

Kaila Thorn

Company: The University of Arizona

Address: Tucson, AZ USA

Requisition: Associate in Extension, 4-H Curriculum Development (Extension Professional III) (req4273)

Email: Kaila.Thorn99@gmail.com

Phone: 321-412-7550

Address: 637 Marjorie Mae St
State College, PA 16803
United States

Application Received: 5/28/2021

Source: External Career Site

Applicant Type: External

Application Contents

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Kaila Thorn, PhD

e: Kaila.Thorn99@gmail.com c: 321.412.7550

I aim to work with youth of all ages and backgrounds, to instill creative critical thinking skills and the joy of learning.

Education

The Pennsylvania State University, State College, PA

Doctorate of Philosophy Candidate, Aug 2021

Areas of interest: Program Design, Delivery and Evaluation,
Youth and Community Development
Research Methods
Leadership Studies

Masters of Science in Agriculture and Extension Education, Aug 2017

Area of interest: Rural perceptions of Climate Change

Hollins University, Roanoke, VA

Bachelor of Arts in International Studies and Environmental Studies, May 2011

Batten Certificate in Leadership Studies, May 2011

UNESCO Youth as Researchers Program Director, 2018- present

UNESCO Youth-Centric Policy Design – Jamaica, May 2021-present

Hope World Wide – U.S.: Chicago, Nov 2020-March 2021

Sole virtual trainer, youth aged 12-16 years

Reimagine training for virtual setting for young audience

Provide ongoing support for research project design, implementation, and delivery of project outcomes

UNESCO Offices – Myanmar: seven districts, Sept 2020-April 2021

Main virtual trainer: eight teams of youth, youth aged, 18-35 years

Engage with youth throughout training process and project design

Provide technical support throughout project implementation and delivery of project outcomes

Global COVID-19 Initiative, April 2020-present

Main virtual trainer: 35 teams of youth, aged 18-35 years, in six continents

Develop virtual training materials to be applicable for a global youth audience from socioeconomic and culturally different backgrounds

Outreach

North American Research Coordinator:

Assist in the management of three North American teams

Supervise two youth coordinators and implement program objectives,

Collaboration: mediate the needs of diverse international academic, united nations, and non-governmental organization stakeholders

UNESCO Offices – Vietnam: country perspective, 2018-2019

Conducted in-person trainings and ongoing project support for six

government approved research projects, youth aged 18-30 years

The Pennsylvania State University – U.S.: State College, 2018-2019

Conducted in-person trainings and ongoing project support for six research projects, youth aged 18-22 years

U.S. Philadelphia –Hope World Wide – U.S.: Philadelphia, 2017

Assisted with in-person training and project support, youth aged 13-17 years

Shavers Creek Environmental Center, Summer 2016 & 2019

Experiential education and daily husbandry of animal ambassadors including over 10 raptors and over 15 reptiles and amphibians

The Pennsylvania State University: USDA NE Climate Hub, 2015-2017

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Developed promotion and education material related to climate change
Worked with USDA NE Climate Hub to identify education approaches to help Northeastern farmers address proactive approaches to managing impacts from climate change

Paul Hand Graduate Student Teaching Award, Spring 2021
College of Agricultural Sciences award for excellence in graduate student teaching and connecting with undergraduate students

Penn State Undergraduate Instructor, Spring 2020-Present
“Leadership for Small Groups,” Spring 2020 & 2021
Sole instructor to 41 undergraduate students
SRTE scores: 6.02/7
Student Comments:
“This class was not exam heavy and the hands on learning, so to speak, was effective”
“I enjoyed my teacher's enthusiasm and her ability to apply lectures to real world examples”
“I liked how we had to apply concepts to our personal lives and that Kaila took a personal interest in our success and development for those who wanted it.”

Teaching

“Communications in Agricultural Sciences,” Fall 2020
Teaching Assistant, leading discussions and content around communication techniques with different audiences

Jekyll Island 4-H Center, 2011-2012 & 2013-2014
Instructor in 20+ environmental topics centered around informal education
Lead experiential education activities for youth aged 10-18 years

Talisman Center for Youth, 2012-2013
Direct care for teenage youth with developmental & behavioral challenges

4-H Thrive Model, 2021-May 2021
Manage a team of Extension Specialists to perform the qualitative analysis of 4-H Thrive data collected over 2020

UNESCO Youth as Researchers Program Director, 2020 - present
Develop and implement survey to over 6,000 Youth as Researcher applicants from over 50 different countries (ongoing)
Evaluating motivations to join the program (ongoing)
Evaluating impact of program on youth participants (ongoing)

Research

Penn State Research Assistant, 2015-present
Assist with UNESCO Empathy Education program objectives
Assist in managing online platform for undergraduate courses
Assist with revision of graduate student handbook

Funders Collaborative for Youth Organizing: Practicum, 2020
Supported research on philanthropic support for youth organizing by cleaning quantitative data and coding qualitative data

Shavers Creek Environmental Center, 2019
Mixed-methods evaluation of environmental education programs and visitor center communications

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Penn State Food Science Extension, 2017

Quantitative evaluation of delivery methods of the Pennsylvania Food Safety Protocol, designed to understand best mode of delivery for Plain Sect communities

The Pennsylvania State University: USDA NE Climate Hub, 2015-2017

Developed and implemented state wide research project examining farmers' perspectives on climate change, including the development of qualitative and quantitative instruments

Collaborated with peer institutions to conduct qualitative assessment of Northeastern framers' perspectives towards climate change

Vermont Institute of Natural Resources, 2015

Evaluation of Education camp experiences for youth and their parents

UNESCO Youth as Researchers

Funding obtained in partnership with UNESCO and local organizations, used for training, implementing, and producing final products

UNESCO Jamaica Youth-Centric Policy Design –May 2021, ~\$15,000

Hope World Wide – Nov 2020-March 2021, \$500

UNESCO Myanmar Offices – Sept 2020-April 2021, ~\$15,000

Global COVID-19 Initiative, April 2020-present, ~\$50,000

UNESCO Offices – Vietnam: country perspective, 2018-2019, ~\$20,000

Training Youth to Enact Change, 2019-2020

College of Agricultural Sciences, \$1000

Program for undergraduate youth combining empathy and youth-led research

Travel Grants, 2016 & 2018

College of Agricultural Sciences, \$500 (each year)

Attending and presenting at American Evaluation Association (AEA), and North Central American Association of Agricultural Educators (NC-AAAE) conferences

Tag-a-Long Funds, 2017

College of Agricultural Sciences, \$700

Attending and presenting at UNESCO Child and Family Research Centre 8th Biennial International Conference

University Park Allocation Committee, 2017

Penn State support for Graduate Student Association, \$700

Attending and presenting at North American Colleges and Teachers of Agriculture (NACTA) conference

Grants & Funding

Graduate Student Association, 2015-present

Current president, actively organizing professional and social activities

Past treasurer

Centre Social Dance, 2018-present

Assisted in founding the community based non-profit

Current Operations Director

Mediates the mental and physical safety of community members

Professional Organizations, 2015-present

Comparative and International Education Society

Learner Centered Teaching

Service

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North American Association for Agricultural Educators
American Evaluation Association
American Association for Agricultural Educators

Community Services:

Centre County PAWS: animal care, 2019

Shavers Creek Environmental Center: animal care & education, 2017

Georgia Sea Turtle Center: bee keeper & educator, 2014

Aquarium and Shark Lab: Team ECCO: environmental educator 2012-2013

Berardi, K., White, A., Winters, D., **Thorn, K.**, Brennan, M., and Dolan, P. (2020).
Rebuilding Communities with Empathy. *Local Development & Society*.

Thorn, K., Radhakrishna, R., Tobin, D. (2019). Pennsylvania Agricultural
Producers' Observations of Changing Environmental Conditions: Implications for
Research and Extension. *Research in Brief. Journal of Extension*.

Thorn, K., Radhakrishna, R. (2018). USDA NE Climate Hub Meeting Evaluation
Report. USDA NE Climate Hub.

Article Publications:

Lane, D., Chatrchyan A., Tobin, D., **Thorn, K.**, Allred, S., & Radhakrishna, R.
(2018). *Climate Change and Agriculture in New York and Pennsylvania: Risk
Perceptions, Vulnerability, and Adaptation among Farmers*. *Journal of Renewable
Agriculture and Food Systems*.

Cahill, M., Odera, M., Malcolm, J., Brennan, M., & **Thorn, K.** (2017). Youth as
Peace Builders: Opportunities for Preventing Violent Extremism through Rural
Community Development. UNESCO White Paper

Thorn, K., Radhakrishna, R., Tobin, D., Chatrchyan, A., Chan, J., & Allred, S.,
(2017). *Usefulness of Delivery Methods for Communicating Climate Change Issues:
Perspectives of Extension Professionals and Research Faculty in the Northeastern
United States*. *Journal of Extension*

Paper & Poster Presentations:

Thorn, K., & Gbaguidi, H., (2020, canceled – COVID-19). The Power of Youth
in a Challenging World. Comparative and International Education Society, 2020
Conference.

Brennan, M., Dolan, P., **Thorn, K.**, Caffery, J., Davis, J., Smith, A., Campbell,
S., (2019). Ensuring Youth Voice in Sustainable Development and Effective
Program/Policy Development: The Potential for Engagement through the
UNESCO Youth as Researchers Program. Poster and Panel Discussion.
Comparative and International Education Society, 2020 Conference

Radhakrishna, R. **Thorn, K.** (2019). Strategies for Incorporating Theoretical
Concepts to Survey Questions and Design. North Central American Association
of Agricultural Educators (NC-AAAE). Paper Presentation.

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Radhakrishna, R., Ewing, J., **Thorn, K.** (2019). Development of Online Tools to Enhance Learning Outcome Assessment in both Undergraduate and Graduate Programs. North Central American Association of Agricultural Educators (NC-AAAE) Paper Presentation.

Thorn, K. Radhakrishna, R. (2019). Using Roger's Adoption Diffusion Attributes as a Precursor for Extension Program Development: Implications for Educators and Climate Science Specialists. North Central American Association of Agricultural Educators (NC-AAAE). Poster Presentation

Thorn, K., Radhakrishna, R. (2019). Climate Change and Agricultural Science: A Need for Undergraduate Curricula. North Central American Association of Agricultural Educators (NC-AAAE), Ideation round table.

Thorn, K. Radhakrishna, R. (2019). Using Roger's Adoption Diffusion Attributes as a Precursor for Extension Program Development: Implications for Educators and Climate Science Specialists. Project Drawdown: Research to Action the Science of Drawdown.

Thorn, K., Radhakrishna, R., Tobin, D. (2019). Factors that Pennsylvania Farmers Believe Are Influential to Make Climate Change Adaptation Decisions. Project Drawdown: Research to Action the Science of Drawdown.

Thorn, K., Radhakrishna, R., and Tobin, D. (2018). Usefulness and Effectiveness of Delivery Methods for Receiving Climate Change Information: Perceptions of Pennsylvania Farmers. North Central American Association of Agricultural Education (NC-AAAE). Paper Presentation.

Thorn, K. and Allred, S. (2018). Discussing Climate Change with Agriculture and Natural resources audiences: Professional Perspectives. Webinar. Climate Learning Network. Located at:
<http://www.climatewebinars.net/webinars/Discussing-Climate-Change-with-Agriculture-and-Natural-Resources-Audiences>.

Thorn, K., Radhakrishna, R., and Tobin, D. (2018). Stakeholder Groups that Pennsylvania Farmers Believe are Influential to make Climate Change Adaptation Decisions. American Association for Agriculture Education (AAAE). Poster Presentation.

Thorn, K., Radhakrishna, R., (2018). Using Adoption-Diffusion Characteristics as a Precursor to Developing and Evaluating Extension Programs. American Evaluation Association (AEA). Paper Presentation.

Thorn, K., Radhakrishna, R., Tobin, D.B., Chatrchyan, A., Chan, J., Allred, S. (2017). Climate Change Programming: Priorities for Program Development and Evaluation.

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Thorn, K., Radhakrishna, R., Tobin, D.B., Chatrchyan, A., Chan, J., Allred, S. (2017). Perceptions and Willingness of Pennsylvania Farmers to Adapt to Climate Change. North American Colleges and Teachers of Agriculture (NACTA).

Odera, R., Brennan, M., **Thorn, K.**, Malcolm, J., (2017). Youth Participatory Evaluation as a Way to Model and Practice Empathy: Benefits to Youth, Organizations, and Communities. UNESCO Child and Family Research Centre 8th Biennial International Conference.

Thorn, K., Radhakrishna, R., Tobin, D., Chatrchyan, A., Chan, J., Allred, S., (2017). Extension Professionals and Research Faculty Perspectives on Climate Change: Going from the United States to the Globe. Association of International Agricultural and Extension Education (AIAEE). Poster presentation

Thorn, K., Radhakrishna, R., (2017). A Content Analysis of Climate Change Education in Colleges of Agriculture in the Big Ten Schools. North American Colleges and Teachers of Agriculture (NACTA), poster presentation.

Thorn, K., Tobin, D., Radhkarishna, R., (2017). Factors Influencing Pennsylvania Farmers' Willingness to Adapt to Climate Change. Gamm Sigma Delta Research Exhibition. Poster received 1st place.

Radhakrishna, R., Tobin, D.B., **Thorn, K.**, Chatrchyan, A., Chan, J., Allred, S. (2016). Barriers to Incorporating Climate Change and Agriculture Issues into Research and Extension Programming in the Northeast. North Central Region of the American Association for Agricultural Education (NC-AAAE), poster presentation.

Thorn K., Radhakrishna R., Tobin D. (2016) Understanding farmers' perspectives. Penn State Rural Sociology Graduate Student Conference.

Thorn K., Radhakrishna R., Tobin D. (2016) Gaining Farmers' Perspectives on Climate Change. College of Agriculture, Gamma Sigma Delta Research Exhibition. Poster received 1st Place in the Graduate Agriculture Education and International Agriculture category; Penn State Graduate Exhibition. Poster received 3rd Place in the Social and Behavioral Sciences Category; North American Colleges and Teachers of Agriculture (NACTA). Poster received 3rd Place, in the graduate student poster presentations

Thorn K., Radhakrishna R. (2016) Need for Climate Change Courses at the Undergraduate Level: How we go about it and who do we involve? North Central American Association of Agricultural Educators (NC-AAAE), Ideation round table.

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Hou, T., Vize, S., **Thorn, K.**, (ongoing). UNESCO Youth as Researchers, UNESCO S.E. Asia Office, Penn State University, eight factsheets and policy briefs in Burmese under review from eight youth-led research teams.

Thorn, K., Brennan, M., (under review). Leadership Development and Community Capacity: Understanding Community Leadership. Penn State Extension

Thorn, K., Brennan, M., (under review). Leadership Development and Community Capacity: Understanding Organizational Leadership. Penn State Extension

Bradshaw, C., **Thorn, K.**, (2021). Ask the Police to Get the Truth About Our City. UNESCO Youth as Researchers, Hope Worldwide, Penn State University, factsheet.

Vu, H.H., Vize, S., **Thorn, K.**, (2020). UNESCO Youth as Researchers, UNESCO S.E. Asia Office, Penn State University, six factsheets and policy briefs in Vietnamese dedicated to reflection of six youth-led research projects.

Factsheets

Malcolm, J., **Thorn, K.**, (2019). Understanding Policing in North Philadelphia. UNESCO Youth as Researchers, Hope Worldwide, Penn State University, video short.

Thorn, K., Radhakrishna, R., Tobin, D. (2018). Pennsylvania Farmers: Motivating Factors for Pennsylvania Farmers.

Thorn, K., Radhakrishna, R., Tobin, D., Chatrchyan, A., Chan, J., Allred, S. (August 2016). Current Activities and Future Priorities of the Northeast U.S. to Address Climate Impacts in Agriculture. USDA – Northeast Climate Hub.

Thorn, K., Radhakrishna, R., Tobin, D., Chatrchyan, A., Chan, J., Allred, S. (August 2016). Agricultural Barriers to Addressing Climate Change in the Northeastern U.S. USDA – Northeast Climate Hub.

Thorn, K., Radhakrishna, R., Tobin, D., Chatrchyan, A., Chan, J., Allred, S. (August 2016) Usefulness of Delivery Methods for Communicating Climate Change Issues: Perspectives of Extension Professional and Research Faculty in the Northeast. USDA – Northeast Climate Hub.

Please contact me for references



May 28, 2021
The University of Arizona
Agriculture Extension Administration

Dear hiring committee members,

My name is Kaila Thorn and I'm writing in regards to the Associate in Extension, 4-H Curriculum Development position within your university. Between my past experiences, current undertakings, and my interpersonal skills I know that I am a strong candidate for this position. I have over 10 years' experience working with young people in the U.S. and abroad, and am currently completing my PhD focused on youth programming and Extension education, confirmed to formally graduate in August 2021.

Prior to my journey with higher education, I gained field experience in the experiential education world. Through working with non-profit organizations including camps and environmental centers, I was involved in conducting and developing hands-on learning opportunities for youth in non-traditional settings. My time spent in this field working with the University of Georgia Extension, provided me learning opportunities in engaging with a high volume of youth in non-formal education settings. These formative experiences provided me the toolset to be able to work with youth from almost any background, and taught me the power of having a committed workplace where hard work, curiosity, and flexibility can make engaging with young people and their support networks a joy.

As engaging as these positions were, it was evident to me that I wanted to understand more of the structure of programs and use my experiences to improve them. Thus, I attended graduate school and had the honor of learning program design, delivery, and evaluation with Dr. Rama Radhakrishna at The Pennsylvania State University. It was through working with Dr. Radhakrishna that I began to understand the process and value of needs assessments and evaluation for the benefit of program users. My work with Dr. Radhakrishna pertained heavily to communicating and building rapport around a controversial topic with a rural population. I was also able to engage with multiple stakeholders including the USDA, university academics, Extension specialist, and the local farming population. This position not only amplified my evaluation skills, it also provided me the opportunity to implement scientifically based resources for a reluctant audience, in a manner in which they were receptive to.

My programming field experience with young people and their social networks partnered with education and practice Extension evaluation work led me to pursuing a PhD in Agriculture and Extension Education at the Pennsylvania State University where I am set to graduate this August. For the past three years I have had the honor of working with UNESCO chairs Dr. Mark Brennan from The Pennsylvania State University and Dr. Pat Dolan from the National University of Ireland- Galway, along with many other exceptional partners. Our work is centered around the UNESCO program Youth as Researchers, which is a youth-led research program designed to train young people to conduct social science research on social justice topics. Since the program's implementation in the US I have worked extensively as a key trainer and manager for diverse populations of youth, ranging from educated college students and working-class inner-city youth in the U.S., to working-class young adults in Vietnam. Since the start of the pandemic,

I've been a key player in a larger team in redesigning the program for a virtual setting, ensuring the program has the capacity to be culturally relevant and ethically sound when implemented in unique settings.

With the onset of the COVID-19 pandemic, the Youth as Researchers program had a unique opportunity to be presented to a global audience. To ensure the success of this, I assisted in leading the program design, delivery, and evaluation for this unique online setting. Working with my peers, I developed the evaluation tool to understand the motivations of the thousands of applicants to this iteration of the program, and am currently using this database for both my dissertation and to create useful outputs for use with this population. Additionally, I provided programming leadership to youth participants, their coordinators, and the international affiliates we work with to ensure programmatic needs are met and new opportunities are capitalized on. While this iteration of the program is due to be completed this summer, future programming opportunities are of great interest to the UNESCO team as well as the empirical data from the evaluation efforts I conducted. This program is easily incorporated into any of my future work, as agreeable, that I continue on with and provides a structured outlet for youth voice to be engaged in today's most current events.

In addition to this direct experience I have been able to also maintain a strong connection to the youth programming roots of agricultural education and assisted with the analysis of a recent 4-H analysis on youth, across the country, and their perspectives towards the Thrive model. My theoretical and practical understanding of positive youth development partnered with my management capacity enabled me to help lead a team in the analysis of this valuable data. This experience and the use of positive youth development in my dissertation work has played a key role in my understanding and implementation of the theoretical and programmatic approach.

Throughout the past ten years I have worked to immerse myself in opportunities that allow me to be engaged with the world in both an in-the-field capacity and in an academic capacity. Extension education is designed to meet the needs of urban and rural populations, address challenges that arise within family dynamics, and build partnerships in diverse communities, and my experiences make me an excellent candidate to continue the work of Extension in Arizona.

I know that I am a strong candidate for this position where I would both have a lot to offer and a lot to learn from the community in Tucson and across the state. I hope that you are able to consider me for this position and I look forward to hearing your response.

Thank you for considering my application.

Sincerely,

Kaila Thorn

Professional Experience

| Company | Job Title | Position Dates | Responsibilities / Key Accomplishments |
|-----------------------------------|---|---------------------|---|
| The Pennsylvania State University | Graduate Assistant Research & Teaching | 8/1/2018 - 8/1/2021 | Instructed undergraduate courses on leadership trainings, curriculum development, and evaluation with the UNESCO Youth as Researchers project Participated in 4-H Thrive Model qualitative analysis |
| UNESCO Youth as Researcher | Program Director | 8/1/2017 - 3/1/2021 | Conducted youth-led research trainings for youth aged 14-35 years, across multiple U.S. locations and abroad. Most recently we've redesigned the curriculum for a virtual and older audience of youth to address the COVID-19 pandemic. |

Education

| Institution | Degree Level | Degree in Progress | Highest Degree | Area of Study |
|-----------------------------------|--------------|--------------------|----------------|-------------------------------------|
| The Pennsylvania State University | Doctoral | True | True | Agriculture and Extension Education |

Skills / Certifications / Licenses

| Skill / Certification | Type |
|-----------------------|----------------------|
| quantitative analysis | Skill - Intermediate |
| qualitative analysis | Skill - Advanced |
| program evaluation | Skill - Intermediate |
| project execution | Skill - Advanced |
| project design | Skill - Advanced |
| program management | Skill - Advanced |

Total Applicant Score: 0/0

Are you currently or have you ever been employed at the University of Arizona?

Response

No

Result

[Question Score: 0/0]

Do you have relatives employed in this University of Arizona department?

Response

No

Result

[Question Score: 0/0]

Do you meet the minimum qualifications listed for this position?

Response

Yes

Result

[Correct]

[Question Score: 0/0]

Will you require visa sponsorship for this position?

Response

No

Result

[Question Score: 0/0]

Where did you first learn about this position?

Response

Prescreening Questions

Professional Conference

Result

[Question Score: 0/0]

Job Applicant Privacy Notice

(Effective Date: 1/1/2020)

This Job Applicant Privacy Notice (“**Privacy Notice**”) applies to job applicants and tells you how the University of Arizona (UA) processes the personal data you submit as part of the application and selection process.). It also describes your data protection rights. More information about your rights, and how to exercise these rights, is set out in the Your Rights Section of this notice.

WHAT PERSONAL DATA WE COLLECT

UA collects and processes the following types of personal data about you in connection with your job application.

- ▮ Contact details: such as your name, home address, email address, phone number;
- ▮ Information relating to your career: such as job history, academic background, qualifications, professional and personal competencies and skills; Information relating to your employment references (ensure you have obtained consent from your references prior to providing us the information);
- ▮ Information collected as part of the hiring process such as assessments and interview performance;
- ▮ Identification information, as part of the pre-hiring process, such as copies of transcripts, work samples, and information concerning your gender, race, ethnicity, veteran and disability status as required by federal law;
- ▮ Any other information you submit to us as part of the recruitment process.

Such personal data may be collected in different ways: it may be contained in your CV, in your application form, or may be gathered from interviews or assessments you take during the recruitment process. In some cases, it may also be collected from third parties, for example when seeking employment references or if we receive details of a certification or training you obtained.

UA is committed in leveraging each applicant skills and competencies to find the right match for a role in the Univeristy as opportunities arise.

If you are successfully hired, UA keeps recruitment information for three years after the date of hire. Any information collected and sent to your official personnel file will be maintained for the course of the employment relationship and, to the extent permitted, after termination of employment. The protection of your personal data will then be governed by the applicable UA Privacy Policy, which can be found

<https://privacy.arizona.edu/privacy-statement>.

If your application is not successful, we will keep your personal data for a period of three (3) years from the end of the recruitment process.

WHY WE COLLECT, USE AND STORE PERSONAL DATA

UA processes this personal data for the following purposes:

- | **As required to establish and perform the employment contract.** This includes processing your application for a specific job.
- | **Where necessary for UA's or another third party's legitimate interests, as listed below, and where these interests are not overridden by your data protection rights.**
 - | Administrating the recruitment process,
 - | Managing the selection process, making an appropriate employment offer,
 - | Protecting our legitimate business interests and legal rights
 - | Analyzing and monitoring the diversity of the applicants as required by law (e.g., compliance with equal opportunity employment laws),
 - | Carrying out pre-employment screening to verify the details you have supplied during the recruitment process.

HOW YOUR PERSONAL INFORMATION IS SHARED

We share some of your information with other members of the UA to administer and manage the recruitment process. We also share your information with any other UA college/division/department to whom you make an application or with whom you communicate.

Your personal data will also be shared with companies providing services under contract to the UA companies such as software and data storage providers. In addition, it may also be shared with government authorities, regulators and/or law enforcement officials as mandated by law and if required for the legal protection of UA's legitimate interests in compliance with applicable laws.

HOW WE PROTECT YOUR PERSONAL DATA

UA has taken appropriate technical, administrative, physical and procedural security measures, consistent with local and international information practices, to protect personal data from misuse, unauthorized access or disclosure, loss, alteration, or destruction. These measures include:

- | Technology safeguards, such as use of anti-virus and endpoint protection software, passwords, encryption, strict tiered provisioning, and monitoring of our systems and data centers to ensure compliance with our security policies.

- Organizational safeguards, through training and awareness programs on security and privacy, to ensure employees understand the importance and means by which they must protect personal data, as well as through privacy policies and policy standards that govern how UA treats personal data.

YOUR RIGHTS

You have the right to ask UA for a copy of your personal data, to correct, or to obtain the personal data you provide.

Where we require personal data to comply with legal or contractual obligations, then provision of such personal data is mandatory: if such personal data is not provided, then we will not be able to manage the recruitment process or meet obligations placed on us. In all other cases, provision of requested personal data is optional. However, we may not be able to process your application properly.

UPDATES TO THIS PRIVACY NOTICE

This Privacy Notice may be updated periodically. We will update the date at the top of this Privacy Notice accordingly. On some occasions, we may also actively advise you of specific data handling activities or significant changes to this Privacy Notice as required by applicable law.

CONTACT US

The data controller for your personal data will be the UA to whom you are applying for a job. If you have questions about this Privacy Notice or wish to contact us for any reason in relation to our personal data processing, please contact talent@email.arizona.edu.

I acknowledge that I have read and understand the information defined in this privacy notice.

Do you agree?

Response

- Yes

Certification

I certify the statements made by me in this application are true and complete to the best of my knowledge. I understand that this application and all attachments will become part of the University's applicant file for this position. I authorize the University of Arizona or any of its agents to make reference checks relating to my employment and I also authorize all prior employers to provide full details concerning my past employment.

I understand that employment in certain positions may be conditional upon a background verification including but not limited to criminal records. I understand that any material misrepresentation or omission on this application may be grounds for rejection of my application or termination of any subsequent employment with the University. I certify that I am or will be legally authorized to work in the United States at the time of hire. I agree that the University may retain copies of, and use for any purpose, any feedback, input, or work product provided to the University during the application and interview process.

Do you agree?

Response

- Agree