‘We’re building a unified statewide Cooperative Extension,’ regional directors say

When the Division reorganized last summer, three newly appointed regional directors took the reins of the reconfigured regions. Susan Laughlin relinquished her duties as head of Contra Costa County Cooperative Extension on July 1 to begin a one-year term as RD for the Central Coast and South Region. Linda Manton left her post as head of Fresno County CE to begin a one-year term as RD for the Central Valley Region. And Kim Rodrigues stepped down as head of the CE office in Humboldt County to move into the permanent position of RD for the North Coast and Mountain Region.

Manton: As Lanny Lund mentioned in his recent ANR Report interview with you, we are still greatly involved with program development, because the programs occur at the grassroots level. The regional directors are advocates for county Cooperative Extension advisors and staff. So I don’t think that’s changed.

Laughlin: There may be one change in the programmatic area. Program planning and priority-setting are now done at a more appropriate statewide level, not at a regional level. There was a void before, and regional directors often had to fill it by endorsing program planning and continued on p. 2

Extraordinary achievements earn recognition for Cooperative Extension academics, staff

By John Stumbos

V vineyardists learn new ways to manage water for improved grape quality. Youth in 12 Los Angeles public housing communities receive academic enrichment through a model 4-H after-school program. Coastal ranchers develop new skills to improve watershed health in environmentally sensitive oak woodlands.

More than a dozen individuals have earned 1999 Distinguished Service Awards for program activities such as these. The awards are made annually by the Academic Assembly Council (AAC), which represents UC Cooperative Extension farm advisors and specialists.

In addition to a plaque, award recipients receive a $100 cash award ($200 for a team award) contributed by the California Farm Bureau Federation.

Twelve awards were made in the following categories:

Outstanding teaching by a farm or marine advisor. Ben Faber, Ventura County farm advisor, developed an extensive and creative extension program to disseminate scientific information on subtropical fruit production, particularly avocados, and continued on p. 6
priority-setting at a regional level.

The other thing that has changed, of a very minor nature, is that, lacking a state-wide representative for Cooperative Extension, the regional directors did all the external relations. For example, they represented California on regional and national committees. Now, Lanny's going to do that more often. And I think it's more appropriate that someone who has a state-wide perspective would represent California.

Let me add something about our role as it relates to program planning. Program planning happens in many different ways—and one of those ways is in filling long-term advisor positions. Regional directors are still absolutely at the center of the decisions around filling long-term positions.

In addition, I think we will be working increasingly on program implementation. That's not happening as much right now because the workgroups haven't gotten started, but as soon as they do, and we know the directions the workgroups are taking, I think we'll want to make sure that all of our advisors are contributing.

That may be one of the other ways in which regional directors will end up shaping programs. We will be looking at the workgroups that are the most relevant, the most focused and make the most sense, and we will encourage participation in those workgroups.

As regional directors, all three of you are members of the Program Council. One of the Program Council's main responsibilities is to make recommendations on workgroups, isn't it?

Laughlin: Yes. And that's been done. The workgroups have been listed on the Program Council website [linked to ANR's homepage: http://danr.ucop.edu/]. There will be another call for workgroup proposals in the spring.

Manton: But in the meantime the regional directors still have a role to play in the development of workgroups. For example, we will be encouraging the academics in our region to actively participate in workgroups. And to begin considering workgroup proposals for the spring call.

Laughlin: The spring call will give many workgroups time to plan. Unless groups had some prior history, lots of them didn't have enough time to plan.

Rodrigues: I think the Program Council worked really hard as a team as we struggled with what to ratify and on what level to fund ratified workgroups. We struggled with it because we didn't want to discourage anyone who took the time and effort to work on a proposal and truly tried to meet the intent of the workgroups.

And yet we really want to encourage collaboration across commodities to address common issues of concern. We worked hard as a group on being consistent in our evaluations and on how we applied criteria for funding. And that took some time because individuals on the Program Council had different perspectives about what that should look like and how it should be applied. But by the end of the process we had a fairly consistent process that we all agreed to use.

Laughlin: I think Kim has captured one of the elements that needed to be shaped a bit by the Program Council—and that was to encourage the focus on issues.

I think another one was to encourage collective thinking about priorities. Some workgroups had not yet reached that stage.

Collective thinking about priorities?

Laughlin: Priorities for programs and research projects. Some workgroup proposals appeared to be the proposal of a single researcher or a couple of researchers to do a project that had not necessarily been deemed the highest priority by a collection of people within that program area. So, those proposals were consistently returned to go through a planning stage. As Kim said, the people were encouraged to continue their work because they had put forth the effort to make the proposal, but they were asked to do it collectively.

Another responsibility of the Program Council is to make recommendations on new positions. How does that work?

Rodrigues: This afternoon [Nov. 10] the Program Council will have its first discussion on developing a process for the initiation and discussion of new positions. Although the regional directors—through whatever planning process we implement with our county directors and advisors—initiate the discussion, it's critical that we link with the program leaders, the associate deans, and the appropriate specialists and faculty on the campuses to review and comment on our positions.

And each of us has done that. With each of our proposed priority academic advisor positions, we've sought that input in advance.

What we haven't done as yet is develop a standard process to get that input and that's something that we hope to discuss.

What kinds of questions do you ask?

Rodrigues: We look at a variety of issues, not just, "Is this an important issue to California?" In the call for positions that Lanny put together, which is based on a format that we worked out with him, we ask, "How well does this position link to the research and extension continuum?" We ask, "Are we suggesting an advisor position that will be out on a limb, that doesn't have that research support and base?"

Manton: The issue here is collaborative support, both internally and externally.

Is that a new emphasis?

Laughlin: Yes. I think the spirit of the Transition Team's proposal about the Program Council's role in recommending positions was that no unit from now on should make an indepen-
Two veteran advisors from Cooperative Extension office in Riverside County bring their very active and successful UCCE careers to a close

Riverside County 4-H youth development advisor Linda Araujo-Wilson retired in November after 26 years of service with 4-H. She began her UC career in 1973 as a program representative for the 4-H Expanded Food and Nutrition Education Program in San Bernardino County. In 1979, she was appointed 4-H advisor for Riverside County. Araujo-Wilson’s primary focus was on developing programs that stressed citizenship, leadership and career exploration, and on working with “at-risk” youth. She was responsible for the development, coordination, implementation and evaluation of the Riverside County 4-H Program, which now has more than 275 volunteer leaders and serves more than 600 youth.

“Linda has been a valued asset in our efforts to promote 4-H youth development and volunteer leadership throughout Riverside County and in the state and nation,” said County Director Eunice Williamson.

Araujo-Wilson’s research and educational activities included recruiting, screening and training 4-H volunteer leaders; developing workshops on “How to Create Your Own Business” and “Women in Agriculture;” and developing 4-H educational programs and scholarships for a variety of under-represented youth groups.

Viticulture advisor Rudy Ambrose Neja officially concluded his 31-year career with UCCE last summer. Neja began working for UC in December 1968 as part of the Cooperative Extension team in Monterey County. In 1984 he transferred to Riverside County CE, where he worked with the tablegrape growers in the Coachella Valley and the winegrape growers in Temecula Valley.

“Rudy provided essential links to the faculty and researchers with the University and conducted valuable educational and research efforts that benefitted the tablegrape and the winegrape industry in Riverside County,” said County Director Eunice Williamson. The combined value of tablegrapes and winegrapes grown in the county in 1998 was about $152 million.

Neja’s research and educational activities included color enhancement of red grapes, production issues of winegrapes and tablegrapes, rootstocks for nematode control, powdery mildew resistance, pulse irrigation, Pierce’s disease and glassy-winged sharpshooters.

Vice President Gomes has conferred emeritus status on Neja.
dent decision about its positions. Even when it comes to positions that the Division no longer has direct control over, meaning positions on the campuses. We hope to be able to discuss those, and make comments and modify them to the extent that the campuses see the feedback as important in shaping a position. I think that’s a really important new feature. Our goal is to use a statewide perspective in filling positions.

**What’s the timetable for making decisions about new positions?**

**Laughlin:** The primary arena for looking at FTEs will be in the spring budget call. We’re going to take a preliminary look at some proposals today—there may be some positions filled before next spring—but basically the spring budget call is when everyone will look at FTEs.

**I know there’s a lot of talk about “unifying” Cooperative Extension. What are your views on this?**

**Manton:** We’re extremely supportive of this issue and are actually “walking the walk.” At our first meeting as regional directors, we all agreed it was extremely important that we have as much continuity between counties and between regions as possible. And we’ve been striving to do that. As issues come up, we discuss among the three of us how to implement them at the regional level.

**Can you give me examples of what you are doing?**

**Rodrigues:** Good examples are financial processing and all of the policies and procedures that affect regional office operations as they relate to county office operations.

The very first thing that we all agreed to do was to hold a set of trainings throughout the state, with all of our county directors and office managers, in which we review office procedures and policies. It’s our goal to develop, where feasible, statewide forms and formats to address a variety of issues, including how to report hours, not just for our academics but also for other staff.

Now, these sound like simple things, but they are important. For one thing, it shows that we are really committed to a unified approach.

We also plan to have a single, statewide website for UC Cooperative Extension. The idea is that, internally and externally, people will see that we are a single Cooperative Extension service.

The consolidation at the Davis campus of business services for our advisors has greatly assisted us in the transition to a single statewide Extension program.

**Can you tell me more about this website?**

**Rodrigues:** It’s going to be set up so there’s an intranet on which we’ll post things for our advisors. There will also be an extranet where external clientele seeking Extension can come. Within that one site will be a map of the three regions, and they can click on the region or the county that they need.

We have made it very clear from the beginning that the new regional lines are administrative lines only; they are not programmatic lines. For example, we haven’t made any changes to cross-county assignments that currently cross regions. And in fact, Linda has a position that is in the priority list for her region that includes coverage of some of my region. So that’s how committed we are to really looking at CE in terms of statewide needs and not being territorial in terms of my FTE vs their FTE.

**What’s the local reaction to the reorganization?**

**Rodrigues:** I’ve been inviting various department chairs from the Davis campus to the county director meetings I’ve had, and it is really interesting to get their perspective. Their perspective is very clearly that this reorganization and the money for workgroups has actually expanded their opportunities to access Division funds and link to the Division. A lot of the workgroups, like the pomology groups and others, were functioning without this Division support before, and now they have access to it.

I’d also like to say a few words about the impact of Lanny’s role on county staff. Lanny’s commitment to get out to the counties and learn more about the programs at the county level has demonstrated to our folks that we have a strong advocate in Lanny—and that we have a strong program leader in a sense that we’ve not had before. To have an advocate like Lanny is really encouraging for all of our folks, particularly our academic advisors, but also the CE specialists.

**Manton:** I agree. Staff in the counties that Lanny has visited in the Central Valley have been very impressed with his interest in Cooperative Extension and the knowledge that he brings—and that he is willing to learn more and be there to support UCCE. It’s very refreshing.

**Rodrigues:** I think we all recognize that this is a great opportunity for all of us to advance Cooperative Extension. At all levels, I’ve been hearing a lot of encouragement about what CE is doing, and what we can be doing—from the local level up to the state legislative level. So it’s a great time to have this kind of recognized, focused advocacy, from Lanny and from us as regional directors and from the Program Council.
Y2K (from p. 1)

compliant but 2.1 is not. All versions of Eudora Pro and Netscape Navigator or Communicator are compliant. However, Internet Explorer 4 and earlier versions are not. If you print the form, you’ll have a handy checklist to use with your own computer.

UC Davis has a more recent vendor compliance database accessible on the web at: http://y2k.ucdavis.edu/search.cfm. You can search by software category or by specific product. The database will tell you if the program is already compliant or not; it will also tell you if it can be made compliant with a patch or if the vendor has no plans to provide compliance. In some cases the database includes a link to the patch itself.

If a patch is required but no link is provided, try to find the vendor’s website; usually patches can be downloaded from the web.

The UCCE Internet v.3 CD also includes the “y2k ms product analyzer.” Double click on it—then, after it is installed, go to the Start button, Programs and select Microsoft Year 2000 Product Analyzer. It will search your computer for any Microsoft programs. You will get a report that lists each of your Microsoft programs and indicates if it is compliant or if a “prerequisite” (read patch) is required. Microsoft Office SR-1 and SR-2 patches are on the CD.

One thing the Microsoft analyzer misses is the “Short date style” setting. To fix this, go to the Start menu, select Settings, then select Control Panels. Double click on the Regional Settings icon, select the date tab and change the “Short date style” to M/dd/yyyy.

If you start to panic that your computer isn’t compliant and that you need more time to figure things out, one thing you can do before midnight, Dec. 31, is to reset your computer’s date to an earlier year, say 1998.

Don’t do this unless you know or strongly suspect that your bios is not compliant.

When your computer is booting up, you will see a message that says, to enter Setup, press some key, such as Delete or F1 (which key depends on the computer). If you do that and enter Setup, you can reset the computer’s clock to an earlier year. Be careful while you are in Setup, though; you don’t want to change anything else.

Now when Jan. 1 comes around, your computer will never know that it is the year 2000. It will think it is 1999 or 1998, whichever year you gave it. It will date any new files you create with this date, and when you send email, it will put this date on your email.

Remember, one of the simplest and most important Y2K safety nets you can give yourself is to back up your files.

If you have problems or questions in the first couple of weeks in January, don’t hesitate to call me at 530/754-8537, Blaine Sullivan at 530/752-6959, or Damon DiPietro at 530/754-5099. W’t’ll devote our time during those weeks to responding to Y2K computer questions.  

Myers is information technology manager at ANR Communication Services.

RD interview (from p. 4)

Susan and Linda agreed to become regional directors for one year. What then?

Rodrigues: Both Henry Vaux and Lanny have said there will be an open recruitment for those positions.

Manton: I am very supportive of the open recruitment process for the regional director position. In fact, that process should be used for any UCCE recruitment.

However, I think in many cases DANR has top candidates for its positions among the troops and doesn’t need to conduct a nationwide recruitment to fill all of its positions.

M Photo of the month

Members of the Hansen Trust Advisory Board are spearheading the development of a world-class, regional agricultural learning center on the 27-acre Faulkner Farm in Ventura County. Standing in front of the farm’s historic and completely restored Queen Anne Victorian home are board members Henry Vega (left), Marty de los Cobos, program administrator Sheri Klittich, Craig Mason, Assistant Vice President Toby Winer, Dorcas Thille, John Broome and County Director Larry Yee. (Not shown: board members County Superintendent of Schools Dr. Charles Wais and Dan Pinkerton.) The board’s role is to advise Vice President Gomes on the use of the principal and income from the Hansen Trust.
Outstanding teaching in family and consumer sciences. Linda Garcia, Sonoma County nutrition, family and consumer sciences advisor. Her leadership led to the development of several nationally recognized programs in the areas of disaster preparedness and response, food safety and security, and literacy.

Outstanding teaching by a farm or marine advisor. Ali Harvandi, Alameda County farm advisor. Harvandi is recognized locally, nationally and internationally for contributions to the turfgrass industry, particularly in areas of turfgrass culture and management, soil salinity, water quality and the use of reclaimed water for irrigation.

Outstanding county support staff (UCCE non-academic staff). Mary Lowe, community health program supervisor for the Expanded Food and Nutrition Education Program (EFNEP) in Alameda County. Lowe, who retired recently, was responsible for coordinating and supervising countywide Adult EFNEP and the Food Stamp Nutrition Education Program, which reach more than 4,000 families each year.

Outstanding teaching by a Cooperative Extension specialist. Terry Prichard, Cooperative Extension water management specialist based in San Joaquin County and at UC Davis. Prichard’s peers describe his “tireless enthusiasm and willingness” to educate fellow Extension personnel and clientele about water management research, particularly as it relates to winegrape quality and cover crops. He is a much sought-after presenter at local, state and national meetings.

Outstanding teaching by a youth development advisor. John Pusey, Los Angeles County 4-H advisor, conceptualized and established the 4-H After School Activity Program for youth residing in Los Angeles public housing communities. This award-winning program has served as a model for public-private partnerships throughout California and nationwide.

Outstanding support staff from a statewide program (UCCE non-academic staff). Cynthia Sergeant, executive director of the California 4-H Foundation based at UC Davis, has led the transformation of the 4-H Foundation from a low six-figure fundraising group to a true fund development office raising more than $1 million annually, the second top contributor to multi-campus programs.

Outstanding teaching by an advisor with Cooperative Extension county director responsibilities. Bill Weitkamp, livestock and natural resources advisor and county director for San Luis Obispo County.

Outstanding faculty. Dave Burger, chair and professor, department of environmental horticulture at UC Davis. His leadership activities brought a sense of structure to the environmental horticulture program and was instrumental in obtaining a partial Cooperative Extension appointment to improve communication among CE advisors and to help develop the Ornamental Horticulture Research & Information Center.

Outstanding administration. Frank Zalom, director, Statewide Integrated Pest Management Project based at UC Davis. Zalom’s leadership and professional credibility have furthered the development of the IPM Project into one of the best such programs in the world.

The award for Outstanding Outreach was presented to CE nutrition education specialist Joanne Ikeda. For more information about that award, please see the Sept. 8 issue of ANR Report.

Nominations for the next cycle of awards will be solicited in April 2000.

Stumbos is a UC-Davis based senior public information representative for ANR.

Straight ahead

The Central Coast Irrigation and Nutrient Management Conference and Trade Show is being held Feb. 25 at the Salinas Community Center. Call Sonya H ammond (831/759-7350) for details.
Names in the news

Sierra Foothill REC issues call for proposals

The Sierra Foothill Research and Extension Center (SFREC) is soliciting proposals for new and continuing research for the upcoming program year, May 1, 2000–April 30, 2001.

Proposals are due at SFREC by March 1, 2000. The center expects to award about 6,000 hours of labor to assist research; about 1,000 hours will be available for new projects.

The center comprises 5,721 acres of northern Sierra foothill oak woodland-annual grass rangeland. Several watersheds fall within the center’s boundaries, and the Yuba River flows along the southern edge of the property (4 miles of access below Englebright Dam), offering opportunities for water-quality and riparian-habitat studies.

The center has more than 5,000 acres of oak woodland range, 270 acres of irrigated pasture, with a resident cattle herd of 350 cows and 100 yearlings.

Other resources include a weather station, GIS database, and other long-term databases related to hardwoods and annual rangeland pasture use by cattle; beef cattle fertility, disease and production levels; stream hydrology in managed watersheds; and climate and range forage yields.

Other facilities include a laboratory for chemical and biological analyses, meeting facilities, an 11-bed dormitory and six cattle-handling facilities throughout the center.

For further information, contact Mike Connor (530/639-8803; for proposal forms, contact Chris Feddersen (530/639-8800 or download forms from the website for the research and extension centers (http://danrrec.ucdavis.edu/).

Human Resources Coordinating Conference set for Feb. 28-29

Human Resources Program Leader Karen Varcoe has announced that a Human Resources Coordinating Conference is being held Feb. 28 and 29 at the Buehler Alumni Center on the Davis campus.

The conference theme is “Quest 2000—Shaping the Future Together.”

The meeting begins at 10 a.m. and ends with lunch on Tuesday. The 4-H Annual Youth Center Conference will begin at 3 p.m. on the 29th.

“This is a great opportunity to rekindle old friendships and create new partnerships,” Varcoe said. The goals of the conference are to

- Establish HR’s vision as a united program
- Develop a clearer picture of workgroup purposes and operation
- Meet with fellow workgroup members
- Hear about exciting new collaborations

Additional information about the conference will be distributed later, according to Varcoe.
COMING UP

JANUARY 2000
Processing Tomato Prod Mtg, Lower Sacramento Valley
Jan 6; Woodland; M., M urray et al
(530/666-8143; emmiyao@ucdavis.edu)
*T rainers of Pesticide H andlers
Jan 11, 12; SLO; Diane Clarke
(530/752-5273)
*C ling Peach W orkgroup Me eting
Jan 11; UCD; Janine Hasey
(530/822-7515; jkhasey@ucdavis.edu)
*F ruit N ut Crop Research Coord. Mtg
Jan 12; UCD; Ted Dejong
(530/752-0123; tmdejong@ucdavis.edu)
Sugarbeet Research Review
Jan 13; Davis; Steve Kaffka
(530/752-8108)
Sugarbeet Workgroup Meeting
Jan 14; Davis; Steve Kaffka
(530/752-8108)
*Almond Research A dv. Committee Mtg
Jan 18; UCD; Joe Connell
(530/538-7201; jhconnell@ucdavis.edu)
TMDL Workshop
Jan 18; Stockton; Joe Dillon
(909/787-4327; Dillonjo@ucrac1.ucr.edu)
Plant and Soil Conf 2000: Farming in Crisis—Sustaining Ag in California
Jan 19-20; Stockton; Bill Raines
(530/772-1711; deraines@ucdavis.edu)
South Valley Dairy Day
Jan 20; Tulare; Tom Shultz
(559/733-6488)
Mid-Valley Dairy Day
Jan 21; M odesto; M arit Arana
(209/468-9492)
*W alnut Research Conference
Jan 26-28; Bodega Bay; Beth Teviotdale
(209/646-6538; betht@ucdavis.edu)
*Q uad C ounty Tomato Me eting
Jan 26; Stockton; B. M ullen
(209/468-9489; rjmullen@ucdavis.edu)

FEBRUARY
Tri-County Walnut Day
Feb 3; Visalia; Steve Sibbett
(559/733-6486)
National Silverleaf Whitefly Conference
Feb 6-8; San Diego; Lisa Arth (909/787-7292; http://www.slw.ucr.edu/)
Varietal Winegrape Production Short Course
Feb 8-10; UC Davis;
www.universityextension.ucdavis.edu
* New listing

To list events, call 510/987-0631 or send to ANR Report

Nominations sought for PPAC membership

DAN R M embers:

On an annual basis, the Agricultural Resources, Human Resources and Natural Resources Program Planning Advisory Committees (PPACs) identify high-priority statewide programmatic issues, develop three-to-five-year Divisionwide research and extension goals that address the high-priority issues and recommend approaches and actions to attain these goals. I would like to invite nominations of your DAN R colleagues and/or self nominations for service on one of the three PPACs, beginning with the 2000 cycle.

Each PPAC is composed of 15 DAN R academics representative of the diversity of DAN R disciplines and program areas, from all Division-affiliated campuses and from county offices throughout the state. Members serve a three-year term, and in keeping with the iterative nature of program planning, the PPAC process promotes continuity over time through the staggered rotation of the membership. Approximately one third of each of the PPACs turns over each year. To accomplish their work, the PPACs hold two joint meetings each year (April and September) as well as individual PPAC meetings, the need for which is determined by each group.

All nominations will be reviewed and discussed by the Program Council. The Program Council will then forward recommendations for new PPAC members to me for approval and appointment.

Nominations should be sent to Pat Day, coordinator of Program Planning and Reporting Systems, by Feb. 1. Nominations can be sent via mail (1111 Franklin, 6th floor, Oakland, CA 94607-5200), fax (510/832-8612) or email (pat.day@ucop.edu).

Sincerely,

Lanny J. Lund
Assistant Vice President—Programs

Job opportunities

Cooperative Extension Advisor—Wood Building Durability
Forest Products Laboratory
Richmond, CA
#ACC99-05
Deadline: Open until filled

For more information, contact Cheryl Gneckow (909/787-3604; fax: 909/787-2328; email: cheryl.gneckow@ucr.edu).

Correction

W.w.w. whoops: The AN R homepage address published on page 1 of the last issue of AN R Report was incorrect: drop the “www.” The correct address is http://danr.ucop.edu

AN R REPORT

DIVISION OF AGRICULTURE AND NATURAL RESOURCES: Serving California through the creation, development and application of knowledge in agricultural, natural and human resources. We invite you to visit ANR’s website: http://danr.ucop.edu

You can read the current and archival copies of ANR Report online. Simply visit ANR’s website and click on the publications button.

Send news items and comments to Gabriele Kassner, ANR Report editor, Office of Governmental & External Relations, 1111 Franklin St., 6th Floor, Oakland, CA 94607-5200; Telephone: 510/987-0631; fax: 510/465-2659; email: gabriele.kassner@ucop.edu

ANR Report is issued in furtherance of Cooperative Extension work, Acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture, W.R. Gomes, Director of Cooperative Extension, University of California.

The University of California prohibits discrimination against or harassment of any person on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (special disabled veteran, Vietnam-era veteran or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized). University policy is intended to be consistent with the provisions of applicable state and federal laws. Inquiries regarding this policy may be addressed to the Affirmative Action Director at the address above. Telephone: 510/987-0096.