

Program Council CE Position Proposal Evaluation Criteria

1. Develops UC 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 UC ANR to contribute to the economic, environmental and social health of the state.

- Position proposals should clearly define clientele and explain how the position will address stakeholders' needs-based priorities.

2. Demonstrates stakeholder engagement.

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

- Position proposals should describe which and how internal and external stakeholders were engaged in the development of the proposal.

3. Strengthens 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. Consider risks if position is not filled.

- 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. For innovative positions, where there is not yet an existing UC ANR network and may have limited stakeholder input, proposals should articulate specifically how capacity will be built in critical programmatic areas not currently addressed. Resources:
 - The [Programmatic Footprint Maps](#) illustrate current positions for UCCE Advisors, UCCE Specialists, other UCCE Academics, and Community Educators, as well as the UCCE Advisor and Specialist positions under-recruitment.
 - For a list of recent CE position hires and current recruitments, see the most current Status of Recruitments document linked on the [Academic Recruitments webpage](#).

4. Indicates likelihood of making a significant impact.

Resources should be invested in positions where UC ANR research and outreach efforts can be realistically expected to benefit the public served given UC ANR's mission and unique capabilities. Focus should be on where UC 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, measurable outcomes for the identified key clientele groups, as well as the connection to [UC ANR's condition changes and broader public value impact](#).

5. Has county and/or campus support necessary to be successful.

Resources should be invested in positions that are feasibly designed.

- Position proposals should describe sufficient infrastructure support from counties, campuses, or RECs to enable success, such as transportation, office space, lab space if relevant, grant support.
- They can include the possibilities for future resource leverage and partnerships (note: new hires are junior and this may take time)

6. Is consistent with UC ANR's Strategic Vision 2040.

Resources should be committed to positions in keeping with UC ANR's priorities, which identify the major challenges to be addressed and UC ANR's capacity to address these trends and issues. Refer to [Strategic Vision 2040 document](#).

- Position proposals should be relevant to UC ANR's priorities.