



Call for UC Cooperative Extension (UCCE) Positions 2026

[Recording of March 4, 2026 webinar](#)

Agenda

1:00 **Welcome** - Darren Haver

1:10 **Position call overview** - Darren Haver

1:30 **UCCE Specialist process** - Darren Haver and Erin Marnocha

1:50 **UCCE Advisor process** - Janine Woods and Erin Marnocha

2:10 **Demo Idea Board new tool and webpage** - Kit Alviz

2:20 **Demo of [UC ANR Programmatic Footprint Maps](#)** - Robert Johnson

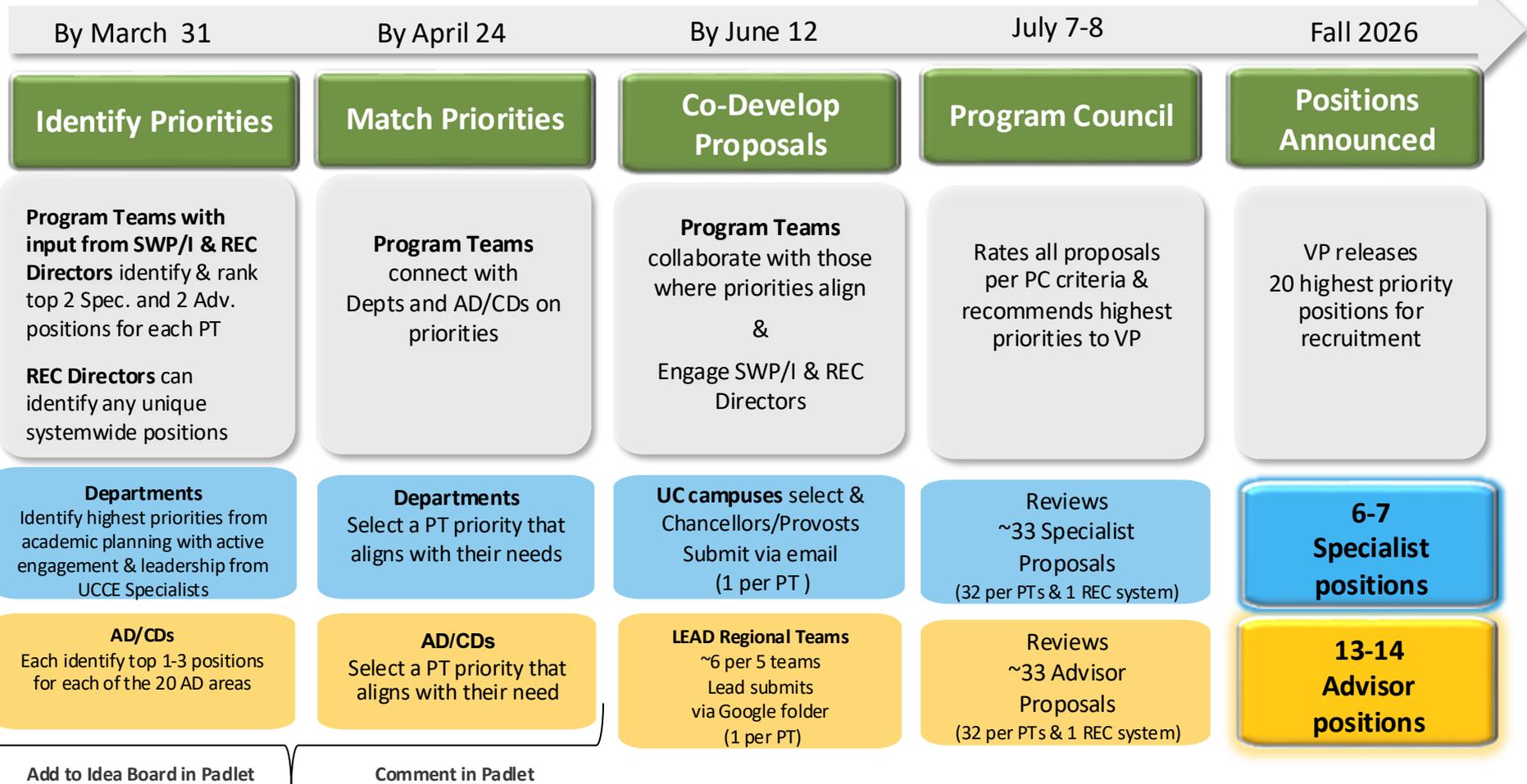
2:30 **Q&A**

3:00 **Adjourn**

Key Characteristics of the Process

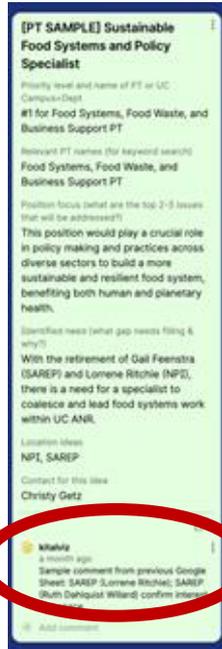
- Of the 20 positions to be released it will be 2/3 UCCE Advisors and 1/3 UCCE Specialists
- The UCCE Advisor & Specialist position processes are more similar
- Program Teams (PTs) bring programmatic expertise and statewide perspective
- Area/County Directors (AD/CDs) and campus leaders bring location needs and extensive stakeholder input
- Encourage multiple PTs to co-develop proposals together, and with the submitter groups
- Reference the new [Strategic Vision 2040](#)

2026 Call for UCCE Positions



UCCE Specialist Positions

Stage 2. Match Priorities by April 24



- a) **PT Leaders, SWP/I and REC Directors, Department Chairs/Campus Leadership** review all ideas to understand priorities of the UC ANR network.
- a) **PT Leaders, SWP/I and REC Directors** comment in posts and reach out to Department Chairs/Campus Leadership to indicate where similar ideas exist and can be combined, and express support for a position idea.
 - ❖ This will help inform the campus leadership narrowing process.
- a) **Department Chairs/Campus Leadership** can indicate interest on PT ideas using comments and by reaching out directly to PT Leaders for the positions they are interested in having at their location.
 - The intent is for no more than one proposal per PT to be submitted by campus leadership across locations to UC ANR.
 - PT should partner on the idea before developing a proposal.
- d) Program Area Chairs, Vice Provosts, Executive Directors, and PP&E will review and may help facilitate matchmaking.

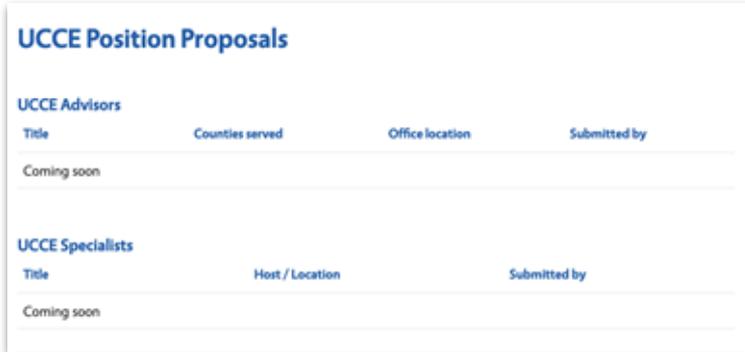
UCCE Specialist Positions

Stage 3. Proposal
co-creation & submission
by June 12

a) **Campus Leadership together with relevant PT Leaders** develop proposal

- engaging SWP/I/REC Directors
- with input from UCCE Specialists, AES, and other faculty
- using the [required template](#), 3-page max.

b) **Chancellor/Provost** submit proposals via email to UC ANR's Interim Associate Vice President of Research & Cooperative Extension, Darren Haver, dlhaver@ucanr.edu.



The image shows a screenshot of a web page titled "UCCE Position Proposals". It contains two tables. The first table is for "UCCE Advisors" and has columns for "Title", "Counties served", "Office location", and "Submitted by". The second table is for "UCCE Specialists" and has columns for "Title", "Host / Location", and "Submitted by". Both tables currently show "Coming soon" in the first row.

UCCE Position Proposals			
UCCE Advisors			
Title	Counties served	Office location	Submitted by
Coming soon			
UCCE Specialists			
Title	Host / Location	Submitted by	
Coming soon			

Proposals will be uploaded to appear on the [Position Call web page](#)

Locations – UCCE Specialist



Proposed positions can have **more than one option for location.**



If a campus does not have the space or resources to support a PT's position idea, they likely won't be able to move forward with it.



If more than 1 location indicates interest, then discuss with each other & also with Interim Associate Vice President (AVP) Research & Cooperative Extension, Darren Haver.



This call is focused on AES campuses but is open to all UC campuses (AES and non-AES). Non-AES campuses can get information from Vice President Humiston.

Roles/Engagement - UCCE Specialist

Department Chairs/Campus Leadership

- Are expected to engage UCCE and AES colleagues as well as external stakeholders.
- Review all ideas on the Padlet before deciding which proposals to move forward. Actively engage in conversation off and on the Padlet (see instructions slide).
- Then co-develop full proposals working with relevant PT(s), as well as other internal and external stakeholders.
- Such collaborative input should be included in the *Developed and proposed by* section of the position proposal template [NOT through letters of support].

PT Leaders

- Are expected to engage PT membership including SWP/I/REC Directors as well as external stakeholders.

Program Area Chairs

- Work with PT Leaders to help ensure PT membership engagement. Review Padlet posts and facilitate conversation where needed.

SWP/I and REC Directors

- Are encouraged to be active members in at least one PT. SWP/I and REC Directors can support more than one position if they participate in more than one PT. Even if the SWP/I Directors are not yet on the PT, they are encouraged to reach out directly to the PT leads.
- Help ensure proposals align with SWP/I or REC staffing plans.

UCCE Advisor Positions

Stage 1. Identify Priorities by March 31



Happening in parallel and engaging external stakeholders:

Area/County Directors (AD/CDs): Add 1-3 advisor ideas per each of the 20 AD areas (see map).

- Ideally, there will have already been ongoing conversations about position priorities with UCCE Advisors, program staff/academics, and partners. Emerging ideas should have input from these groups.

Program Teams (PT) Leaders: Add 1-2 advisor ideas per PT; each PT should designate only one person to add to the Padlet.

- Ideally, there will have already been ongoing conversations about position priorities with PT membership, which includes Statewide Program/Institute (SWP/I) Directors and Research and Extension Center (REC) Directors.
- Emerging ideas should have input from members.
- PT position brainstorm and priority ranking typically happen through a combination of google sheets, electronic voting/surveys, and Zoom meetings.

REC System can, if needed, add advisor ideas to the board that don't fall within a PT priority.

UCCE Advisor Positions

Stage 2. Match Priorities by April 24



- a) **AD/CDs, PTs, SWP/I/REC Directors** review all ideas to understand priorities of the UC ANR network.

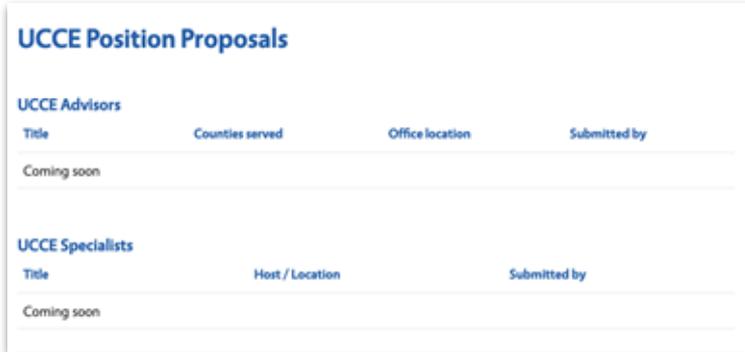
- a) **PTs, SWP/I/REC Directors** comment on posts and reach out to CDs/ADs to indicate support for a position idea.
 - ❖ This will help inform the AD/CD narrowing process.

- a) **AD/CDs** can indicate interest on PT ideas using comments and by reaching out to PT Leaders for the positions they are interested in having at their location.
 - The intent is for no more than one proposal per PT to be submitted by AD/CDs.
 - PT should partner on an idea before developing a proposal.

- d) Program Area Chairs, Vice Provosts, Executive Directors, and PP&E will review and may help facilitate matchmaking.

UCCE Advisor Positions

Stage 3. Proposal co-creation & submission by June 12



The screenshot shows a table titled "UCCE Position Proposals" with two sections: "UCCE Advisors" and "UCCE Specialists".

UCCE Advisors			
Title	Counties served	Office location	Submitted by
Coming soon			

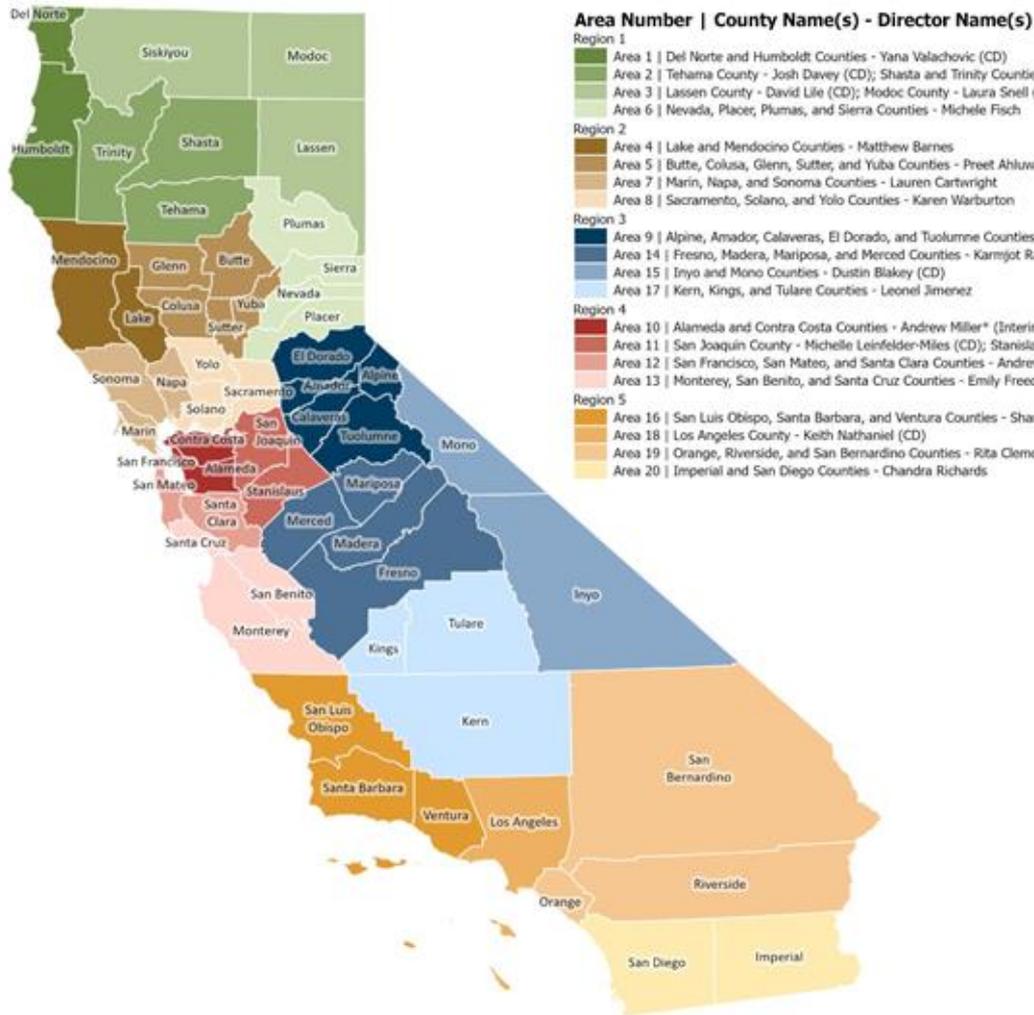
UCCE Specialists		
Title	Host / Location	Submitted by
Coming soon		

- a) **During April 30, 2026 AD/CDs and REC Directors statewide meeting**, the five Leadership and Extension Advisory Directors (LEAD) regional teams discuss proposals and agree on which to move forward for each region.
 - consider overall county footprint trends

- a) **LEAD Regional Teams, together with relevant PT Leader and SWP/I/REC Director** develop proposal,
 - with input from other internal and external stakeholders
 - using the [required template](#), 3-page max.

- a) **LEAD Regional Team Reps** submit proposals to a Google Folder (link emailed directly to this group)

Proposals will be uploaded to appear on the [Position Call web page](#)



Region 1
David Lile – LEAD Rep (FY 25-26 & 26-27)
<i>Alternate LEAD Rep (FY 26-27 & 27-28)</i>
(AD 1) Humboldt – Yana Valachovic (CD)
(AD 1) Del Norte – Yana Valachovic (CD)
(AD 2) Tehama – Josh Davey (CD)
(AD 2) Shasta – Larry Forero (CD)
(AD 2) Trinity – Larry Forero (CD)
(AD 3) Modoc – Laura Snell (CD)
(AD 3) Lassen – David Lile (CD)
(AD 3) Siskiyou – Grace Woodmansee (CD)
(AD 6) Placer – Michele Fisch
(AD 6) Nevada – Michele Fisch
(AD 6) Plumas-Sierra – Michele Fisch
Intermountain REC – Rob Wilson

Region 2
Lauren Cartwright – LEAD Rep (FY 25-26 & 26-27)
<i>Alternate LEAD Rep (FY 26-27 & 27-28)</i>
(AD 4) Lake – Matthew Barnes
(AD 4) Mendocino – Matthew Barnes
(AD 5) Butte – Teghpreet Ahluwalia
(AD 5) Colusa – Teghpreet Ahluwalia
(AD 5) Glenn – Teghpreet Ahluwalia
(AD 5) Sutter-Yuba – Teghpreet Ahluwalia
(AD 7) Marin – Lauren Cartwright
(AD 7) Napa – Lauren Cartwright
(AD 7) Sonoma – Lauren Cartwright
(AD 8) Sacramento – Karen Warburton
(AD 8) Solano – Karen Warburton
(AD 8) Yolo – Karen Warburton
Sierra Foothill REC – Dustin Flavell
Hopland REC – John Bailey

Team 3
Leonel Jimenez – LEAD Rep (FY 25-26 & 26-27)
<i>Alternate LEAD Rep (FY 26-27 & 27-28)</i>
(AD 9) Alpine – Ariel Rivers
(AD 9) Amador – Ariel Rivers
(AD 9) Calaveras – Ariel Rivers
(AD 9) El Dorado – Ariel Rivers
(AD 9) Tuolumne – Ariel Rivers
(AD 14) Fresno – Karmjot Randhawa
(AD 14) Madera – Karmjot Randhawa
(AD 14) Merced – Karmjot Randhawa
(AD 14) Mariposa – Karmjot Randhawa
(AD 15) Inyo – Dustin Blakey (CD)
(AD 15) Mono – Dustin Blakey (CD)
(AD 17) Kern – Leonel Jimenez
(AD 17) Kings – Leonel Jimenez
(AD 17) Tulare – Leonel Jimenez
Westside REC – Atef Swelam
Kearney REC – Atef Swelam
Lindcove REC – Ashraf El Kereamy

Team 4
Michelle Leinfelder-Miles – LEAD Rep (FY 25-26 & 26-27)
<i>Alternate LEAD Rep (FY 26-27 & 27-28)</i>
(AD 10) Alameda – Andrew Miller* (Interim)
(AD 10) Contra Costa – Andrew Miller* (Interim)
(AD 11) Stanislaus – Jennifer Heguy (CD)
(AD 11) San Joaquin – Michelle Leinfelder-Miles (CD)
(AD 12) San Mateo – Andrew Miller
(AD 12) Santa Clara – Andrew Miller
(AD 12) San Francisco – Andrew Miller
(AD 13) Monterey – Emily Freed
(AD 13) San Benito – Emily Freed
(AD 13) Santa Cruz – Emily Freed
Elkus Ranch REC – Igor Lacan

Team 5
Shannon Klisch – LEAD Rep (FY 25-26 & 26-27)
<i>Alternate LEAD Rep (FY 26-27 & 27-28)</i>
(AD 16) San Luis Obispo – Shannon Klisch
(AD 16) Santa Barbara – Shannon Klisch
(AD 16) Ventura – Shannon Klisch
(AD 18) Los Angeles – Keith Nathaniel (CD)
(AD 19) Orange – Rita Clemons
(AD 19) Riverside – Rita Clemons
(AD 19) San Bernadino – Rita Clemons
(AD 20) Imperial – Chandra Richards
(AD 20) San Diego – Chandra Richards
Hansen REC – Annemiek Schilder
Desert REC – Jairo Diaz
South Coast REC – Lindsey Pedroncelli* (Interim)

Locations – UCCE Advisor



Proposed positions can have **more than one option for home location.**



If a location does not have the space or resources to support a PT's position idea, they likely won't be able to move forward with it.



If more than 1 location indicates interest, then discuss with each other & also with Interim Associate Vice President (AVP) Research & Cooperative Extension, Darren Haver and Executive Director of County CE, Janine Woods.



If a county does **not have the space or resources** to support a PT's position idea, they likely won't be able to move forward with it. If there is limited office space indicate on Padlet so can be addressed. **Position at a REC** can save office space but county funding for travel and other expenses would be necessary.

Roles/Engagement- UCCE Advisor

AD/CDs and REC Directors

- Are expected to engage the UCCE Advisors and program staff/academics at their locations as well as external stakeholders to identify the top priority position.
- Review all ideas on the Padlet before deciding which proposals to move forward. Actively engage in conversation off and on the Padlet (see instructions slide).
- Then co-develop full proposals working with relevant PT(s), as well as other internal and external stakeholders.
- Such collaborative input should be included in the *Developed and proposed by* section of the position proposal template [NOT thru letters of support].

PT Leaders

- Are expected to engage PT membership including SWP/I/REC Directors as well as external stakeholders.

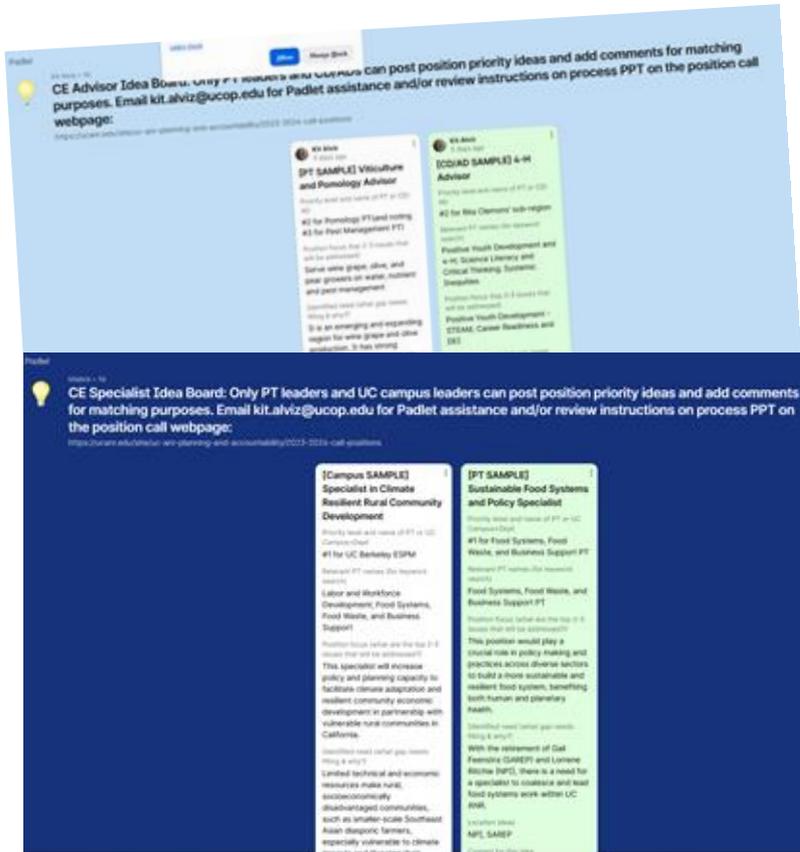
Program Area Chairs

- Work with PT Leaders to help ensure PT membership engagement. Review Padlet posts and facilitate conversation where needed.

SWP/I/REC Directors

- Are encouraged to be active members in at least one Program Team (PT). SWP/I and REC Directors can support more than one position if they participate in more than one PT. Even if the SWP/I Directors are not yet on the PT, they are encouraged to reach out directly to the PT leads.
- Help ensure proposals align with SWP/I or REC staffing plans

Idea Board Instructions

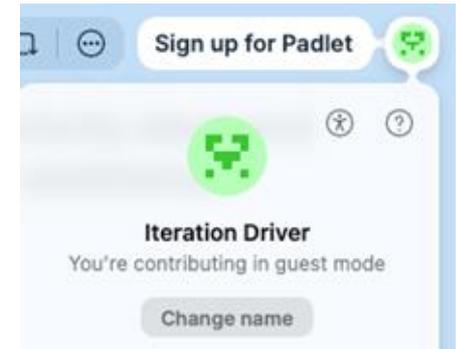


Open idea board:

- Padlets have open URLs so signing in is not a barrier to access.
- One board for advisor ideas and one for specialist ideas.

Set name:

- Padlet will assign an anonymous name like Agile Hummingbird.
- At any time, edit your name for the Padlet board by clicking on the icon on the top right corner of the browser.



Tech tips:

- Glitchy? As with all web applications, closing and re-opening a web browser solves most issues!
- Tips like keyword searching and slideshow function (make sure the proposing PT name is part of all their posts)

Kit Alviz
3 days ago

[CD/AD SAMPLE] 4-H

Advisor

Priority level and name of PT or CD/
AD

#2 for Rita Clemons' sub-region

Relevant PT names (for keyword
search)

Positive Youth Development and
4-H; Science Literacy and
Critical Thinking; Systemic
Inequities

Position focus (top 2-3 issues that
will be addressed)

Positive Youth Development -
STEAM, Career Readiness and
DEI

Identified need (what gap needs
filling & why?)

No coverage. With the
departure of recent advisor, San
Bernardino and Riverside is in
need of a 4-H advisor.

Location ideas

San Bernardino/Riverside

Contact for this idea

Rita Clemons



+ Add comment

Posting:

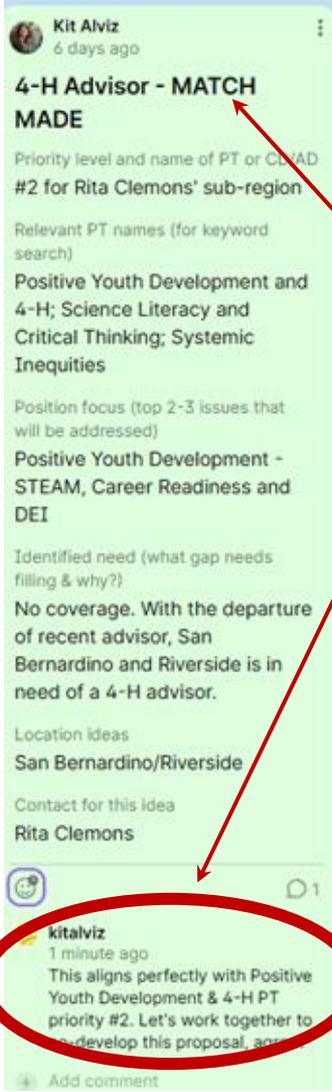
- ❖ Padlet has a character limits of 10,000 per each field but we recommend **<250 characters** to keep the ideas short!
- ❖ **Color coding:** White=PT idea. Green=AD/CD or UC Campus/Dept. idea
- ❖ **ALL priority position ideas should be added to Padlet**, even if connections/ conversations are well on their way outside of Padlet; just create a short post to stating this

Required fields to create post:

1. Position title
2. Priority level and the name of the PT, AD/CD, or UC Campus+Department posting
3. Contact - Please put a full name and email address or profile URL to enable dialogue

All fields should be completed:

1. Relevant PT names (for keyword search)
2. Position focus (top 2-3 issues that will be addressed)
3. Identified need (what gap needs filling & why?)
4. Location ideas
5. Optional comments



Commenting on a post: Please put a full name and email address or profile URL to enable dialogue

Facilitating: All groups should note when a match is made by adding **"MATCH MADE"** to the post title. Use comments to indicate when conversations are happening offline, any positions being merged, and how similar ideas ranked with other groups. PP&E, PA Chairs, Vice Provosts, and Executive Directors will review and may help facilitate matchmaking.

Closing out:

- Each PT should indicate which one specialist and one advisor position will go forward. Add a final comment about who is co-developing the position together with the AD/CD or campus leader. Bring in Interim AVP Darren Haver as needed.
- Add final comments to confirm if an idea is important but not a priority to move forward this year. This can be used by leadership if other funding opportunities arise.

Q&A