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### *New look for ucanr.org*

To show how ANR is making a difference in the lives of all Californians, we are changing the front page of the [ucanr.org](http://ucanr.org) Web site to feature UC Delivers as well as Spotlight stories. The site will go live next week.

## Dooley named interim head of External Relations

President Yudof has asked VP Dooley to serve as interim senior vice president for External Relations for the UC system, in addition to his current ANR duties. Dooley assumes the responsibilities of Alan Hoffman, who resigned to join President-elect Barack Obama's transition team on Nov. 5.

Dooley's additional responsibilities include oversight of systemwide advocacy, communications and governmental relations.

"Let me be clear that I will continue to be actively involved in developing and implementing major new ANR initiatives, including the Advocacy and Strategic Communications plan, reviews of Academic and Cooperative Extension programs, and the Strategic Plan," Dooley said.

"I will also continue to make sure that ANR interests are fully considered when

major decisions on budget and personnel are made during the current fiscal crisis.

"I take on the interim senior vice president responsibilities with full confidence in Associate Vice President Rick Standiford, Assistant Vice President Barbara Allen-Diaz and Assistant Vice President Kay Harrison Taber to effectively manage the day-to-day responsibilities of my office."



Dooley added, "I see my appointment as interim senior vice president for External Relations as both an opportunity to help lead efforts to restore public confidence in the University of California, and as a means of introducing UC leadership and the greater UC community to the incredible array of research and public service programs in the Division of Agriculture and Natural Resources and how all of you make a real difference in the lives and livelihoods of Californians."

## Hiring and salary policies revised

Two sections of the ANR Administrative Handbook – **Section 310, Filling Vacant Positions** and **Section 330, Salaries** – have been revised and reissued.

The November 2001 version of Section 310, Filling Vacant Positions has been revised and is available at <http://danr.ucop.edu/admin-handbook/300/310.pdf>. While the revisions made to improve the clarity of Section 310 are extensive, the fundamental policies of the section are essentially unchanged.

Section 330, Salaries, has also been revised and is available at

<http://danr.ucop.edu/admin-handbook/300/330.pdf>. Certain policies in the October 1999 version of Section 330 have been significantly changed. Specifically, new recruitment, retention or advancement to a position with an off-scale salary may now be approved to meet competitive conditions. Off-scale salaries approved under such situations are continued as long as the recipient continues to make normal advancement. Additional revisions were made to improve clarity.

These revisions to ANR academic personnel policy were initiated by the Cooperative Extension Advisor Task Force. Updates were made in cooperation

with a variety of stakeholders including ANR academics, staff and senior management, as well as the Office of the President Academic Personnel department and the Office of the General Counsel of The Regents. The policies described in the revised sections are effective Oct. 15, 2008. Questions or comments about these and other academic personnel issues may be directed to ANR Human Resources Director Carolyn Frazier at (510) 987-0034 or [carolyn.frazier@ucop.edu](mailto:carolyn.frazier@ucop.edu).

For more information about the ANR Administrative Handbook, contact Stepheny Kellogg at [stepheny.kellogg@ucop.edu](mailto:stepheny.kellogg@ucop.edu) or (510) 987-0696.

## Employment opportunities

### Intermountain Research and Extension Center: Director

The Office of the Vice President-ANR invites applications and nominations for director of the Intermountain Research and Extension Center (IREC). The appointment is for six years, subject to renewal. Compensation will be commensurate with qualifications and experience, and includes an annual stipend. If applicable, the appointee may maintain his/her current ANR academic appointment (0%). The position is located in Tulelake.

IREC is comprised of 140 acres and provides opportunities for research on issues including sustainability and viability of agriculture, food safety, organic production, soil quality, pest management, water quality and air quality. Recent research has been in field and vegetable crops, irrigation systems, water quantity, quality, and distribution, management of fertilizers and pesticides among others. The center currently manages 21 active research projects.

The director provides researchers and educators with managed and sustainable resources to conduct quality research and extension programs. The position provides leadership, direction and oversight to the IREC staff, the financial, business and human resources operations, long-range planning and development and space planning allocation. It also develops, operates and maintains buildings, grounds, agricultural land, equipment, construction projects, environmental health and safety, and toxic waste management. The director is expected to maintain an active applied research and extension program that fits into the overall center goals and opportunities; plan and conduct research; participate in public outreach and community service activities; and participate in various University committees and task forces.

Minimum of a Master of Science degree in an agricultural, biological, or natural resources science from an accredited college or university is required. A Ph.D. is strongly preferred. Experience in working on and/or managing a research and extension center is highly desired. Demonstrated competence in personnel management and management of budgets and understanding of, and appreciation for, research and extension programs is

required. Must be able to communicate clearly, both orally and in writing, in order to plan, organize, and coordinate programs effectively. Demonstrated ability to work closely with Experiment Station and Extension personnel, public agencies, industry representatives, grower cooperators, and the public in general is essential.

Due to the critical nature of this position, successful completion of a background check is required.

To see the complete position description for Job #IREC08-01 and the application process, go to <http://ucanr.org/jobs.shtml#other>. To ensure full consideration, review of application packets will begin on **Nov. 16**, and continue until the position is filled.

### Marin County:

#### Sudden oak death outreach associate

UCCE Marin County is recruiting for a half-time position to perform sudden oak death (SOD) outreach within California; work closely with the California Oak Mortality Task Force (COMTF); develop and implement outreach tools; and support and assist research efforts. The SOD outreach associate will work closely with the SOD outreach coordinator and the environmental horticultural advisor at the UC Cooperative Extension office in Novato.

Under the supervision of the SOD outreach coordinator and the environmental horticultural advisor, the outreach associate will prepare and deliver the statewide Sudden Oak Death outreach program, with duties to include, but not limited to, education and training, statewide coordination, graphic design and research and monitoring.

Knowledge of common computer web browsers, e-mail, and word processing programs are required. Good writing and organizational skills are necessary. A cooperative attitude and relevant computer experience are essential. A background in natural resources or education/outreach is beneficial and relevant. Knowledge of plant pathology, forestry and arboriculture is desired. Salary is \$1,444.50 per month.

E-mail resumes to Janice Alexander [jaxalexander@ucdavis.edu](mailto:jaxalexander@ucdavis.edu) by **Nov. 26**.

For more information, call UC Cooperative Extension in Marin County at (415) 499-4204 or e-mail [jaxalexander@ucdavis.edu](mailto:jaxalexander@ucdavis.edu).

### Napa County: Viticulture farm advisor

UCCE invites applications from qualified candidates for a career-track position as a viticulture farm advisor. The viticulture farm advisor in Napa County will conduct extension education and problem-solving research programs for the local wine grape industry, and provide information and support to producers of other fruit and nut crops. The primary clientele served by the advisor is the local commercial producers of wine grapes; support is also provided to producers of other fruit and nut crops. The close proximity to the UC Davis Viticulture and Enology Department, as well as the Oakville Research facilities offers extraordinary opportunities for a productive research and extension program. To assure full consideration for position ANCM #08-01, application packets must be received by **Dec. 5**.

For candidates with a strong interest in administration, there would be an opportunity for the position to include a 30% administration assignment as Napa county director.

Minimum of a master's degree with a background in biological, agricultural, or plant sciences, specializing in viticulture and pest management is preferred.

Beginning salary will be in the UCCE assistant-associate advisor rank, salary commensurate with experience and education.

If the successful candidate is currently a CE advisor, the candidate will be offered the position as a lateral transfer, retaining their current rank, step, salary, and definite or indefinite status.

To view the complete position vacancy for ANCM #08-0, go to <http://ucanr.org/jobdescript/napacountyvitadvisor.pdf>. You can download the academic application form at <http://ucanr.org/jobs.shtml>.

To request additional information and/or to return completed application materials, contact Pam Tise at [pdtise@ucdavis.edu](mailto:pdtise@ucdavis.edu).

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### **Sonoma County: County director**

UCCE is seeking a director for Sonoma County. The county director position is a 75% administrative assignment with a programmatic assignment of 25% in the discipline of the person selected. The county director is responsible for leadership and supervision of the academic and program staff in the county.

Currently, Sonoma County has 7 CE advisors and 21 other staff positions funded by the county or by UC administered contracts and grants. The programs covered by county advisors include youth development, horticulture, agricultural economics and farm management, ports and watersheds, pest and disease management, water quality and irrigation, ornamentals, turfgrass and landscape, invasive and natural resources.

The county director acts as department head within county government and as liaison with county departments and other public and non-profit agencies to foster understanding and support for the CE program.

Minimum of a master's degree with a background in a discipline related to the mission of UCCE. Suggested disciplines are nutrition, family and consumer sciences; community development; agricultural sciences; youth development; natural resources; or public policy. Experience with CE county-based programs is preferred. Successful administrative experience must be demonstrated.

Beginning salary will be in the CE Assistant-Associate Advisor rank, salary commensurate with experience and education.

If the successful candidate is currently a CE advisor, the candidate will be offered the position as a lateral transfer, retaining their current rank, step, salary, and definite or indefinite status.

To view the full position vacancy announcement for ANCM#08-02, go to <http://ucanr.org/jobdescript/sonomacountycd.pdf>.

The academic application form in PDF or Word format can be downloaded from <http://ucanr.org/jobs.shtml>.

To assure full consideration, application packets must be received by **Dec. 19**. To request additional information, contact Pam Tise at [pditise@ucdavis.edu](mailto:pditise@ucdavis.edu).

## **IREC calls for proposals**

Intermountain Research and Extension Center (IREC) in Tulelake is soliciting proposals for new and continuing research projects for calendar year 2009.

IREC provides labor, equipment, facilities and technical support to UC academics and personnel from cooperating agencies. Grants of center-provided labor to support approved projects are awarded annually.

IREC is a 140-acre research facility located at 4,000 feet elevation near the Oregon border. The center specializes in potato, small grain, onion, peppermint, forage grasses and alfalfa research; however, most cool season field and vegetable crops can be accommodated and grown on the center.

Main topics of research interest include variety development; weed, insect, and disease control; water management; and plant nutrition. Facilities and equip-

ment include a greenhouse, controlled postharvest facility, drying ovens, an automated potato grading line, a mini-still for essential oil extraction, specialized small plot irrigation equipment, small plot planters and harvesters, and a full line of commercial farm equipment for field and vegetable crop production.

Technical assistance is available for all farming practices, field instrumentation and data collection.

Proposal forms can be obtained from the IREC Web site at [http://groups.ucanr.org/intermountain/Research/Proposal\\_Forms.htm](http://groups.ucanr.org/intermountain/Research/Proposal_Forms.htm). Completed forms are due **Jan. 12** and should be submitted using the Simple Grant System through the ANR Portal.

For more information about research support or facilities, contact IREC director Harry Carlson at (530) 667-2719. For information on electronic submission or forms contact Jennifer Engel at (530) 667-5117.

## **Congressman helps Merced 4-H promote science**

U.S. Congressman Dennis Cardoza joined Merced County 4-H members to conduct the 4-H National Science Experiment during the annual "Lights on Afterschool" event Oct. 16 in Merced.

The event was part of a national 4-H effort to promote the importance of science education. At the invitation of Richard Mahacek, UCCE 4-H advisor in Merced County, Cardoza and the youth examined the properties of water-absorbing polymers or hydrogels, which can be used for agriculture, erosion control, soil management and environmental clean-ups.

As part of this special event, 4-H recognized Cardoza for his instrumental role in publicly supporting science education programs nationwide and for successfully encouraging Congress

to officially declare October 8, 2008, as 4-H National Youth Science Day.

Steve Nation, executive director of ANR governmental & external relations, who attended the event said, "Congressman Cardoza spoke eloquently about 4-H and its positive influence on youth, citing his daughter as a current example of someone who benefits. Cardoza said, 'She learned how to sew and quilt and this year raised a prize heifer named Lucy.'"

4-H National Youth Science Day and the National Science Experiment support the organization's new public service campaign, "One Million New Scientists. One Million New Ideas." 4-H aims to attract 1 million new youth to 4-H science, engineering, and technology programs by 2013.



Left, Congressman Cardoza conducts polymer experiment. Right, Cardoza poses with Merced County 4-H members.

## Names in the news

### Biscaro named advisor for LA and San Bernardino counties

Andre Biscaro is the new UCCE agriculture and environmental issues advisor for Los Angeles and San Bernardino counties. He began his employment on Oct. 1 and is headquartered at the Los Angeles County satellite office in Antelope Valley/Lancaster.



The Brazilian-born Biscaro completed his master's degree in agronomy and soils at Auburn University in Alabama and earned his bachelor's degree at the University of Sao Paulo in Piracicaba, Brazil.

Before joining Cooperative Extension, Biscaro consulted with Amyris Biotechnologies in Atmore, Ala., where he managed a sugar cane nursery field intended for biofuel production. In Brazil, Biscaro was involved in several research projects led by the University of Sao Paulo and worked for 18 months as a consultant for APagri, a precision agriculture organization, before starting his master's program at Auburn University.

"I am really excited to join UC Cooperative Extension, and I hope to become a valuable asset for Los Angeles and San Bernardino counties, working closely with farmers on crop management and implementing environmentally sound agronomic practices," said Biscaro.

Biscaro can be reached at (661) 723-4480 and [asbiscaro@ucdavis.edu](mailto:asbiscaro@ucdavis.edu).

### Money Talks wins education award

The UC Money Talks Series has won the Association for Financial Counseling and Planning Education's Outstanding Educational Program Award.

"The volume of excellent nominations made the competition keen, and the award decision was difficult," wrote Cara Defibaugh, AFCPE Member Services coordinator. "There is no greater honor than to

be nominated and selected by your peers for an award. You can be truly proud of your accomplishment."

Awards will be presented on Nov. 21 at the AFCPE Conference in Garden Grove.

From money personality to credit, Money Talks increases teen financial literacy. Based on teen feedback, this interactive curriculum engages teens to explore, learn and apply valuable financial life skills. It is comprised of fun and interactive teen guides, leader's guides, the Web site <http://moneytalks4teens.org> and videos that allow teens to explore, learn and apply valuable financial life skills.

During this past year, the curriculum has been used in 46 states and 13 countries – Canada, Australia, Singapore, Puerto Rico, Ireland, Mexico, Guatemala, Brazil, India, Sweden, Malaysia, Bolivia, and Argentina.

Members of the UC workgroup that developed Money Talks are Karen Varcoe, UC Riverside consumer economics specialist; Patti Wooten-Swanson, San Diego County nutrition, family and consumer sciences advisor; Shirley Peterson, San Luis Obispo County nutrition, family and consumer sciences advisor; Margaret Johns, Kern County nutrition, family and consumer sciences advisor; Keith Nathaniel, Los Angeles County 4-H youth development advisor; Charles Go, Alameda County 4-H youth development advisor; Frances Wong, San Francisco-San Mateo counties 4-H program representative; Myriam Grajales-Hall, manager of ANR News & Information Outreach in Spanish; and administrative staff members Katie Breyer, Connie Costello and Cheryl Frazer.

AFCPE is a professional organization focused on supporting, promoting and advancing the field of financial counseling and planning education.



### Townsend honored for evaluation

Marilyn Townsend, CE youth nutrition education specialist, has received the Sustained Excellence in Extension Evaluation Award from the American Evaluation Association. This award is given for conceptual, methodological and evaluation accomplishments making outstanding sustained contributions to Extension and program evaluation over multiple years.



Each year the Extension Education Evaluation Topical Interest Group affiliated with the American Evaluation Association presents up to five awards in recognition of outstanding contributions to the profession. The awards were presented at the annual AEA meeting, which was held Nov. 3-8, in Denver, Colo.

### ESA honors almond IPM efforts

A UC team that developed a successful insect pest management program for almonds will be honored at the Entomological Society of America annual meeting.

The seven-member Almond Pest Management Alliance Integrated Pest Management Team will receive the Entomological Foundation's "2008 Award for Excellence in IPM," on Nov. 16 in Reno.

The team includes Frank Zalom, UC Davis entomology professor, IPM specialist and newly selected ESA Fellow; Carolyn Pickel, IPM advisor for Sutter-Yuba counties; Walter Bentley, IPM advisor based at Kearney Research & Extension Center; farm advisors Mario Viveros, Kern County, Roger Duncan, Stanislaus County, and Joe Connell, Butte County; and scientist Barat Bistrabi, Dow AgroSciences.

The team developed and implemented a program "that has resulted in substantial reductions of organophosphate use," said ESA spokesperson Richard Levine in announcing the award.

The annual award recognizes "the successful efforts of a team approach to IPM by a small collaborative group involving industry and academic scientists of no more than 10 team members."

# Communication Services Update

## Collaborative Tools upgrade!

Last week, ANR Communication Services released a new version of Collaborative Tools, ANR's source for communicating information, staying in touch with workgroups and keeping current with ongoing projects. Beyond the new, modern look, Collaborative Tools 3.0 has many new features:

- Enhanced document handling: You can add zip files to your messages or documents section, and Collaborative Tools will upload the file, unzip it, and place all of the individual files online for your members.
- Discussion subject management: Discussion subjects can be moved into categories, and entire categories can be archived or deleted. Administrators can also highlight specific

discussions so they appear at the top of the list.

- Easier-to-use roster tools: Administrators can search through the ANR Directory, ANR Workgroups and other discussion groups to add members to their roster.
  - Photo avatars: If your photo is in the ANR Directory, it will appear next to your messages, making it easier to identify the sender of the message.
  - Enhanced help files with video tutorials.
- Access Collaborative Tools through your ANR Portal <http://ucanr.org/portal>. If you have questions about using Collaborative Tools, contact Dave Krause at [djkrause@ucdavis.edu](mailto:djkrause@ucdavis.edu) or (530) 754-3935.

## New ANR associate editors

New ANR associate editors have been appointed by Associate Vice President Rick Standiford in a number of subject areas. Now managing the peer reviews for material in Agronomy and Range Sciences are Rachael Long and Shannon Mueller. Authors can submit manuscripts and other educational materials to either associate editor.

Other newly appointed ANR associate editors are Steven Berry, for Animal, Avian, Aquaculture and Veterinary Sciences; Fe Moncloa, for Spanish-Language Materials; and Anthony O'Geen, for Land, Air and Water Resources.

Associate editors conduct the technical peer-review process for ANR educational materials, ensuring that content is as accurate and timely as possible. This is no small effort; some of the most popular ANR publications are multi-author, multi-chapter books whose peer review requires significant attention and coordination. This workload occasionally leads the Communications Advisory Board to appoint a second associate editor in a particularly busy subject area.

To see a complete list of associate editors, go to [http://anrcs.ucdavis.edu/pubproduction/ANR\\_Associate\\_Editors.htm](http://anrcs.ucdavis.edu/pubproduction/ANR_Associate_Editors.htm).

—Ann Senuta

## Lindcove REC hosts citrus tasting

Lindcove Research and Extension Center is inviting commercial citrus growers to attend the Citrus Fruit Display and Tasting on Friday, Dec. 12, 10 a.m. to 2 p.m. in the Conference Center. Researchers and extension personnel will be present to answer questions. ANR personnel are also invited to taste and evaluate citrus selections.

On Saturday, Dec. 13, Lindcove will welcome the public to its Citrus Fruit Display and Tasting from 9 a.m. to 12 noon.

The Lindcove REC is located at 22963 Carson Avenue (corner of Road 228 and Avenue 315) north of Exeter.

## ANR logo items make great gifts!

Looking for the perfect gift for that hard-to-buy-for colleague, friend or relative? Look no further than the ANR Web site <http://oakland.ucanr.org/marketing/products.html>.

Great gift ideas at reasonable prices are the elegant cobalt blue mug (\$4.50), the baseball cap (\$7.50), the straw hats in natural or blue (\$21), the calculator notebook (\$23.50) and the sturdy canvas tote (\$20).



## ANR REPORT

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