

2018 UC ANR CE Position Template (Advisor/Specialist)
(2 page limit)

Position Title:

UCCE San Mateo/ San Francisco requests the position of an Area 4-H Youth Development Advisor to serve San Mateo & San Francisco Counties, including programmatic activities at Elkus Ranch.

Position:

This position will emphasize 4-H critical and emerging issue areas of *Healthy Living*, *STEM*, and *Positive Youth Development*. The position will require a Master's level degree in an area related to Education (emphasizing STEM, Environmental Education, Youth and Community Development, or related areas). The 4-H Advisor will report to the Bay Area Multi-County Director (if position is filled) or to the San Mateo-San Francisco County Director. The 4-H Advisor will have programmatic oversight of the education and extension activities of 4-H programs in San Mateo and San Francisco, and will have programmatic oversight of Elkus Ranch programs until the hiring of an Elkus Ranch Director (Academic Coordinator II/III; see more in justification below). At that point the 4-H Advisor will continue engaging in applied research and extension projects at Elkus Ranch, but the Elkus Ranch Director will assume programmatic oversight in addition to administrative oversight.

The 4-H Youth Development Program in San Mateo-SF contributes to successful impacts in the following condition changes: **developing a qualified workforce for CA** through increased civic engagement, college and career readiness and building effective public leaders; and **promoting healthy people and communities** through access to positive built and natural environments (through Elkus Ranch, San Mateo County's 4-H farms, and the Healthy Living Ambassador Garden Program) and developing youth leaders active in promoting improved community wellness. CE San Mateo's 4-H community clubs serve over 450 youth and over 100 adult volunteers in positive youth development programming. In addition, Elkus Ranch Environmental Education Center provides direct educational programming in agriculture, the environment, and sustainability to over 9,000 visitors a year and significantly more through partnership programs sited at the ranch. And the Healthy Living Ambassadors program supports teens and youth as leaders in school gardens in areas of most need in San Mateo County.

Justification

Need & Context: By the end of fall 2019, UCCE San Mateo-SF will have lost both its NFCS Advisor (Sept 30) and its 4-H Advisor (Dec 6), leaving the total count of academic advisors based in San Mateo-SF at one (Igor Lacan, Bay Area Environmental Horticulture Advisor/Co-County Director). This means there are currently no advisors with Youth, Families, and Communities responsibilities this region. Nonetheless there are significant 4-H and Nutrition Education footprints and personnel in San Mateo County in need of leadership and academic expertise, including Elkus Ranch Environmental Education Center and the Healthy Living Ambassadors Garden Program. UC ANR also seeks to significantly improve its reach in San Francisco, from which there are nascent beginnings of support.

Overall Strategy: Our request to pursue an immediate replacement of the 4-H Advisor position is part of an overall strategy to better support 4-H activities in San Mateo and San Francisco Counties and all activities (including 4-H) at Elkus Ranch Environmental Education Center.

Elkus Ranch, which also serves as the home for the SMSF CE Office, is on an exciting path to improvement in the next five years with the gradual implementation of the Elkus Master Plan, including safety and deferred maintenance improvements, a new water system, as well as multiple new programmatic channels for youth, the public and the ANR community. In 2018-2019 Maggie Gunn worked with VP for Tran, VP Lagrimini, 4-H Statewide Program Director Schmitt-McQuitty and former Director Shannon Horrillo, Co-County Director Lacan and other stakeholders to clarify a plan and vision for Elkus Ranch's future staff and program structure, in order to enable us to fulfill the Plan's vision.

Elkus leadership re-structuring: from Agriculture Supervisor II to Academic Coordinator II/III

It is within the financial capacity of Elkus Ranch's current budget to establish an Academic Coordinator (II or III) position to administer programming and personnel at Elkus (thus replacing the current Agriculture Supervisor II position with an Academic Coordinator II/III), and to re-structure current staff positions to maintain current programming and position it for growth. This would serve as a permanent solution to the recent Interim Elkus Ranch Director role. Note the importance of local academic leadership: in the last year, with the presence of an Interim Ranch Director dedicated to its leadership 35% of the time (who had been freed from handling full CD responsibilities), Elkus Ranch made significant progress toward improving its budget, staff structure and various programmatic partnerships. This kind of dedicated position, focused on the ranch and on implementing Elkus' updated vision with the appropriate academic expertise and engagement, is exactly what the ranch needs to embody the plans made for it.

The joint implementation of the above plan with the position of a 4-H Advisor would set both the Advisor and the Elkus Academic Coordinator on a path to success that has been elusive in the past. The Advisor could focus on academic research, on San Francisco engagement, and on program integration for improved impact among all the elements of 4-H programs in the counties. The ambitious vision and plans for "Elkus Ranch 2.0" could be given a dedicated leader and a real chance at success, and program integration of 4-H activities in both counties with future Elkus programs could be achieved through teamwork on a foundation of well-structured support.

Location:

Based at UCCE San Mateo – San Francisco at Elkus Ranch, Half Moon Bay CA 94019. As of December 2019, there will be only one Advisor based at this CE office.

Developed and proposed by:

Igor Lacan, County Director UCCE SMSF; Maggie Gunn, outgoing 4-H Advisor/Interim Elkus Ranch Director; with support from Positive Youth Development PT Leaders JoLynn Miller and Gemma Miner, and Scientific Literacy PT Leaders Martin Smith and Steven Worker.