**FAQs - 2021Call for CE Positions Process**

***Proposal development phase***

1. **Is it strategic/appropriate to submit proposals for existing soft-funded positions to become permanently funded positions?** 
   * It’s not being encouraged. There is not a plan to convert those positions.
   * Once this $32M is fully deployed it will bring our academic footprint back to what it was 20 years ago. The need in this state is still larger than what the funding we have. UC ANR will continue to pursue non-traditionally funded positions as a complimentary strategy to grow the programmatic footprint. We have been successful in growing the footprint using this strategy.
   * None of our partners for these co-funded positions have asked this question of us.
   * Here is a [link](https://ucanr.edu/sites/Professional_Development/files/320976.pdf) to more information on the shared benefits of position partnerships.
2. **Is it better to align with one of the thematic clusters or, if relevant, is it okay to align with more than one cluster?**
   * It is okay where relevant to align with more than one of the thematic cohorts.

***Proposal submission***

1. **How do we indicate a joint submission vs. support for a proposal?** 
   * Joint submission questions have been added to the Universal Review System. A Program Team leader suggested adding a way to specifically indicate joint proposal submission. This addition is to make it explicitly clear when submitters have worked together, agree on shared highest priority position for their respective groups, and decided to submit fewer proposals than their allowable number. The joint submission strategy was coached during the October 4th workshop, narrowing the total number of proposals submitted and increasing the likelihood of being released. A joint submission is distinguished from simply indicating collaborative development and support for another group’s proposal, which should be included in the Developed and proposed by section of the template.

***Proposal review after submission***

1. **How are clusters being handled in the review process? Are Program Teams ranking a cluster or individual position within that cluster? Will PC recommend a cluster as a whole or positions within a cluster?** 
   * Program Teams will rank individual CE Specialist positions. They can prioritize their top two position proposals; these may or may not be from the same cluster or any cluster at all.
   * Program Council will review each individual position proposal. They will develop recommendations on the highest priority positions. More merit won’t necessarily be attributed to cluster type arrangements vs. individual positions; it just needs to be strategic.
   * It is important to articulate how the proposed positions meet the criteria: s*trengthens or expands the UC ANR network.* 
     + *Resources should be allocated to positions that contribute to an integrated research and outreach approach to addressing programmatic issues. Resources should be prioritized to build capacity in the identified UC ANR thematic cluster areas for hire.*
       - *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.*
       - *If the position relates to one of the UC ANR cluster areas, the proposal should explain how the position specifically will contribute to building the network.*
       - Note: the document with all the CE proposal criteria is posted on the [2021 Call for CE Positions web page](https://ucanr.edu/sites/anrstaff/Divisionwide_Planning/2021_Call_for_CE_Positions/).