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## Dooley gives more details about new ANR structure

VP Dooley sent an e-mail to ANR colleagues on Oct. 22 clarifying some points of the ANR restructuring and realignment of resources with the strategic initiatives. (See full text of Dooley's Oct. 22 announcement at <http://ucanr.org/pdfs/10-22-09.pdf>.) He also announced formation of the Executive Working Group along with more details about the new structure.

Dooley has formed the Executive Working Group to advise him as the restructuring plan is implemented. He appointed Barbara Allen-Diaz, Kay Harrison Taber, Don Klingborg, Bill Frost and Bob Sams to the group. The composition of the group is designed to represent counties, colleges, RECs and strategic communications, and will

serve as a sounding board for everyone in the Division. Employees are encouraged to contact any member of the Executive Working Group with questions or suggestions regarding the restructuring.

Addressing the question of who county directors will report to in the new structure, Dooley said: "The process that Don Klingborg is leading will examine and propose new county-CE organizational models that will continue to deliver high quality programming within a more stable funding model or set of models. As this process proceeds, it will become clear where county directors will report..."

He also fleshed out the role of Bill Frost and the new centralized academic program support unit. He announced that the five strategic initiative leaders—Joe DiTomaso, Jim Bartolome, Sharon Junge and two more yet to be announced —will serve on the new Program Council.

Dooley further explained the rationale for focusing ANR funds on five of the strategic initiatives. "We cannot go forward encouraging our folks to compete internally for a few 'bread crumbs'...we are focusing our efforts on a few specific, large-scale issues where we can make a difference, establish a track-record for successful, integrated, research-based problem-solving, and attract new funds."

He acknowledged that not all of ANR's important efforts will fit neatly within one of the initiatives, by saying, "Teams of academics will work on the focused initiative missions; others will continue to conduct and deliver their outstanding research and education programs in modes and statewide program structures that will continue to exist. Both are valued and essential for the organization."

He concluded his message with "Our Strategic Vision is a guiding document with ambitious initiatives and goals that recognize our strengths, honor our past, and illuminate a demanding, challenging and promising future. Bringing it to life requires new contributions from all of us."

## Recording of town hall available for online viewing

VP Dooley held a town hall conference call on Oct. 6 to discuss the restructuring of ANR to accommodate the Division's reduced state funding while focusing our limited resources on the strategic vision initiatives. To view a recording of the town hall, go to <http://breeze.ucdavis.edu/p11916522/>.

Dooley's PowerPoint presentation from the town hall can be downloaded at <http://ucanr.org/pdfs/DMDTownHall.ppt>.

Over the past few months, Dooley has announced decisions to restructure the executive office of the Vice President and the Office of Governmental and External Relations, and to consolidate administration of CE regions, statewide programs and other administrative and business functions.

Links to those announcements are below:

Aug. 26 announcement:  
<http://ucanr.org/pdfs/8-26-09.pdf>

Sept. 21 announcement:  
<http://ucanr.org/pdfs/9-21-09.pdf>

Sept. 25 announcement:  
<http://ucanr.org/pdfs/9-25-09.pdf>

Oct. 2 announcement:  
<http://ucanr.org/pdfs/10-2-09.pdf>



## Frequently asked questions about ANR's restructuring

### What was the decision-making process for the restructuring?

ANR employees initiated discussion of implementation of the ANR Strategic Vision at our statewide conference in late April. The ideas generated at the conference were carefully reviewed and evaluated by Program Council and the Senior Leadership Team. Many ideas have been discussed at county director meetings, statewide program meetings, and during the work of the Administrative Review Council. Program Council considered all of this information and identified options and strategies to achieve the \$9 million permanent budget reduction and to implement the Strategic Vision. One objective was to reduce administrative costs to preserve money for programs. Program Council's difficult but necessary recommendations were reviewed by the Executive Council before forming the basis of the vice president's decisions.

### To whom will county directors report in the new structure?

This will evolve as the new county structure is determined.

### If county directors have a question about potential liability, who should they ask?

They should consult Jake McGuire, controller, about liability issues.

### What is the role of the academic personnel office at the ANR Building in Davis?

The academic personnel office in Davis will manage the merit and promotion process and recruitment among many other academic personnel functions—functions that used to be performed by the regional offices and ANR in Oakland.

### Who will review merit and promotion packages this year?

The process will remain fundamentally the same.

### How close are we to meeting the \$9 million budget cut target with these actions?

If we take all of the actions announced and achieve the savings we expect, we will be close to meeting the \$9 million target. Remember that we also have a \$5 million temporary budget reduction that we must meet. The temporary budget reduction will be partially offset by furlough salary savings.

### How can we continue to compete for targeted USDA funds and other grants?

We still have people working in those areas where programs are being closed. Faculty, specialists and advisors with those interests should continue to compete for federal funds. If we don't have a statewide program in an area, such as the Small Farm Program, that shouldn't prevent us from competing for grants.

### Specialists and faculty have been offered options to lessen the impact of furloughs on their research and education programs. Why haven't those options been offered to advisors?

We have requested permission for advisor participation in the Furlough Exchange Program and hope to be able to announce it soon.

### How can we get involved and give input regarding the initiative advisory groups?

A mix of research and extension people are needed to help design each initiative's 5-year mission, which will form the basis for requests for proposals. Ideas and suggestions of people for the advisory groups should be sent to [barbara.allen-diaz@ucop.edu](mailto:barbara.allen-diaz@ucop.edu).

### How will you staff the new business and program support units?

A combination of reassignment and open recruitment will be used to staff the units.

### How will campus AES programs be affected by the restructuring?

Members of the Agricultural Experiment Station will have more opportunities to engage with their CE colleagues in solving researchable issues important to California through the initiative process. The campuses also have to accommodate a portion of the university's budget reduction.

### We foresee large numbers of advisors retiring in the near future. Will those positions be refilled?

Our current process (through Program Council) for filling positions in high priority areas will continue. We will be aligning the positions with the initiatives.

### Are there more changes to come?

The changes announced are believed to address the budget cuts. There may be a few more changes.

There is no guarantee that there won't be further budget reductions. Some of the cuts were intended only for this fiscal year so UC and ANR are developing an advocacy effort to address funding needs.

## CS Update

### Video conferencing available

Video conferences enable users to conduct high-quality face-to-face meetings with individuals located in different geographical areas. ANR room-based videoconference systems are available at UCCE Tehama, Glenn, Stanislaus, and Tulare, the Kearney Ag Center and the ANR Building in Davis.

A new system is being installed at UCCE San Joaquin and should be available in the coming weeks. The system in the ANR Building was recently redone and is now much easier to use. These ANR videoconference sites may be connected to any IP-based videoconference system.

For more information, visit <http://groups.ucanr.org/vc> or contact James Bai at [jbai@ucdavis.edu](mailto:jbai@ucdavis.edu) or (530) 754-3915 if you have any questions.

### Changes to Adobe Connect Pro

CS recently negotiated with UC Davis to provide unlimited access for ANR faculty and staff to the latest version of Connect Pro. The service will be hosted on servers at Adobe instead of the Davis campus. This will increase reliability and provide a version upgrade.

There is no fee for ANR units or individuals. The division has paid a flat fee for all of ANR.

There will be a new server address, a few new features, and a complete set of tutorials.

The transition from the old system to the new has begun. If you are currently using the <http://breeze.ucdavis.edu> (Version 6) system and would like to start using the new one at <http://ucanr.org/connect> (Version 7) please notify Mike Poe via this brief survey: [Adobe Connect Version 7 for ANR](#). You can also use this link to ask questions about Connect or indicate you would like to become a user in the future. Eventually everyone in ANR will be able to log into Connect through their ANR Portal.

Adobe Connect Professional (formerly Breeze) is a communication and collaboration software tool based on the concept of a virtual, shared meeting room via computer. Meeting participants communicate using chat, audio and video. They can view PowerPoint and Flash videos. Collaboration is supported through the sharing of applications, user desktops, and a set of whiteboard drawing tools. Everything can be recorded for later editing and viewing. There is no software to install. Only an Internet connection and a browser with Flash installed is required to use Connect. Flash is already installed in 98 percent of all browsers worldwide.



### End of poster printing service

Effective Dec. 21, CS will no longer provide the poster service for self-designed posters. The printer will remain in CS for design and print projects involving CS designers on a recharge basis.

Since 2002, CS has provided a poster printing service for all of ANR. In the early years, we produced over 2,000 posters a year. In recent years the number has dwindled to fewer than 200 annually. The key reason for the decline is the proliferation of large format printers at the campus, county, and regional level.

With staff losses, CS no longer has a technician to continue printing posters. A list of alternative service locations will be posted on the Poster Service Web page where self-designed posters can be printed.

### Video production for the Web workshop

On Nov. 12, Mike Poe will conduct a workshop for people interested in learning how to record, edit and post video clips to the Web. The workshop will be held 9 a.m. to 4 p.m. in the Plum Room in the ANR Building in Davis.

Seating is limited and will be available in the order of registration on this survey: <http://ucce.ucdavis.edu/survey/survey.cfm?surveynumber=4204>. The cost for the workshop is \$15 per participant for the all-day training.



## Names in the News

### ISCE awards Cardé Silver Medal

For his outstanding contributions to the discipline of chemical ecology, Ring Cardé, UCR professor and Alfred M. Boyce Chair in Entomology, has been honored with the Silver Medal of the International Society for Chemical Ecology.

The Silver Medal is the highest honor awarded by the society. Cardé is the first person at UC Riverside to receive the medal.

First awarded in 1986, the Silver Medal recognizes a scientist's career achievement, rather than any one single achievement, in chemical ecology, the study of chemicals that mediate interactions between living organisms.

"This is a well-deserved recognition for Dr. Cardé," said Rick Redak, chair of the Department of Entomology. "The Silver Medal award is testimony to his outstanding competence and a lifetime

of accomplishment, and brings honor also to the department, the college and the university. We are privileged to have him as part of our team."



Ring Cardé

Cardé studies the chemical cues that insects use to find and identify resources. Most of this work has focused on male moth orientation to female-produced sex pheromones and, more recently, female mosquito orientation to odors from prospective hosts. These studies, done in wind tunnels and in the field, have found that the fine-scale structure of odor plumes greatly influences how insects navigate upwind to the odor's source.

Other work in Cardé's laboratory is aimed at understanding the evolutionary forces mediating these odor-mediated behaviors, including variation in signal production and response. Cardé also has studied the use of synthetic copies of moth pheromones to interfere with mating and thereby manage moth pests.

Cardé received the medal in Neuchâtel, Switzerland, on Aug. 25. Wilhelm Boland of the Max Planck Institute for Chemical Ecology, Jena, Germany, then president of the ISCE, presented Cardé with the medal at the conclusion of Cardé's Silver Award Lecture entitled "Finding a Point Source of Odor in a Turbulent World: Lessons from Moths and Mosquitoes."

### ESA honors Paine, Mullens, Leal

The Entomological Society of America has honored three ANR entomologists.



Timothy Paine

Timothy Paine, a UC Riverside professor of entomology, won the Distinguished Achievement Award in Horticultural Entomology, which honors an entomologist who has contributed to the American horticulture industry.

Paine's research focuses on improving integrated pest management of insects affecting woody ornamental plants. His lab also studies the biology and ecology of introduced insects in urban environments. He and his students have worked with arthropod pests across nine different orders. Paine is a National Academies Education Fellow in the Life Sciences and a fellow of the Entomological Society of America as well as the American Association for the Advancement of Science.

Bradley Mullens, also a UC Riverside professor of entomology, won the Recognition Award in Entomology, which recognizes entomologists who have made or are making significant contributions to agriculture.

Mullens works in veterinary entomology. Research in his laboratory focuses on the biology, ecology, and integrated management of arthropod



Bradley Mullens

pests of livestock, poultry and wildlife. His honors and awards include the Lifetime Achievement Award in Veterinary Entomology and the best paper award from Medical and Veterinary Entomology (2005-06).



Walter Leal

Walter Leal, UC Davis professor of entomology and chemical ecologist, was selected as a fellow.

Leal has identified and synthesized complex pheromones from such insects as scarab beetles, true bugs, longhorn beetles, moths, and the naval orangeworm. He and his laboratory discovered the secret mode of the insect repellent DEET. The groundbreaking research, published August 18, 2008, in the Proceedings of the National Academy of Sciences, is among the most widely downloaded and cited PNAS documents. His pheromone work has graced the covers of several journals, including *Structure*, and has been showcased in the popular press, including the BBC, *New York Times*, and *National Public Radio*.

### AAEA honors Alston, Howitt and Carter

Julian Alston, UC Davis professor of agricultural economics, was one of six people honored with the Distinguished Scholar Award by the Western Agricultural Economics Association at their June 2009 meeting in Hawaii. Alston was commended for research in three major areas: the



Julian Alston

## Names in the News, *continued from page 3*

consequences of government policy, such as export subsidies and trade barriers to marketing quotas; the demand for farm commodities; and the economics of agricultural productivity growth and research and development.



Richard Howitt

Richard Howitt, chair and professor of the UC Davis Department of Agricultural and Resource Economics, and Michael Carter, UC Davis professor of agricultural economics, have been selected as fellows of the Agricultural and Applied Economics Association, the AAEA's most prestigious honor. Howitt, Carter and four other recipients of this award were honored in July at the association's annual meeting in Milwaukee. AAEA fellows are selected for

outstanding contributions in agricultural or applied economics through research, teaching, extension, administration or other contributions to decision-making.

Carter joined the Department of Agricultural and Resource Economics this fall from the University of Wisconsin. He has worked on rural development issues throughout Africa and Latin America. His research focuses on the theoretical underpinnings of imperfections in rural factor markets, poverty dynamics and asset accumulation, and the relationships between inequality, institutional development and growth.



Michael Carter

## Sale of surplus property benefits Elkus Ranch

Following years of preparation, UC sold a 450-acre portion of the Richard J. Elkus Ranch in San Mateo County. The university will retain the 150-acre lower parcel, including the conference center, barns, gardens and other facilities. The popular outdoor educational programs of the Ranch will continue.

The property was purchased by Midpeninsula Regional Open Space District (MROSD) for \$4.5 million. This particular parcel was important to MROSD as it was the final link in the District's attempt to create a corridor of public open space from Skyline Ridge to the coast. Ultimately, a continuous hiking trail will be developed to realize the district's dream of a "Purisima to Sea" trail.

The sale provides an enormous financial benefit to the ranch. Founded in 1975 as a gift from the late Richard J. Elkus, the ranch provides environmental and agricultural education programs to approximately

6,000 youth and adults each year, with an emphasis given to youth from inner-city backgrounds or with disabilities. In accordance with Elkus' wishes, the sale proceeds will establish an endowed fund for the benefit of the programs and activities of the ranch and 4-H programs in San Mateo and San Francisco counties.

Marilyn Johns, county director for San Mateo and San Francisco counties, embraced this sale, saying, "Midpeninsula's goal is to be a good steward of the land, and our goal is to do outdoor education and also develop youth as good stewards of the land."

— Cindy Barber



View of Elkus Ranch from future "Purisima to Sea" trail.

## Harris and Kent to move to Davis

Linda Harris, Risk Services analyst, and Claudine Kent, principal analyst, will relocate from the ANR Franklin offices to the ANR Ag Field Station Building in Davis on Nov. 1.

Harris handles certificates of insurance and all other insurance matters, facilities use agreements, leases, claims, questions regarding forms and waivers, risk management policy and procedures, and maintenance of the risk management Web site. She will be reachable at (530) 752-7481.

Kent provides primary staff and analytical support to the Controller's office in numerous areas including business and compliance-related matters, whistleblower process, audit coordination and risk services. She will be reachable at (530) 752-7496.

**Don't miss out!**

### "VISION" PHOTO CONTEST ENDS OCT. 30

Photo specifications, details on submitting the photos and contest updates may be found at <http://ucanr.org/blogs/photocontest>.

### UNIVERSITY OF CALIFORNIA Division of Agriculture and Natural Resources (ANR)

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