR; considering both actual and perceived representation (e.g., discipline, geographic, cultural and gender diversity, etc.).

Wider representation of the Initiatives can be made to a limited extent through the at-large Program Council seats.

Why be an SI Leader?

- Contribute to setting the research and extension agenda through the development of priorities, grants process, position calls, convening of SI meetings and Program Council.
- Represent the SI in an administrative/leadership role.
- Help build broader reach and impact of UC ANR work through this leadership opportunity.
- Service to the organization.
- Receive a modest stipend.

Note: While not a perk per se, there is a travel budget to attend meetings and bring others together for SI activities