

Program Council CE Position Proposal Evaluation Criteria **2016**

1. Develops 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 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 input from stakeholders.

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

- Position proposals should include input from internal and external stakeholders.

3. Strengthens or expands the 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. For recent CE position hires and current recruitments, see [2014-2015 CE Advisor and Specialist Hires and 2016 Recruitments](#).

4. Indicates likelihood of making a significant impact.

Resources should be invested in positions where Division research and outreach efforts can be realistically expected to make a difference to the public served given the Division's mission and unique capabilities. Focus should be on where 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, measureable outcomes for the identified key clientele groups, as well as the potential, broader public value impact.

5. Has 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. Consistent with Strategic Vision 2025.

Resources should be committed to positions in keeping with Strategic Vision 2025, which identifies multiple opportunities for integrated, strategic initiatives that address the overlapping challenges facing California. The major challenges to be addressed and ANR's capacity to address these trends and issues were identified by the Strategic Planning Steering Committee and Program Council, with considerable internal and external input. Refer to <http://ucanr.edu/strategicvision2025>.

- Position proposals should be relevant to the ANR Strategic Vision 2025.