



## Update on budget impact

Colleagues:

As Vice President Dooley stated during the July 17 town hall, ANR is dealing with permanent budget reductions, temporary budget reductions and unfunded liabilities such as rising costs associated with represented employees, benefits, energy, and impending institutional contributions to the retirement system.

At this point in time, we are facing \$9 million in permanent budget reductions (including our unfunded liabilities) and \$5 million in temporary budget reductions. We estimate that funds generated from the furlough/salary reduction program, which begins Sept. 1, will cover at least \$2 million of our temporary budget reduction.

Our strategy for dealing with these issues continues to involve the leadership of ANR's Executive Council, which will meet Sept. 1, and the Program Council, which will meet Sept. 8 and 9. The Administrative Review Team will meet Sept. 9 and 10. The recommendations of these groups will be forwarded to Dooley.

Because the fiscal year has already begun, all units should conserve their resources. While Dooley continues to support the principle of no "across the board cuts," it is reasonable to believe that the budget impact is still close to a 20 percent reduction in resources so units should spend accordingly.

Program Council has been working over the past several months to gather

budget data while providing leadership in development of the division's strategic vision. After the statewide conference, they moved into the development of a process for creation of an implementation plan to launch initiatives resulting from the strategic vision.

The Administrative Review Team continues to seek ways to improve efficiency. Their focus over the last six months has been to relocate units from Oakland-ANR whose primary focus is to provide services for ANR members systemwide. The Contracts and Grants unit moved on July 1 and the Human Resources unit will relocate on Oct. 1. Both units will be based at the ANR Building at the Davis Campus and remain part of Administrative Services reporting to Kay Taber, assistant vice president. (See Contracts and Grants story on [page 2](#).)

Steps announced in the June 2009 ANR Report remain in effect:

1. All ANR programs and administrative structures are being examined to meet potential budgetary targets while continuing to deliver programs in alignment with our strategic vision. Program Council continues its review of programs while the Administrative Review Team continues its work to streamline administrative processes.

2. All statewide program directors whose appointments are expiring in the next 3 to 4 months will not be automatically reappointed for a standard 5-year term.

3. The hiring freeze remains in place for state-funded staff positions. All hiring on other sources of funds should be carefully reviewed before making a commitment. Approved academic searches will continue for the current time.

4. At this time, ANR does not plan to offer the Voluntary Separation Program, which is being used by a few of the UC campuses.

5. The START program is still available to all ANR staff and CE academics. Please see your supervisor or manager if you are interested in participating.

We realize this continues to be a stressful time and encourage you to contact your unit head or e-mail one of us if you have specific questions or suggestions.

At the town hall meeting, Dooley answered many questions about budget reductions in ANR and the university. To review the town hall, go to <https://breeze.ucdavis.edu/p30052598/>.

Sincerely,

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### Furlough/salary reduction plan to begin Sept. 1

Information regarding furloughs and the budget and how it impacts your salary are on the UCOP Web site: <http://www.universityofcalifornia.edu/budget/>. UCOP will continue to add FAQs as information becomes available. We anticipate an update within the next two weeks.

AVP Taber recently appointed a furlough team that meets on a regular basis

to address HR and budget issues that relate to ANR. ANR Human Resources will be providing units with additional guidelines by the end of August.

The team includes Jake McGuire, Donna Jones, Carolyn Frazier, Robert Martinez and Margaret Leong.

FAQs for administrators will be discussed on the Statewide Administrative Group conference call on Aug. 26.

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## Deetz named director for Contracts and Grants

After a systemwide search, Lynn Deetz has been named as director of the Office of Contracts and Grants, now located at the ANR Building at the Davis campus.



Lynn Deetz

Deetz, who has been filling in as interim director since July 2008, has served ANR as contracts and grants principal analyst since 2004. Prior to joining ANR, she was a contracts and grants officer for UCOP's Research Administration Office for 3 years and for UC Berkeley's Sponsored Projects Office for 10 years. Deetz earned her BA in anthropology from Sonoma State University.

Joining Deetz is Andrea Davis, administrative assistant. Recruitment is reaching completion for a senior analyst focusing on federal sub-awards and the position is expected to be offered by Sept. 1. Recruitment is under way for a senior analyst focusing on federal and marketing board proposals and awards because Sharon Howard accepted a position in Research Policy Analysis and Coordination at UCOP. Deetz' previous position as principal analyst will be opened for recruitment on Sept. 1.

We have been fortunate to secure the temporary services of three experienced contracts and grants analysts during this transition.

Carol Berman, retired director of the Office of Contracts and Grants, is working with IPM to manage federal grant programs (Viticulture Consortium, Pierce's Disease and Food Safety programs). Kathy Montanez, Central Valley Regional Office financial services manager, is handling marketing board awards on a part-time basis. Floyd Thompson, retired contracts and grants officer from UCSF's Office of Sponsored Programs, is handling federal proposals and awards as well as other non-federal agreements.

Contact information for Contracts and Grants staff:

Carol Berman [carol.berman@ucop.edu](mailto:carol.berman@ucop.edu)

Kathy Montanez [kmontanez@uckac.edu](mailto:kmontanez@uckac.edu)

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ANR Office of Contracts & Grants  
University of California  
One Shields Ave.  
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ANR Office of Contracts & Grants  
ANR Building, Hopkins Road  
University of California  
Davis, CA 95616

## Kearney REC calls for project proposals

Kearney Research and Extension Center is soliciting proposals for new research and demonstration projects for the period Nov. 1, 2009, through Oct. 31, 2010.

Located near Fresno in the San Joaquin Valley, Kearney has 330 acres suitable for many types of tree, vine and row crops. Kearney has specialized research facilities suitable for greenhouse, postharvest, sample handling (including cold storage and drying) and assorted laboratory research activities.

Proposal forms can be obtained at [http://groups.ucanr.org/krec/Research/Research\\_forms.htm](http://groups.ucanr.org/krec/Research/Research_forms.htm) and are due by **Oct. 9**. Submit all forms electronically to Janie Duran at [jduran@uckac.edu](mailto:jduran@uckac.edu).

For questions about field research management, contact Chuck Boldwyn at (559) 646-6020 or [cboldwyn@uckac.edu](mailto:cboldwyn@uckac.edu). For questions about the facilities, contact Laura Van der Staay at (559) 646-6030 or [lvdstaay@uckac.edu](mailto:lvdstaay@uckac.edu).

Other questions can be directed to Bob Hutmacher, acting center director, at (559) 646-6060 or [rbhut@uckac.edu](mailto:rbhut@uckac.edu).

To learn more about Kearney REC, visit <http://groups.ucanr.org/krec/>.

## Employment opportunities

### Fresno County: Nutrition Educator 50% appointment (20 hours/week)

UCCE Fresno County is recruiting for a Nutrition Educator. For full consideration, submit application by **Aug. 25** (open until filled).

Through agency and community contacts, the nutrition educator's responsibilities would be to recruit, enroll and graduate Hmong or Spanish- and English-speaking participants in the Food Stamp Nutrition Education Program (FS-NEP). The nutrition educator will teach group classes on basic nutrition, food selection, food storage, food preparation, food safety, money management, and

basic parenting as it relates to nutrition. The nutrition educator will also collect participant data and complete reports and develop knowledge of community agencies and resources to refer families with special needs. Training in nutrition education, food demonstration, and other skills will be provided.

Some experience teaching and/or working with community agencies that serve low-income clientele is preferred. A high school diploma or GED is required. Must be familiar with the low-income Hmong or Hispanic community in Fresno County; bilingual—written and oral communication in Hmong or Spanish and

English; able to clearly communicate verbally and in writing; possess strong basic math skills; well-organized, enthusiastic, and self-directed; able to provide own transportation (reimbursement provided for mileage); available for some evening classes, occasional weekend events, and some media promotion of nutrition education; and able to prepare and maintain accurate and complete reports. Assessment of language and math skills will occur at the time of the interview.

View complete position description at <http://ucanr.org/jobs.cfm>.

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**Inyo-Mono Counties: 4-H Program Representative II (50% time)**

Inyo-Mono CE is seeking a 4-H Program Representative II. Headquartered in Bishop, the assignment covers Inyo and Mono counties. To assure full consideration, application materials must be received by **Aug. 21**.

This half-time career staff position coordinates the Inyo-Mono 4-H program and activities, and develops the adult volunteer leaders. The 4-H representative will work closely with the 4-H Volunteer Leaders' Program Council and the office Programs Coordinator at the Inyo-Mono counties office to effectively plan and administer 4-H youth development programs.

Position requirements include computer and office skills; knowledge

of common computer Web browsers, e-mail, and word processing and spreadsheet programs; excellent oral and written communication and organizational skills; and extensive experience with other youth organizations and/or adult volunteers. Education and/or coursework in agriculture and/or horticulture, and volunteer/personnel training and management highly desirable.

For complete position description and online application instructions, go to <http://ucanr.org/jobdescript/4HRepInyoMono.pdf>.

For questions or more information, contact Yvonne Wood, Inyo-Mono county director, at [yawood@ucdavis.edu](mailto:yawood@ucdavis.edu) or (760) 873-7856.

**Sonoma County: Nutrition, Family and Consumer Science Advisor**  
*(Internal recruitment)*

UCCE Sonoma County is seeking a career-track academic advisor to conduct a county-based extension, educational and applied research program in nutrition, family and consumer sciences (NF&CS). To assure full consideration, application packet must be received by **Aug. 28** (open until filled).

The position will provide leadership for multifaceted programs to improve consumers' and families' lives and decision-making abilities in nutrition and health; work with collaborative agencies and other extenders; and provide subject matter expertise and implement applied research programs in areas such as human nutrition, chronic disease prevention (diabetes, heart disease, and cancers), food safety and accessibility, obesity, parenting and aging education, family resource management, and nutrition issues unique to the youth population and the senior population. It is expected that the advisor will identify timely and critical issues regarding the health of the community and families within. The

successful candidate will interact as part of a diverse statewide team, developing community strategies, collaborating with agencies, and building on a strong community network.

The position requires a minimum of a master's degree from one of the disciplines relevant to the duties and responsibilities of this position, including public health nutrition, community nutrition, or family and consumer sciences.

Beginning salary will be in the UCCE Assistant Advisor rank, salary commensurate with experience and education. The advisor position is an academic career-track appointment. If the successful candidate is currently a UCCE 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 description for position #ANCM 07-08, and for instructions on how to apply, go to <http://ucanr.org/jobdescript/SonomaNFCS.pdf>.

**San Joaquin County: Director/Advisor**  
*(Internal recruitment)*

The county director position is a 70% administrative assignment with a programmatic assignment of 30% in the discipline of the person selected. The county director is responsible for leadership and supervision of the academic and program staff within the County. Candidates must be UC employees and experience with Cooperative Extension county-based programs is preferred. Deadline to apply is **Sept. 4**.

A minimum of a master's degree is required in a discipline related to the mission of UCCE.

Applicants must possess administrative skills such as demonstrated ability to lead academic programs, supervise staff, implement policies and procedures, and secure funding. They must also have proven personnel management skills and strong interpersonal skills to establish and maintain positive working relationships with clientele, agency and ANR colleagues. Applicants must also have excellent oral and written communication skills and the ability to communicate with varied audiences.

Beginning salary will be in the UCCE Assistant to Associate rank, dependent upon applicable experience and professional qualifications. For more information regarding CE Advisor salary scales, please refer to the UC Web site: <http://www.ucop.edu/acadadv/acadpers/tab0708/table32.pdf>.

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

Read the full description for position #ACV 09-01 at <http://ucanr.org/jobdescript/sjcd.pdf>.

## Names in the news

### Barlow named farm advisor for Palo Verde Valley

Vonny Barlow has been named crop production/entomology farm advisor for the Palo Verde Valley of Riverside County. Barlow began his appointment on July 1 and is headquartered in the CE satellite office in Blythe.



The Palo Verde Valley is located in eastern Riverside County. Its agricultural production includes citrus, tree crops, vegetables and field crops, heavily dominated by cotton and alfalfa.

Before joining Cooperative Extension in Riverside County, Barlow was a postdoc at North Carolina State University in entomology. He has experience working directly with growers, pest management operators and has served in several community outreach activities in pest management.

Barlow earned his B.S. in biological sciences with special emphasis in entomology at San Jose State University in 1993 and a M.S. in plant protection and pest management sciences at UC Davis in 1997. He earned his Ph.D. in entomology at Virginia Tech in 2006.

Barlow can be reached at [vbarlow@ucdavis.edu](mailto:vbarlow@ucdavis.edu) or (760) 921-5064.

### Algert named NFCS advisor for Santa Clara, Monterey

Susan J. Algert has joined ANR as the nutrition, family and consumer sciences advisor serving Santa Clara and Monterey counties, as of Aug. 1.



"I have expertise in nutrition education and disease prevention," Algert said, "and look forward to working to promote optimal health in the diverse groups of individuals and families in Santa Clara and Monterey counties."

Algert has over 30 years of experience in nutrition counseling, education and research. She has worked as a clinical research dietitian in three major medical centers,

and as a professor in the California State University system. Her clinical specialties include celiac disease, heart disease, diabetes and eating disorders. Algert has authored a cookbook and nutritional guide, the UCSD Healthy Diet for Diabetes, and numerous scientific publications on health promotion and disease prevention. Her community nutrition research includes access to healthy foods in low-income populations and barriers to food stamp participation.

Algert earned her Ph.D. in social science from UC Irvine and M.S. in nutrition from Case Western Reserve University in Cleveland, Ohio. She is also a Registered Dietitian.

She can be reached at (408) 282-3104 or [sjalgert@ucdavis.edu](mailto:sjalgert@ucdavis.edu).

### DiTomaso, Godfrey appointed to advisory committee

The Invasive Species Council of California has appointed a 24-member advisory committee that includes environmental and agricultural experts, including two ANR scientists.

The UC members appointed to the California Invasive Species Advisory Committee are Joseph M. DiTomaso, UC Davis Cooperative Extension weed specialist, and Larry Godfrey, UC Davis Cooperative Extension entomology specialist.



Joseph DiTomaso



Larry Godfrey

The committee also includes representatives from the Citrus Research Board, the U.S. Forest Service, the Natural Resources Defense Council, the Nature Conservancy, the California Farm Bureau Federation and many other agencies. The advisory committee is tasked with recommending ways to mitigate non-native species' effects on California resources, including drafting an invasive species rapid-response plan.

The Invasive Species Council was formed earlier this year and is chaired by A.G. Kawamura, secretary of the California Department of Food and Agriculture.

### Walkfit wins national health award

Walkfit, a physical activity and nutrition education intervention for adolescents, has received a bronze 2009 National Health Information Award from the Health Information Resources Center, a national clearinghouse for consumer health information professionals.



Certificates were awarded for gold, silver, bronze and merit to honor the nation's best consumer health information programs and materials. In the class of health promotion/disease and injury prevention information, Walkfit won for total health information program in education.

Walkfit was developed by Christine Davidson, EFNEP program representative; Larissa Leavens, EFNEP program representative; Marisa Neelon, Contra Costa County nutrition, family & consumer sciences advisor; Margaret Johns, Kern County nutrition, family & consumer sciences advisor; Lucrecia Farfan-Ramirez, Alameda County nutrition, family & consumer sciences advisor; Marilyn Townsend, UC Davis nutrition specialist; and Lynn Kai-Chao, UC Davis graphic designer and illustrator.

### New phone numbers for UCCE Tulare County

The UCCE Tulare office has new phone numbers:

<b>Main Number</b>	<b>(559) 684-3300</b>
Jim Sullins/CD	(559) 684-3309
Angie Tazio	(559) 684-3319
Bob Hamlin	(559) 684-3308
Carla Sousa	(559) 684-3321
Carol Frate	(559) 684-3314
Cathi Lamp	(559) 684-3318
Edna Blackhurst	(559) 684-3307
Elizabeth Fichtner	(559) 684-3310
Kevin Day	(559) 684-3311
Leah Spaulding	(559) 684-3322
Manuel Jimenez	(559) 684-3316
Michelle Le Strange	(559) 684-3320
Neil O'Connell	(559) 684-3312
Noelia Silva-del Rio	(559) 684-3313
Steve Wright	(559) 684-3315
Viticulture Advisor	(559) 684-3317

# Communication Services update

## Where do you want to see ANR's "strategic vision" reflected?

Communication Services is creating visual identifiers for the division based on the graphic design of the Strategic Vision document. Moving away from the ANR logo, these images are intended to build a new cohesive brand identity for ANR that embraces both the strength of the UC parent brand and the strength of ANR's sub-brands such as IPM, 4-H and others.

To give ANR's Web site a look that is consistent with the Strategic Vision document, we are giving [ucanr.org](http://ucanr.org) a makeover, which will be followed by a structural redesign over the next few months. Site Builder III will feature the updated images.

A selection of business card designs is currently being created. Besides Web sites and business cards, what kinds of materials would you like to see updated? PowerPoint templates? Newsletter banners? Poster headers? Please go to <http://ucanr.org/brand-survey> to help us prioritize the work.



## Web site for free publications launched

CS has created a new Web site for people to quickly find the hundreds of free, online publications written by ANR authors. Known as the "Free Pubs Site" and designed by CS senior artist Robin Walton, the Web site at <https://ucanr.org/freepubs/> is aimed at providing easy access into the Division's growing collection of short, peer-reviewed publications.

The most frequently downloaded titles are featured and regularly updated. Currently child food safety, strawberries and common lice and mites of poultry are popular among readers. Indeed, a Google search for "poultry lice" brings up the ANR publication as the second listing.

Viewers can browse titles by subject category or search directly by keyword. PDFs of the publications can be downloaded. Over time, HTML versions of the publications will be available as well. The site also provides links to related for-sale publications and the ANR catalog.

Questions or comments about the site can be directed to Communication Services publications manager Ann Senuta at [aesenuta@ucdavis.edu](mailto:aesenuta@ucdavis.edu).

# Retirements

## Juan Guerrero



Juan Guerrero, UCCE farm advisor for Imperial and Riverside counties, retired in June after 25 years with UC.

Guerrero, born in San Antonio, Texas, worked on the family farm during

childhood. At Texas A&M University, he earned a bachelor's in animal science in 1970, then went overseas with the Peace Corps to work with subsistence farmers and large-scale commercial farmers in Paraguay and Peru.

Returning to Texas, Guerrero continued his education at Texas A&M, earning a master's in agriculture in 1977 and a Ph.D. in animal science in 1980.

Upon graduation, Guerrero took a position with Texas A&M, funded by a grant from the United States Agency

for International Development, to do extension work in Paraguay. The trip marked what would become a career-long association with USAID in which Guerrero traveled throughout the world to share expertise and learn from farmers in countries including China, Mongolia, Kazakhstan, Egypt, Uganda and El Salvador. Guerrero's work with USAID resulted in letters of commendation from Presidents George W. Bush and Barack Obama.

In 1984, Guerrero joined UC, focusing his research on alfalfa. One particularly successful project quantified the benefits of using sheep for weed control in alfalfa. He determined that grazing sheep in alfalfa fields was just as effective as spraying herbicides. In another project, he showed that grazing lambs controlled insects as effectively as insecticides.

Guerrero worked with UC Davis animal science specialists and with California feedlot managers to develop a quality assurance program and con-

ducted feedlot employee training at the ranchers' request to teach methods to ensure beef quality and wholesomeness.

Researchers and students of the Universidad Autónoma de Baja California in Mexicali, Mexico, were also his collaborators. Over the years, Guerrero mentored five Mexican doctoral students and more than a dozen master's students when they did their research at the Desert REC.

At the Desert REC, Guerrero studied a variety of feed crops to determine their suitability for desert cultivation.

"Now there are 40,000 to 50,000 acres of kleingrass growing up and down the length of the Colorado River," Guerrero said. "The hay is baled and exported to Japan, giving our local growers an excellent market opportunity."

Guerrero plans to continue his work with USAID during retirement.

— Jeannette Warnert

Read full story at <http://news.ucanr.org/newsstorymain.cfm?story=1229>.

—continued on page 6

### Mike Henry

Mike Henry, UCCE Riverside County horticulture advisor, retired June 29.

After earning a bachelor's at California State University, Humboldt, the Davis native earned a master's in environmental horticulture at UC Davis in 1973. For three years, he worked as the grounds supervisor for a 500-acre retirement community in Carmel Valley.

An interest in teaching and research led him to seek employment as an environmental horticulture farm advisor in Orange County in 1976.

"I couldn't think of a job I would enjoy more than a career as a farm advisor with Cooperative Extension, and I was right. It's been a great 33 years," Henry said.



The focus of Henry's career has been turf grass research. He maintained numerous turf grass research plots at the South Coast REC to study different cultivars' tolerance to drought or poor-quality irrigation water, its ability to stand up to high traffic, fertilizer needs, susceptibility to pests, length of dormancy and other turf characteristics desired for lawns, golf courses, football fields and other uses.

Henry served as county director in Orange County for six years, then accepted a transfer to Riverside County in 1992.

In the Inland Empire, he began working more closely with UC Riverside researchers on zoysiagrass, a promising, low-maintenance, wear-tolerant turfgrass. Ultimately, their work led to UC patents for Zoysia 'De Anza' and Zoysia 'Victoria,' two cultivars that have very good winter color-holding ability in mild climates.

A pivotal moment in Henry's career came when he happened upon what would become a major threat to California agriculture: Pierce's disease. Henry was called to Palm Springs to evaluate dying oleanders.

He collected samples with UC Berkeley entomologist Sandy Purcell. Four years later, in 1999, the glassy-winged sharpshooter spread *Xylella fastidiosa* into the Temecula Valley, killing its vineyards.

During his career, Henry authored 87 publications, 17 of which were peer-reviewed. He co-authored the publication "Abiotic Disorders of Landscape Plants: A Diagnostic Guide," which was recognized in 2003 as the best book publication of the year by the National Extension Advisors Association.

In retirement, Henry plans to continue a research project to study methods of converting lawns from tall fescue grass to a drought-tolerant grass variety, such as zoysiagrass or buffalograss. He will also teach UC Riverside Extension courses on turf grass management.

— Jeannette Warnert

Read the full story at <http://news.ucanr.org/newsstorymain.cfm?story=1227>.

### Mark Freeman



Mark Freeman retired on July 13 after 29 years as citrus and nut crops advisor for Fresno County.

He joined ANR as a farm advisor intern in 1980, then within a year, was offered the farm advisor position when Joe Connell transferred to Butte County.

Much of Freeman's research—such as using ant bait, culling almonds that have split shells and applying boron—has led to common farming practices.

"He was at his best when solving problems that had stumped growers," said Jeanette Sutherlin, UCCE Fresno County director.

Freeman and colleague Rich Coviello refined the use of baits in ant control, resulting in the reduced use of broad spectrum insecticides in almond orchards.

Freeman's discovery that a crack in an almond shell had to be a certain size for navel orangeworm to enter was important because the pest is associated with aflatoxin, said Tom Gradziel, UC Davis geneticist. Freeman collaborated with Gradziel to evaluate new almond varieties, including the recently released, high-yielding Winters variety.

"Research conducted with Mark resulted in the establishment of new standards, and a new appreciation of the role of boron in almond productivity," said Patrick Brown, UC Davis professor of plant nutrition.

"What most impressed me was the network of communications he developed," said Gradziel. Freeman set up conference calls and meetings with growers to extend information and on the Internet, he created a special portal for people working with almonds to collaborate.

Freeman earned his B.S. in horticulture/food science at Virginia Tech in Blacksburg, Va., and his M.S. in horticulture at UC Davis.

## ANR REPORT

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