

ANR REPORT

University of California ■ Division of Agriculture and Natural Resources

■ Latest implementation information is online p. 3

■ Statewide conference registration info p. 4

■ Jan. 1-19, 1999

Recruitment for AVP-Programs gets under way

Editor's note: What follows is the official position vacancy announcement (PVA) released by the UC Office of the President on Jan. 4.

Recruitment is internal to the University of California.

ASSISTANT VICE PRESIDENT-PROGRAMS [Assistant Director, Agricultural Experiment Station/State Leader, Cooperative Extension], Office of the President, Division of Agriculture and Natural Resources (DANR), Oakland.

MSP level to be determined. *Starting Salary:* \$88,000 to \$123,500.

Reports to the Associate Vice President, DANR.

Responsibilities: The Division of Agriculture and Natural Resources (DANR) is a statewide research, education and public service organization whose mission is to serve California through the creation, development and application of knowledge in agricultural, natural and human resources. DANR

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Implementation of DANR's new mission-based structure begins

The cornerstones are being put into place for DANR's new mission-based organizational structure.

Below are the implementation measures announced by Vice President *Gomes'* office on Monday, Jan. 4.

■ The position vacancy announcement for the Assistant Vice President-Programs has been posted (see article on left), launching the recruitment process.

The candidate pool for this position is limited to current UC personnel.

A doctoral degree in fields associated with agricultural, human or natural resources is strongly preferred.

Applications are due by Feb. 5.

Gomes and Associate Vice President *Henry Vaux Jr.* are co-chairs of the search committee. The other members of the committee are:

- *Harry Carlson*, county director, Siskiyou County CE and superintendent, Intermountain Research and Extension Center
- *Carol Chandler*, former member, Board of Regents
- *Refugio "Cuco" Gonzales*, county director, Imperial County CE
- *Linda Manton*, county director, Fresno County CE
- *Ed Price*, professor, animal science, UC Davis

- *Gordon Rausser*, dean, College of Natural Resources, UC Berkeley
- *Dave Towle*, assistant director, Facilities Planning and Management
- *Estella West*, home economist, Santa Clara County CE
- *Marylynn Yates*, professor, environmental sciences, and groundwater quality specialist, UC Riverside
- *Frank Zalom*, director, Statewide Integrated Pest Management Project
- *Allen Zych*, professor, physics, UCR, and chair, University Committee on Research Policy.

■ The position vacancy announcements for the four Program Leaders will be listed next month. These recruitments will be open only to DANR personnel.

■ Working with the Transition Team, Vice President Gomes has identified other specific actions that need to

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DANR photographer Jack Kelly Clark: he focuses on the small-scale 'let's-do-lunch' bunch

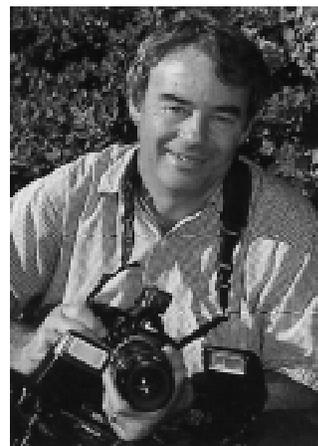
By *Kathy Keatley Garvey*

Jack Kelly Clark is stalking the Lilliputian world of pests.

He adjusts the aperture on his camera and focuses the lens on a nearby praying mantis feasting on a house fly. Click ... Click ... Click. He's nailed a photo for "The Natural Enemies Handbook," DANR's new field guide on biological control.

A green peach aphid scurries across a piece of fruit. Click ... Click ... Click. He's captured a dazzling cover for the journal *Science*.

A whitefly hangs in mid-flight. Click ... Click ... Click. A few months later, the im-



Suzanne Paisley

age lands in the pages of the National Geographic.

Clark is DANR's principal photographer, based at Communication Services. During a 31-year career at UC Davis, he has developed a national reputation as a premier close-up and macro photographer. His specialty: the tiny creatures that dine on California crops.

Clark's images peer out of scores of DANR publications

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Jack Clark (from p. 1)

and hundreds of scientific journals and magazines, including California Agriculture. The pictures he makes have appeared in everything from college textbooks to children's books.

Because his body of work is so well known, the Canon corporation sought him out several years ago to write a how-to book on close-up and macro photography, published in 1996.

Yet Clark didn't start out to be a photographer.

He transferred to UCD from Humboldt State in 1966 to major in zoology, planning to become a fisheries biologist. It was during summer jobs with the California Department of Fish and Game, while driving by waterfalls on his way to stream surveys, that he remembers thinking, "It would be cool to photograph those waterfalls." So he bought a camera, an enlarger and some print trays and taught himself black-and-white photography.

During his last semester of college, he landed a 20-hour-a-week photo technician job with the Agricultural Extension Service's visual aids department. After completing his bachelor's degree in zoology, he accepted another part-time job, this one with the School of Veterinary Medicine, to help a researcher with his photographic needs. The two part-time jobs eventually worked into a full-time job at Ag Extension. "It was one of those situations where your avocation becomes your vocation," he says.

He continued to hone his skills, mostly through on-the-job training and self-study and by squeezing in classes and workshops, in-

cluding the 1969 Ansel Adams Yosemite Workshop. As he mastered his craft, he advanced from photo technician to photographer to principal photographer.

After three decades, what does he like best about his job? "The variety of work and interesting clients with fascinating projects," Clark says. "Cooperative Extension is here to help people," he explains. "This is public service at its finest."

He estimates he's taken several hundred thousand photos. The Statewide Integrated Pest Management Project alone has catalogued 70,000 of his images.

"Most of the insects I shoot have an economic importance, and they're not pretty," he says. "Most pests don't look like tropical butterflies, but it's important that the people trying to manage the pests know what the critters look like. Hence the need for good photographs."

To get the shots authors and editors desired, Clark has traveled to every corner of the state, and almost every elevation. He's been stung by ants and bees. One assignment took him beneath a poultry house to photograph manure pits.

In the mid-'70s, Clark flew up and down the state shooting aerials for farm advisors who wanted infrared shots of test plots. From 1976 to 1978, he captured aerial images of the California drought, particularly the reservoirs at their lowest levels.

He shoots primarily with the Canon EOS system with lenses ranging from 14 mm to 600 mm.

Recently a one-on-one workshop on digital photog-



Jack Kelly Clark captured this photo of a predatory mite, *Anystis agilis*, attacking a grape leafhopper nymph. The mite also is commonly found in citrus. Photo from "The Natural Enemies Handbook."

raphy and color management from a Santa Fe "color guru" took his career in a new direction. Clark now works in a totally dry electronic, or digital, darkroom. A Power Mac and Epson inkjet printer have replaced the enlarger and trays of smelly, dangerous chemicals. "If Ansel Adams were alive today, he'd be doing this big time — he would have loved it," Clark says.

He says he is as intrigued with scientific photography as he was 31 years ago. His latest imaging passion is electronic prepress and color management — the preparation of color images for the printing press. He is the first to admit that color management is not for the "faint of heart — there are some real technical skills you have to have, plus some serious equipment and knowledge of color science."

Clark occasionally chooses to work weekends to get a color image just right. "This digital stuff has energized me," he says. "Apple's ColorSync technology allows us to utilize inexpensive desktop scans and photo CD scans for excellent results in the four-color publication printing process."

How inexpensive? "Using photo CD will save \$30,000 in scanning costs alone on a 300-photograph book on stone fruit," he says.

The book, nearing publication, is written by IPM's Larry Strand and Mary Lou Flint, with photography by Clark.

"I've worked with Jack on seven major IPM publications over the last 14 years," Strand says. "Our books enjoy a worldwide reputation in large part because of his photos. He's the best there is at what he does. We're lucky to have him on our team."

Gabriel Unda, principal photographer for Creative Communication Services at UC Davis, had just three words to say of Jack Clark: "He's the best."

Clark has no regrets about abandoning his plans to become a fisheries biologist.

"My basic training in bio-science has helped me understand the day-to-day job terminology that clients use," he says. "I think and see like a biologist more than a photographer." With a smile, he adds, "I thank my lucky stars that I became a photographer. I could have been a fish biologist at Lake Davis [where controversy swirled over the rotenone poisoning of Northern pike]."

What about those waterfalls that initially inspired him into photography — does he still shoot them? "Stick me in front of a nice looking waterfall and I'll make a bunch of pictures," Clark says.

Garvey is a writer with the Statewide Integrated Pest Management Project, UC Davis.

Implementation *(from p. 1)*

be taken for the new organizational structure to become fully operational by July 1.

Staff members from the offices of the Vice President will work out these details. They will consult with Transition Team members and others in the Division such as regional directors and management services officers, representatives of the campuses and statewide special programs and projects, and members of the Council of Associate Deans and Assistant Directors (CADAD).

Following are the tasks being carried out to ensure that the new organization has a smooth start-up.

- Developing the process for “first-year” budgets, which must be ready by July 1.
- Determining staffing for regional offices; arranging for campus payroll, personnel and business services for county operations.
- Determining the steps that need to be taken now to ensure success of the workgroup process in fiscal 1999-2000.
- Setting up staffing support for the Assistant Vice President-Programs and the Program Leaders.
- Providing progress reports to the members of the Divi-

sion through implementation updates in *ANR Report* and on the “Implementation” website (see article below).

Timely updates on implementation available online

You can keep tabs on the latest developments as DANR’s new organizational structure is implemented.

Simply visit the DANR home page and click on the “Implementation” menu item to gain access to a wide range of valuable information. You can also key in the address directly (<http://danr.ucop.edu/blueprint/>).

The site is your gateway to current information on recruitments, plus other implementation updates. You’ll also find position and council definitions, an organization chart, an organizational structure summary, detailed background information, and an overview on resource decision-making.

An online forum is also available at this site. Division members and others can use the forum to exchange ideas and experiences — on forming workgroups, for example — as they begin preparing for opportunities presented by the new structure.

AVP-Programs recruitment *(from p. 1)*

encompasses the Agricultural Experiment Station (AES) located at the Berkeley, Davis, and Riverside campuses of the University; Cooperative Extension (CE) at the Berkeley, Davis, and Riverside campuses and at 58 county based locations throughout the state; nine field research and extension centers; the Natural Reserve System at 33 locations; and 24 statewide special programs and projects (SSPPs) which focus on special issues.

The Assistant Vice President-Programs (AVP-Programs) provides leadership and advocacy for a unified DANR program with a strong statewide and local presence. This new position is the primary programmatic leader for Division research and extension activity and also serves as the statewide administrative leader for county CE programs.

The AVP-Programs leads the Division in the determination of program priorities and the development of a comprehensive DANR program budget.

The AVP-Programs oversees the four Program Leader units, the three Regional Director offices, the Research and Extension Centers, the Analytical Laboratory and the Kearney Agricultural Center. Through the administration of these programmatic and academic support units, the AVP-Programs integrates planning and delivery of programs at the statewide level.

Qualifications: We are searching for a leader who will provide effective leadership in program planning, budgeting and personnel management for a large

complex academic institution; has the ability to work effectively with teams of academic peers and other professionals to foster team-building; has the ability to work cooperatively with diverse public and private sector groups; has the ability to effectively represent the interests of DANR and the University at large; has knowledge and understanding of issues in agricultural, human, natural resources that may be addressed through research and extension; has prior administrative experience in land grant university research or extension programs; and has a demonstrated research and publication record.

A PhD or other doctoral degree in a subject matter associated with agricultural, human or natural resources is strongly preferred.

Location: The Assistant Vice President-Programs is housed within the UC Office of the President in Oakland.

A complete position description may be obtained by request from *Kay Harrison Taber*, Special Assistant to the Vice President, UC Agriculture and Natural Resources (phone: 510/987-0022; email: kay.taber@ucop.edu) or at DANR’s website (http://danr.ucop.edu/blueprint/position/avpp_pd.htm).

Closing date: **Feb. 5**, for full consideration.

To apply: Applications and nominations accompanied by current resumes may be sent to: UCOP Human Resources and Benefit Services, Job Number 2505-98P, 1111 Franklin Street, 9th Fl., Oakland, CA 94607-5200. Applications can also be sent by fax (510/987-0894) and email (apply-L@ucop.edu).

Learn more about workgroups at February statewide meeting

The Transition Team will hold a panel discussion — “Workgroups: What’s in It for Me?” — at next month’s DANR statewide meeting. The panel will describe the role of the workgroups in the new organizational structure and the workgroup process.

The team will also present a poster session offering a broad overview of the new DANR structure.



COMING UP

JANUARY

***Seafood Decomposition Workshop**
Jan. 26-27; Bell, CA; Pamela Tom (530/752-3837)

Nat'l Silverleaf Whitefly Conference
Jan. 31-Feb. 2; Albuquerque; Lisa Arth (909/787-7292)

FEBRUARY

***Stone Fruit Postharvest Decay Control Workshop**

Feb. 2; Kearney Ag. Center; Carlos Crisosto (559/646-6500)

***Recent Advances in Viticulture & Enology (RAVE '99) plus**

***2nd Joint Burgundy-California-Oregon Winemaking Symposium**

Feb. 8-9; UC Davis; Christian Butzke (530/752-9312)

DANR Statewide Conference (open to all DANR members; reg. due by Jan. 18)

Feb. 9-10; Sacramento; Karen Nephew (krnephew@ucdavis.edu)

Small Grains Workgroup Meeting

Feb. 10; Sacramento (in conjunction with the DANR Statewide Conference)
Lee Jackson (530/752-0701)

Varietal Winegrape Production

Feb. 17-19; UC Davis; Sharon Munowitch (530/757-8899)

MARCH

6th Natural Resources Continuing Conference

March 9-11; Bodega Marine Lab
Jill Frommelt (530/752-5797)

4-H Center for Youth Development Annual Spring Conference

March 16-17; Pomona; Charlene Logan (530/754-8433)

Pomology-Extension Continuing Conference (PECC)

March 25-26; Modesto; Joe Connell (530/538-7201)

29th California Nematology Conf.

March 29; Yuba City, Debbie Roberts (530/757-8899)

* New listing

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

Approaching Deadline

Feb. 1 is the winter deadline for submitting research project proposals to DANR Analytical Lab. Send by mail, fax (530/752-9892) or email (danranlab@ucdavis.edu). Questions? Call 530/752-0147.

Call for proposals

The Hopland Research and Extension Center seeks research project proposals for the period June 1, 1999, through May 31, 2000. Proposals are due at Hopland by **March 15**.

With more than 5,300 acres of oak woodland, grassland and chaparral rangeland in southeastern Mendocino County, the center supports a diverse mix of projects in subjects that include animal science, range management, wildlife ecology, entomology and epidemiology, pest management, viticulture, pomology and natural resources management. New projects utilizing the center's laboratory, greenhouse, resident sheep flock of 800 breeding ewes, or irrigated pasture suitable for winegrape vineyard development are specifically encouraged. The center expects to award in excess of 4,000 hours of center-provided labor to support approved projects during this coming cycle.

For more information and proposal forms, visit <http://endeavor.des.ucdavis.edu/hrec/> or contact **Robert Timm** (707/744-1424; rmtimm@ucdavis.edu).

Job opportunities

■ Forest Products Advisor-Urban/Wildland Interface Fire Mitigation
Forest Products Lab-Richmond
Closing date: Jan. 31

■ Youth Development/Family and Consumer Science Advisor
El Dorado and Amador counties
Closing date: Feb. 5
#ANC-98-02

For details on either position, contact **Erika Rawlins** (530/754-8587 or email: efrawlins@ucdavis.edu).

■ Farm Advisor-Strawberries, Caneberries, and Small Farms
Santa Cruz and Monterey counties
Closing date: Open until filled; application review will begin Jan. 30.
#ASC98-02

For more information, contact **Cindy Inouye** (559/646-6535 or email: cinouye@uckac.edu).

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Names in the news

■ **Jim Freeburn** of the University of Wyoming Cooperative Extension Service has been named regional Professional Development Program Coordinator by the governing Administrative Council of the Western Sustainable Agriculture Research and Education (SARE).

■ **Don Erman**, former director of the Centers for Water and Wildland Resources, received a Special Recognition Award for "outstanding contributions as a member of the California Biodiversity Council (CBC)." The award was presented by Secretary of the Resources Agency **Douglas Wheeler**. Erman has served as a UC representative on the CBC since its inception in 1992.

Why you need to register for UC-DANR Statewide Conference by Jan. 18

Here's a reminder that conference registrations for the UC-DANR Statewide Conference are due to **Karen Nephew** no later than Jan. 18.

Registering now will ensure that you receive complete conference information, including the forms needed to sign-up for meals. Registration is required for meal participation. Registration forms are in the latest flyer.

For more information, contact **Karen Nephew** (fax: 559/456-7575; krnephew@ucdavis.edu).

ANR REPORT

DIVISION OF AGRICULTURE AND NATURAL RESOURCES: Serving California through the creation, development and application of knowledge in agricultural, natural and human resources.

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

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