

ASSOCIATE VICE PRESIDENT, RESEARCH & COOPERATIVE EXTENSION

Location: Oakland Full Time

Job ID: 43713

Job Posting

To apply for this position, please login to the UCOP candidate gateway at: <https://jobs.ucop.edu/>

The position may be headquartered at either the Oakland or Davis, California office.

UC OFFICE OF THE PRESIDENT

At the University of California (UC), your contributions make a difference. A world leader producing Nobel and Pulitzer Prize recipients with over 150 years of groundbreaking research transforming the world. Choose a career where you can leverage your knowledge, skills, and aspirations to inspire and support some of the greatest minds in the world, and those who will follow in their footsteps. Working at the University of California is being part of a unique institution, and a vibrant and diverse community. At the University of California, Office of the President, we propel our mission through impactful work locally, in government centers and systemwide. We are passionate people, serving the greater good.

The University of California, one of the largest and most acclaimed institutions of higher learning in the world, is dedicated to excellence in teaching, research, and public service. The University of California Office of the President is the headquarters to the 10 campuses, six academic medical centers and three national laboratories and enrolls premier students from California, the nation, and the world. <https://www.ucop.edu/about>

DIVISION OVERVIEW

<https://ucanr.edu/> is the land-grant arm of UC. True to the national land-grant mission, UC ANR is a three-way partnership with federal, state, and county governments to provide local and statewide research and extension programs that address the critical issues facing the state. For over 100 years, UC ANR has connected the power of UC research in agriculture, natural resources, nutrition, and youth development with local communities to improve the lives of all Californians.

POSITION SUMMARY

The University of California (UC) seeks an engaging and innovative leader for its research and Cooperative Extension programs in California. UC Agriculture and Natural Resources (UC ANR) is a statewide division of the University of California, focused on the most critical issues in both urban and rural communities pertaining to agriculture, natural resources, youth development and nutrition. Through UC ANR, knowledge and best practices developed through UC research are transferred directly to citizens in all 58 California counties, thereby enhancing the power of the University to impact the health and prosperity of California and the world.

UC ANR employs approximately 1,400 individuals, working across all California counties, nine Research and Extension Centers and two administrative hubs. The nine Research and Extension Centers encompass over 12,500 acres at locations across the state. Over 270 Cooperative Extension academics are actively engaged in research and extension projects statewide. UC ANR partners with all ten UC campuses on a wide range of projects and programs as part of our land grant mission. Three of those UC campuses serve as leads for our Agricultural Experiment Station (AES) work, where approximately 560 campus-based faculty conduct research on AES priorities.

The Associate Vice President (AVP) provides critical leadership for UC ANR's research, Cooperative Extension and program development and establishes priorities for the division within the scope of UC and land grant university missions. The AVP also provides leadership and represents UC ANR across the University of California and at state and national levels.

Reporting to the Vice President Agriculture and Natural Resources, the Associate Vice President holds dual titles of Associate Director- Agriculture Experiment Station and Associate Director-Cooperative Extension. The position may be headquartered at either the Oakland or Davis, California office.

Affirmative Action - Promotes, in all ways consistent with the other responsibilities of the position, accomplishment of the Affirmative Action goals established by the Division.

Responsibilities

80%

Leadership - Provide leadership to UC ANR statewide, Cooperative Extension county/campus programs and initiatives and the Research and Extension Center System, including strategic direction for advancing the mission and developing and implementing sound financial models.

Maintain effective communication and coordination with the Vice President, and the rest of the Executive Leadership Team (Associate Vice President Business Operations and Chief of Staff), other UC ANR leaders, and various internal and external stakeholders/stakeholder groups.

Maintain regular contact with campus, department, and research centers, especially the Agricultural Experiment Station Deans (UCR, UCD, UCB) on program planning and priority setting.

Serve as a strategic advisor to the Vice President and oversee/partner with assigned leaders on all matters pertaining to county offices, UC ANR's 13 programs and institutes, and nine Research & Extension Centers

Serve as a strategic advisor to the Vice President with the Vice Provost, Academic Personnel on a wide range of related matters, including academic personnel, research, and other policy issues.

Serve as the decision maker on academic salary advancement actions, including awarding of indefinite status. Serve as chief research compliance officer.

Work in collaboration with other UC ANR leaders to liaison with key constituent groups: local and county government, the President's Advisory Council on Agriculture and Natural Resources (PAC), numerous other external partners, UC ANR's Governing Council, and UCOP and campus leadership.

Lead UC ANR's Program Council. With facilitation assistance from UC ANR's Program, Planning and Evaluation Unit, develop monthly meeting agendas and lead meetings to provide recommendations to the Vice President on all matters related to program, including focus areas, position calls, and budget.

Represent UC and Cooperative Extension at the local, state, and national level, including National Experiment Station Directors, regional Agricultural Experiment Station committees, National Cooperative Extension Directors and regional Cooperative Extension committees (ESS, WAAESD, NEDA, WEDA, etc.).

Working jointly with the Associate Vice President Business Operations, provide effective leadership for annual budget development, priority setting and implementation.

Participate in UC ANR's strategic plan development and implementation and provide metrics to illustrate progress towards stated goals.

The Associate Vice President provides leadership for maintaining and updating academic policies and procedures and ensures timely exchange of information with systemwide Academic Affairs, UC Legal, Risk and Safety Services and Academic Senate leadership.

Working with the Vice President, the executive leadership team, and other UC ANR leaders/stakeholders, review, assess, design and implement, as needed, an organizational structure that best supports UC ANR's mission delivery.

Work with Development Services to identify potential funding sources, facilitate interactions, and assist in acquiring resources.

In partnership with UC ANR's Contracts and Grants office, review all grant submissions showing in-kind contribution; negotiate appropriate level of contribution, review and determine action on requests for PI status.

Working with campus partners, review CE Specialist recruitment plans and candidates. Negotiate salary and start up packages. Review and determine action for proposed appointment changes.

Promote a culturally aware and welcoming environment within UC and ANR, along with a strong commitment to recruiting and retaining diverse faculty and staff; ensure Affirmative Action goals are integrated into hiring decisions

and performance evaluation processes. Provide leadership in the area of Diversity, Equity, and Inclusion, seeking to ensure that UC ANR's Extension, research, and programs incorporate and demonstrate best practices.

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Management - Oversee/supervise the following units/personnel. Provide information, context, and training as needed. Conduct or contribute to annual performance reviews.

- Vice Provost, Academic Personnel
- Director UC Cooperative Extension
- Associate Director, RECs (Research and Extension Centers)
- Statewide Programs & Institutes (SWP/I) Directors
- Strategic Initiatives Lead
- Strategic Communications Unit
- UC ANR Publications Unit
- Program Planning and Evaluation (PPE) Unit
- Statewide Programs & REC Operations (SWPR) Unit
- Executive Assistant

Required Qualifications

- Deep understanding of the public land grant university, the role of county-based Cooperative Extension, and the Agricultural Experiment Station.
- Record of building programmatic strength, visibility, and effectiveness across a diverse landscape with numerous stakeholders.
- Successful leadership experience within a large, complex organization.
- Demonstrated ability to effectively measure and communicate an organization's impact to a variety of audiences and stakeholder groups.
- Experience building partnerships with key constituent groups, working with national, state, and local governments, agencies, and organizations.
- Strong personnel and fiscal management capabilities.
- Knowledge of diversity, equity, and inclusion best practices and their implementation in programming, staffing, and services. Demonstrated success promoting a culturally aware and welcoming environment.

Preferred Qualifications

- Familiarity with the University of California processes, protocols, and procedures; and knowledge of UC ANR.
- Previous higher education and/or Cooperative Extension leadership experience.

Education

- A terminal degree and academic record justifying a tenured faculty appointment required.

SPECIAL CONDITIONS

- Extensive statewide and national travel outside of normal business hours required.
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- Employment is contingent upon successfully clearing the FBI/DOJ background check both from the Department of Justice and the FBI, prior to the first day of UC employment.
- Maintain a work schedule during core business hours and provide additional time as needed to meet project deadlines or operational needs. Work flexible hours when required.
- As of January 1, 2014, UC ANR is a smoke- and tobacco-free environment in which smoking, the use of smokeless tobacco products, and the use of unregulated nicotine products (e-cigarettes), is strictly prohibited.
- This position will promote, in all ways consistent with the other responsibilities of the position, accomplishment of the Affirmative Action goals established by the Division.

SALARY AND BENEFITS

Salary: Commensurate with education and experience.

Benefits: For information on the comprehensive benefits package offered by the University visit: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/benefits-of-belonging.html>

ADDITIONAL INFORMATION

HOW TO APPLY

Please be prepared to attach a cover letter and resume with your application.

APPLICATION REVIEW DATE

The first review date for this job is December 16, 2022. The position will be open until filled.

CONDITIONS OF EMPLOYMENT

Background Check Process: Successful completion of a background check is required for this critical position. <https://www.ucop.edu/local-human-resources/manager-resources/hiring-process/background-checks.html>

Smoke Free Work Environment: The University of California, Office of the President, is smoke & tobacco-free as of January 1, 2014. <https://www.ucop.edu/safety-and-loss-prevention/environmental/program-resources/uc-smoke-free/uc-smoke-tobacco-free.html>

August 2021 Update: The University of California has issued a policy requiring employees to be fully vaccinated against COVID -19 before physically accessing the University location or programs. Upon hire into a UCOP position, you will be provided detailed instructions on how to comply with this policy including access to the COVID vaccination at no cost. New hires to UCOP who work onsite or will come onsite for any activities at a UCOP, or other UC location must comply with this policy within 8 weeks after their start date. The policy allows for employees to request approval for an exception or deferral. https://policy.ucop.edu/doc/5000695/SARS-CoV-2_Covid-19

EEO STATEMENT

The University of California, Office of the President, is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.

<https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction>

The University of California, Office of the President, strives to make this job board accessible to any and all users. If you have comments regarding the accessibility of our website or need assistance completing the application process, please contact us at: <https://www.ucop.edu/accessibility/index.html> or email the Human Resource Department at: <mailto:epost@ucop.edu>.

*LI-SG1

To apply, visit <https://apptrkr.com/3603071>