**Position Title: Specialist in Animal Welfare and Behavior for Communities and Production Systems**

**Position Description:** This position will provide organizational leadership dedicated to offering science-based and socially-relevant information on contemporary agricultural animal welfare issues for California’s diverse agricultural production systems and communities. The position will be supported by Veterinary Medicine Extension, School of Veterinary Medicine, UC-Davis. A PhD, DVM, or equivalent degree is required in an appropriate discipline such as animal welfare, ethology/animal behavior, social science, and/or allostatic physiology with experience/interest in animal agriculture, agricultural sustainability, and regulatory processes desirable.

**Justification**: Cooperative Extension programs of excellence have delivered and contributed to the resolution of contemporary issues through policy, research, education and innovation, and this includes a growing cultural, political, and economic movement focusing on animal welfare issues that contribute to safe and sustainable agriculture at both small- and large-system levels. The recent agricultural and environmental changes in California, such as an increase in sustainable systems (e.g., niche-marketing, direct marketing, organic production), increased frequency of extreme weather events and natural disasters (e.g., drought, wildfires), and regulatory changes (VFD and SB27) have led to new welfare demands. California has been on the forefront in the US on several recent animal welfare issues that impacted industries nationwide, and it is important that we continue to lead during current changing and challenging times. The targeted clientele to be served by this position includes traditional and niche agricultural industries, local communities, veterinarians, the public, governmental and regulatory agencies at the county, state and federal levels, as well as, the public and animal protection organizations.

**Extension**: This position will provide statewide extension and outreach within the UC ANR network (advisors, specialists, AES faculty) and across the state in support of diverse and contemporary animal welfare issues, as well as cross-over research with production-animal focused, sustainable systems, backyard and small-holder systems. This position will focus of knowledge extension on education and information transfer to end-users in the agricultural community, public, youth, and government. Include the analysis and interpretation of behavior as a tool for assessing welfare. This is a more progressive way of viewing welfare; it represents an intersection of physical health with mental and emotional health, two concepts that are not mutually exclusive. The new hire will work with individual producers, veterinarians, and with governmental and non-profit (e.g., organizations such as the California Farm Bureau Federation, California Veterinary Medical Association, US Department of Agriculture, US Animal Health Association, the Bureau of Land Management, The Humane Society). This position will develop and extend science-based information on resolution or enhancement of animal welfare issues and concerns that impact California’s industries and communities, maintain and build partnerships with other organizations and agencies for developing and implementing relevant animal welfare programs for diverse audiences including producers, activists, agribusinesses, technical service providers, citizens, governmental officials, community leaders, and representatives of non-governmental organizations. This leadership position will educate and collaborate with advisors and AES faculty on animal welfare science-based research, policy, and socially-relevant issues via conferences, individual consultations, workshops, and web-based program accessible to a diverse audience. The new hire will be expected to publish in scholarly peer-reviewed and lay publications focused on the enhancement or resolution of animal welfare issues in California.

**Research**: This Specialist will develop a scholarly applied research program addressing complex questions that impact the animal health and welfare of multiple species as a part of development and maintenance of safe and sustainable agricultural systems. Areas of emphasis may include: animal welfare, ethology/animal behavior, social science, and allostatic physiology. The areas of emphasis will be based on a thorough evaluation of the needs of the California agricultural animal industries, allied animal and food organizations, governmental policy development, and community needs. Approaches toward the selected areas of emphasis are expected to be leading edge and transdisciplinary in nature. Strong publication role is expected in both peer-reviewed journals such as California Agriculture, ANR peer-reviewed 8000 series and timely lay publication outlets such websites, newspapers, and social media with public access.

**ANR network:** ANR is invested in the complex issues surrounding animal welfare, from the minimum standards to the certification of welfare assurance of individual farms. A CE Specialist must be able to work collaboratively as part of a team with CE Advisors, university researchers, and Division workgroups, as well as act as a non-biased liaison for state and community regulators, non-profit groups, agricultural animal industries, community officials and boards, and the public.

**Network External to ANR**: The person hired for this position will collaborate on research and extension projects with other CE Specialists (e.g., Poultry Specialist in Animal Welfare), I&R faculty (e.g., members of the Department of Animal Science) and county-based CE Advisors focused on complex and diverse agricultural animal welfare questions with multispecies of agricultural animals (livestock, poultry, horses) producers and organizations (e.g., California Farm Bureau Federation, California Cattlemen’s Association, Pacific Egg and Poultry, veterinary and allied industries (e.g., CVMA and AVMA), non-profit organizations with welfare interests (e.g., Certified Humane, American Humane Association, Humane Society of the US), food (Whole Foods, McDonalds, Safeway, etc.) entities, resource agencies such as the USDA and CDFA, and regulatory oversight regarding animal welfare within and outside California (e.g., State Humane Association of California; The Humane Society).

**Support:** Veterinary Medicine Extension in the School of Veterinary Medicine, UC Davis, will provide administrative support for grants and contracts, office space, computing, and telephone support. Programmatic funds are provided annually to all specialists. The Department of Population Health and Reproduction will provide adequate laboratory space for applied research.

**Other support:** The Specialist is expected to successfully obtain intramural and extramural grants to support his/her program in animal welfare. Examples of intramural support include The Center for Food Animal Health (SVM-UCD) provides seed grants ($20,000/yr.) twice a year for projects related to food animal welfare. The Specialist is also expected to collaborate with scientists across campus and the US to engage in research with funding from state (California Dept. of Food and Agriculture) and federal agencies (USDA, Bureau of Land Management), non-profit organizations (e.g., California Farm Bureau Association, Humane Society of the US), and private donors.

**Location:** This position will be located at UC Davis given the existing cadre of animal behavior/welfare SVM faculty, animal behavior/welfare faculty in Dept. of Animal Science, AES faculty at the School of Veterinary Medicine and CAES. This location will readily allow interaction with state and federal agencies in Sacramento that are involved with animal welfare issues and regulatory development (CDFA, USDA, California State Legislators).

**Developed and proposed by:** This position was initially drafted by Carolyn Stull, Martin Smith, Alda Pires and Brenda McCowan with input and revisions provided by SVM and Animal Science I&R Faculty, SVM and Animal Science CE Specialists, CE County Advisors, and ANR program teams and support from the California Farm Bureau Federation, Dairy Work Group, California Veterinary Medical Association, and UC ANR 4-H Youth Development Program.