ANR seeks input on work environment issues

ANR is participating with the rest of the UC system in conducting a survey to gather a wide variety of data related to work environments and work-life issues as part of our commitment to creating and supporting inclusive and welcoming environments on our campuses and across all our statewide locations.

The data will be used to learn how ANR employees — including county-paid ANR employees — feel about their work environment and how leadership can help to make sure it is welcoming, inclusive, safe and comfortable. ANR employees’ input will guide an action plan specifically designed to improve work environment issues currently facing ANR employees.

ANR will be the first to take the survey, which will be available from Oct. 29 to Nov. 16.

“Participation is voluntary, but we want everyone to have the opportunity to be heard,” said VP Barbara Allen-Diaz. “I encourage everyone to participate because with more data, ANR will be able to take more appropriate actions to improve our workplace environment.”

Across the UC system, this project is called the “campus climate assessment.” To avoid confusion with global warming and other weather-related “climate” issues, ANR has named the survey a “Work Environment Assessment.”

ANR employees will receive an email explaining the survey with a unique link you can use to log into the confidential survey. Your email address will determine when your survey email will be sent and from whom:

- @ucanr – Employees who have the new email domain will receive their survey link in an email on Oct. 29.
- @co.(county name).ca.gov or @co.(county name).ca.us – County-paid CE employees will also receive their survey link in an email Oct. 29.
- @ucop – Oakland-based employees are scheduled to receive their survey link from UC Office of the President on Nov. 2.
- @ucdavis, @ucr, @berkeley – Campus-based employees will receive the survey link from their respective campuses at a later date. This is true for CE specialists and AES faculty.

Hard copies and a Spanish-language version of the survey will also be available on request from managers. Hard copies of the survey will come with a pre-paid return envelope addressed to the consultant, Rankin and Associates.

Employees may use work time to complete the survey, which is estimated to take 25 to 40 minutes. Many units are scheduling staff meetings during the survey period, during which staff will break to take the survey.

As an incentive to participate, staff and academics who complete the survey will be entered into a drawing for the following prizes provided by the University:

- A $5,000 faculty research grant (two grants will be awarded systemwide)
- A $2,000 staff professional development grant (five grants will be awarded systemwide)
- An iPad (two iPads will be awarded per campus/location)

All academics, staff and students at UC’s Office of the President, 10 campuses, five medical centers, Lawrence Berkeley National Laboratory and ANR will be invited to participate in the survey, believed to be the largest of its kind ever conducted. Information from the survey will provide the first systemwide and comprehensive data on the campus and work environment at UC.

Preliminary results for ANR may be available at the ANR statewide conference in April. By December 2013, ANR will identify the actions the Division will take to improve the work environment for our staff and academics.

For more information about the study, visit the UC ANR Work Environment Assessment website at http://ucanr.edu/sites/wesurvey and the UCOP Campus Climate Study website at http://campusclimate.ucop.edu.
Budget news from the vice president

Dear Colleagues,

As you are no doubt painfully aware, state funding for UC has dropped by nearly $900 million over the last four years due to the economic recession and the state’s ongoing deficit.

Proposition 30 on the November 6 ballot includes an additional $250 million “trigger” cut that UC would suffer should the initiative not pass, as indicated in the enacted 2012–13 state budget. In addition, UC would lose a $125.4-million tuition increase buyout in the adopted budget package, for a total shortfall of $375.4 million.

Over one-third of UC ANR’s funding comes from the UC system. After years of weathering budget reductions, we are now faced with the reality that additional cuts to UC ANR will mean the loss of people and programs.

To learn more, read UC’s Proposition 30 Fact Sheet, which can be shared with your staff and volunteers, at http://ucanr.edu/sites/ATE.

Sincerely,
Barbara Allen-Diaz
Vice President

New ANR IGIS statewide program to provide long-term data online

A new statewide program called the ANR Informatics and Geographic Information Systems Statewide Program (IGIS) has been developed, VP Allen-Diaz announced recently. IGIS will organize, digitize and make Web-accessible some of California’s longest continuous data on agriculture and natural ecosystems, including weather and productivity related to management inputs — concrete data for modeling responses to change across the state.

IGIS will be supported and directed by a leadership team including Maggi Kelly (director), Lisa Fischer, Karl Krist and Joni Rippee, with key staff Shane Feirer, Kris Lynn-Patterson and Todd Perez. Responsibility of the leadership team is to maintain IGIS direction, explore collaborations and maintain connection between ANR and UC campuses. The team will work with an advisory board that will assist the leadership team on all components of IGIS from data standardization and acquisition to data access and specific project selection and feedback from potential users.

Our vision is that over the next five years IGIS will provide a home for ANR’s rich and diverse data, information and resources for academics and the public who rely on geospatial and informatics data, analysis and display.

In service of the ANR continuum, UC researchers, academics from other institutions, and the public, IGIS will provide the ability to connect with rich and diverse ANR resources, data sets and information through an online, Web-accessible portal. IGIS will assist in applied research and extension activities that rely on geospatial data, analysis and display, IGIS will offer networking and collaboration and, when possible, provide training and research support on important agricultural and natural resource issues.

Specifically, IGIS will become the umbrella for ANR-wide GIS and informatics activities in order to

1. Provide coordination for research and extension activities requiring GIS and/or geospatial analysis
2. Provide acquisition, storage and dissemination of large data sets from ANR Research and Extension Centers for researchers, managers and the public via web-access (REC RAC, REC Web, Cal-EON)
3. Create a virtual GIS and Informatics service center to provide for project level work that has Divisionwide application (GIS Service Center)

For more information, please see the developing IGIS website at http://ucanr.edu/sites/IGIS.
ANR seeks nominations for Western Extension Leadership Development Program

ANR is soliciting nominations for the Western Extension Leadership Development VII program, which will begin in 2013. The 15-month professional development program is designed for Cooperative Extension faculty, advisors, educators and specialists in the western United States and territories.

In the WELD program, participants learn and apply leadership skills. Objectives for the participants include:

- Developing awareness and appreciation of their own and others’ leadership styles and learning to apply appropriate techniques in working with individuals
- Developing skills and enabling themselves and others to develop, articulate and implement organization/group direction
- Enabling the organization/group to effectively implement planned change
- Developing skills to enable others to work together effectively

The WELD program consists of four dynamic learning experiences:

- A personal leadership inventory and assessment
- A leadership seminar covering leadership styles, defining direction, working together through teams, community action process, ethical decision-making and more
- An individual leadership project with support and resources, such as a case study documentation and mentoring relationship
- A capstone seminar during which participants share their innovative projects

The first of two WELD meetings will begin Feb. 25, 2013, in San Diego. The second meeting will be in May 2014 at a site to be determined. All costs are covered by ANR.

If you would like to discuss the WELD program with recent participants, Yana Valachovic, Khaled Bali, Shannon Dogan and Darren Haver completed the program this year. You may also contact Shannon Mueller, who serves on the WELD planning group.

If you are interested in participating in the WELD program, contact Bill Frost by Oct. 31 at wefrost@ucanr.edu.

Onward California ad stars Darren Haver

As part of the Onward California campaign to raise Californians’ awareness of the role UC plays in their lives, UC has produced a 30-second commercial. In the first four seconds of the ad, Darren Haver, UC Cooperative Extension advisor and South Coast Research & Extension Center director, is seen from behind as he walks through a carrot field at South Coast REC.

“We spent about four hours filming several different locations and they ended up utilizing a nematode carrot trial,” said Haver.

The ad first aired during the Oct. 6 Cal-UCLA football game and can be viewed on YouTube at http://www.youtube.com/watch?v=5dt9vcWyWCc.

For more information about Onward California, visit http://onwardcalifornia.com.

ANR seeks county representative for Program Council

ANR is soliciting nominations for a member of the ANR Program Council who can provide the perspective of county-based Cooperative Extension to inform Program Council discussions and recommendations.

The ANR Program Council advises the Vice President on Divisionwide planning and delivery of programs and develops recommendations for allocation of ANR resources. The council is composed of the Associate Director, Cooperative Extension & Agricultural Experiment Station; Executive Associate Deans from the colleges within ANR at UCD, UCB and UCR; ANR Strategic Initiative Leaders; and two representatives from county-based UC Cooperative Extension. The term for one county-based Cooperative Extension representative, Steve Orloff, will be expiring at the end of the year.

Candidates must have an understanding of multiple program areas, be able to view issues from a statewide perspective, and be open to new and innovative approaches. Scheduled meetings of Program Council have been set through May, beginning the afternoon of the first Tuesday of the month and ending the afternoon of the next day.

Self-nominations or nominations of colleagues should be sent to Bill Frost, associate director of CE & AES, at wefrost@ucanr.edu by Nov. 15.
Calls for proposals

**Hansen REC**

Hansen Research & Extension Center is soliciting proposals for new and continuing projects for project year 2013-14 for its competitive grants program and on-site research projects.

The UC Thelma Hansen Fund will finance research and education/outreach and policy projects through a competitive grants program. Projects need to align with at least one of ANR’s strategic initiatives and address one or more of the Hansen Fund goals. An estimated $200,000 is available for project funding through this RFP. For full details, see http://ucanr.org/sites/hansenagcenter/Hansen_Agricultural_Center_Programs/Grants.

The Hansen REC provides land, labor, equipment and facilities to researchers for small to medium-sized plot projects. Additional information including a full facility description can be found at http://ucanr.org/sites/hansenagcenter/Hansen_Agricultural_Center_Programs/Grants/Facility_Description.

Submission of a letter of intent is the required first step in the application process. The deadline for submitting letters of intent is Nov. 14. Successful applicants will be notified by Dec. 3 and will need to submit a full proposal by Jan. 21, 2013.

For RFP details and instructions on submitting letters of intent, please go to the Hansen website at http://ucanr.org/sites/hansenagcenter/Hansen_Agricultural_Center_Programs/Grants.

If you have any questions, contact Jose De Soto at (805) 525-9293 x208 or jfdesoto@ucanr.edu or Patti Verdugo Johnson at (805) 525-9293 x202 or plverdugo@ucanr.edu.

**West Side REC**

The West Side Research and Extension Center is soliciting proposals for new and continuing research and demonstration projects to be conducted from Jan. 1 through Dec. 31, 2013.

Located on 320 acres of clay loam soil in the San Joaquin Valley, West Side REC has land and equipment suitable for growing row, orchard and field crops, including vegetable crops, agronomic crops, trees, vines and turfgrass. The center also provides labor, equipment, facilities and technical and management support to UC academics and to personnel from cooperating non-UC organizations, such as USDA-ARS or the CSU campuses. Approximately 7,500 hours of research center labor are available during the year to support approved projects. West Side REC is located in western Fresno County about 45 miles west of Highway 99 and about 7 miles east of Interstate 5.

To submit a proposal, go to the “Universal Review System” section in the ANR Portal, and under “Open Systems” select “West Side REC Call for Research Proposals & Reports 2013.” The “New Proposal” form needed for your submission is linked on the right-hand side of the page. Fill out the proposal form, then submit it using the create proposal button at the bottom of the page. Proposals are due on Nov. 15.

For information on submitting requests via the ANR Portal, contact Anita Hunt, business officer, at (559) 592-2048, Ext. 151 or amdhunt@ucanr.edu.

All project proposals will be evaluated and support hours allocated at the Research Advisory Committee meeting scheduled for early December. For more information about the research proposal process or about research opportunities, please contact Bob Hutmacher, center director, at (559) 260-8957 or rbhutmacher@ucdavis.edu, or Rafael Solorio, center superintendent, at (559) 618-2818 or rmsolorio@ucdavis.edu.

**ANR competitive grants fund 16 projects**

ANR’s 2012 competitive grants program will fund 16 projects, for a total of approximately $5 million over 5 years. The awards range in value from $46,226 to nearly $600,000. Last year ANR funded 19 projects with $4.46 million over 5 years.

A full list of the funded projects, collaborators, funding amounts and funding sources are posted at http://ucanr.org/sites/anrstaff/Divisionwide_Programs/2012grants/.

The purpose of this grants program and the key criteria considered for evaluating the full proposals are outlined in the request for proposals at http://ucanr.org/files/134928.pdf.

The five strategic initiative panels reviewed 168 letters of intent for strong, substantive connections to initiative priorities, then invited authors of 79 letters of intent to submit full proposals. The 16 projects selected for funding were chosen from the 77 full proposals received.

After each proposal received at least two technical reviews by academics who had no conflict of interest with the proposal, the strategic initiative leaders ranked the proposals and recommended a consensus slate of highly ranked proposals to Program Council. Program Council discussed each of the recommended proposals in detail, and sent the full set of recommended proposals with comments to ANR leadership for final review and selection.

“With ANR’s Strategic Vision as our guide, we focus resources where there is an opportunity to demonstrate impact, inform public policymaking and attract new resources to support all elements of ANR,” said VP Allen-Diaz. “In doing so, we strive to achieve the greatest benefit for Californians with the investment.”
Soil Fertility Short Course will be offered on Nov. 28

The UC Soil Fertility Short Course will be repeated on Nov. 28 at the Buehler Alumni & Visitor Center at UC Davis.

The UC Soil Fertility Short Course will focus on the practical aspects of soil fertility management in an era of escalating fertilizer costs and increasing government regulation of nutrient inputs for environmental water quality protection. Topics covered include getting the maximum value from soil testing, interpretation of laboratory soil test results, comparing fertilizer sources, developing crop nutrient management plans, and fertilizer management and environmental protection. Although the focus will be on nutrient management in annual cropping systems, much of the material presented will be relevant to perennial crops as well.

The program is intended for growers, certified crop advisers (CCA), pest control advisers, government agency personnel and others involved in fertility management planning. Early registration fee is $125. On Oct. 29, the fee goes up to $150. The registration fee includes lunch, refreshments and study materials.

The course is approved for California CCA continuing education credits. UC Cooperative Extension specialists Tim Hartz (vegetable crops) and Stu Pettygrove (soils) are the instructors. The course is sponsored by the UC Vegetable Research & Information Center.

For more information, visit http://vric.ucdavis.edu/events/2012_soil_fertility_sc/soil_fertility_info.htm.

New farmer’s guide published

A new guide for farmers interested in selling products at farmers markets is now available.

“New Farmer’s Guide: Cultivating Success at Farmers Markets,” by Randii MacNear and Shelly G. Keller, is based on work supported by the Farmers Market Promotion Program, Agricultural Marketing Service, USDA, under a grant to the UC Sustainable Agriculture Research and Education Program. UCCE advisors are encouraged to share the publication with their clientele. The guide can be downloaded for free at http://asi.ucdavis.edu/sarep/sfs/dm/New%20Farmers%20Guide-v10%20-2.pdf.

NOS, Consumer Economics move to Rubidoux Building

ANR’s Riverside-based News and Information Outreach in Spanish (NOS) and Consumer Economics units have moved out of Highlander Hall to the Rubidoux Building. Their new address is 4501 Glenwood Drive, Riverside, CA 92501.

Their new phone numbers are below.

News & Information Outreach in Spanish
(951) 781-2124 Alberto Hauffen
(951) 781-2142 Norma De La Vega
(951) 781-2151 Myriam Grajales-Hall
(951) 781-2153 Lisa Rawleigh
(951) 781-2171 NOS fax
(951) 781-2182 NOS recording studio

Consumer Economics
(951) 781-2029 Karen Varcoe
(951) 781-2087 Connie Costello
(951) 781-2702 Jeanine Leary
(951) 781-2713 Kerry Decker/Fax

Videoconferencing expands to 50 locations

Communication Services and Information Technology is rolling out videoconferencing nodes to 50 ANR locations across the state, expanding from seven locations. The increased capability to hold virtual meetings will save employees time and travel expenses.

“We can expect to break even on our investment with as few as four trips saved per office,” said Bob Sams, CSIT executive director.

The new equipment is being installed in offices that have network connections of 1.54 Mbps or faster.

For the past six years, ANR has relied on seven room-based Polycom videoconferencing systems in Tehama, Glenn, Yolo, Stanislaus, Fresno, San Joaquin and Tulare counties. The new equipment costs $1,000 to $2,000, depending upon configuration, for each office. The Polycom was about $22,000 per location.

“We have chosen to use commodity technologies and services to provide service to many locations at a reduced cost,” said Karl Krist, manager of ANR’s Information Service Center. “We are planning to use services from Microsoft, Google and others. Microsoft’s intention of capitalizing on their recent purchase of Skype has led us to make this investment in commodity technologies rather than proprietary Polycom hardware.”

In addition to using the hardware for videoconferencing, the laptop included in most systems can also be used for presentations or even general-use computing.

“With Skype technologies being rolled into the operating system and 1080p resolution available on almost all hardware, we are preparing for even more commodity products such as the Logitech TV CAM HD for only $200,” said Krist. “That inexpensive device, coupled with a $600 42-inch LCD television, means that we can affordably deploy videoconferencing to offices with as few as five people. A far cry from the $22,000 per office we spent on the Polycom system.”
Day with the award because the National Peach Association representative was unable to attend the meeting.

Day is highly regarded as an expert in stone fruit cultural practices throughout peach-growing areas of the world.

“He is particularly well known for his expertise on innovative pruning practices, including techniques of minimally pruning young trees and approaches to reducing the height of mature trees,” Johnson said as he presented the award. “Both of these practices have the potential for substantially improving orchard profitability by bringing trees into earlier production or greatly reducing labor costs without reducing yield. Many growers in California have started implementing these practices and have relied heavily on Kevin’s competence.

“Kevin is also known for his expertise on training systems, varieties, rootstocks, girdling, thinning, nutrition, irrigation, fruit quality and pest management. He is regularly asked to solve problems or give presentations on these topics both in California and throughout the world. In his position as farm advisor, he has cooperated extensively with entomologists, plant pathologists, nematologists, postharvest physiologists, plant physiologists, economists and other horticulturists to develop a very comprehensive program on stone fruit orchard management. He is constantly coming up with new ideas on how to improve standard practices.”

Gubler honored for distinguished service

Doug Gubler, a Cooperative Extension specialist in the Department of Plant Pathology at UC Davis, was awarded the Distinguished Service Award by the Pacific Division of the American Phytopathological Society (APS) at a recent meeting held in Sacramento. New in 2011, this award is given to members of the APS Pacific Division who have shown exemplary commitment, leadership, and service to plant pathology and the society.

Gubler’s research interests include the biology, epidemiology and control of foliar pathogens of fruit crops with emphasis on grapevine and strawberry diseases. He is an international authority on grape diseases and has visited countries around the world to lecture or provide advice on plant disease problems.

Pittenger, Shaw work on landscape water standard

The American Society of Agriculture and Biological Engineers (ASABE) has appointed Dennis Pittenger, UC Cooperative Extension area environmental horticulturist for Southern California, and David Shaw, UCCE advisor in San Diego County, to serve on its panel of experts to develop a national standard for determining the water needs of urban landscapes. Once developed, the standardized procedure will be the national, science-based method employed by landscape management professionals, water agencies and local jurisdictions that
need to meet or implement landscape water conservation mandates.

ASABE selected Pittenger and Shaw based on their extensive research on estimating water needs of non-turf landscape plants and their history of providing education programs for green industry professionals who manage landscape irrigation.

In California, state law requires cities and counties to maintain landscape water conservation ordinances. However, a standardized method for estimating water needs does not exist. As such, local water agencies have had to rely on complex formulas and plant lists based on anecdotal data to estimate water needs.

“The past and current approaches have not been reliable in the numbers they produce, and they give users a false sense of precision while failing to achieve the intended conservation of water,” said Pittenger. “The new method will be simple to use and based on 20 years of research findings. It is a great opportunity to see research-based information play an important role in public policy and standards adopted by the industry.”

For more information on the development of the standards, contact Pittenger at (951) 827-3320 or dennis.pittenger@ucr.edu.

Mitloehner to chair UN committee

Frank Mitloehner, a CE specialist in the Department of Animal Science at UC Davis, has been selected to chair a United Nations Food and Agricultural Organization committee to measure and assess the environmental impacts of the livestock industry.

The international effort is a necessary first step toward improving the sustainability of the livestock sector, particularly as the global consumption of meat, dairy products and eggs continues to rise.

As chair of the new committee, Mitloehner will lead representatives of national governments, livestock industries, and nonprofit and private sectors in establishing science-based methods to quantify livestock’s carbon footprint, create a database of greenhouse gas emission factors for animal feed, and develop a methodology to measure other environmental pressures, such as water consumption and nutrient loss.

The effort will last three years. Mitloehner, an air quality expert, will serve as chair for the first year.

Barbara Ann Reed, former UCCE advisor and director in Glenn County, died Sept. 9 of complications of lung cancer. She was 56.

Born in Denver, Colo., Reed was raised in Marion, Mass., and earned her bachelor’s and master’s degrees in animal science at UC Davis.

Reed joined UC Cooperative Extension in 1989 as an advisor in Merced County, specializing in dairy cows and forage. In 1992, she transferred to Glenn County, where she served as the dairy advisor and, from 2001 to 2004, as county director.

During her career, Reed traveled to Kenya, Bolivia and Ireland to advise farmers on forage production and dairy systems.

“She was an active member of numerous workgroups and was very dedicated to UC, and we often served on statewide committees together,” said Rachael Long, UCCE advisor for Yolo, Sacramento and Solano counties. “She helped with statewide and local production meetings and gave many talks.”

Long, who collaborated with Reed on alfalfa production projects, recalled, “She was an avid bird watcher. One time she rescued some Northern Harrier hawk hatchlings before a swather came through the alfalfa field, and brought them to the Raptor Center at UC Davis.”

Reed left UC in 2007 to follow a lifelong passion and enrolled in a master’s of architecture program at the University of Oregon.

“She graduated with a 4.0+ average in 2010 and was entertaining job offers in historic preservation when she was diagnosed with cancer,” said her husband, Tom Spofford.

Reed authored numerous publications and capped off her UC career with the 2011 publication of the book “Farmstead and Artisan Cheeses,” which she coauthored with Leslie (Bees) Butler, UCCE specialist in the Department of Agricultural and Resource Economics at UC Davis, and Ellie Rilla, UCCE advisor in Marin County.

Reed is survived by Spofford, father Mann Reed and his wife Pat, brother David and his wife Linda, sister Lena and her husband David, and sister Trish.