Program Team Leadership

Conference Call

January, 2012

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Review Of Program Team Concept
Workgroups continue to provide value to ANR

Workgroups, as previously constituted, will continue to be supported under a new structure
Some Workgroup Functions

– Communication and networking

– Contemporary statewide needs assessment about critical issues, gaps in programmatic coverage, etc

– Planning and implementing collective research and extension programming
• Subject matter in-service training

• Subject matter outreach for clientele audiences
Program Team Development

– ANR recognized the value of workgroups and the potential for greater value with increased inter-workgroup interaction

– ANR could no longer afford to fund 90+ individual workgroups

– Many workgroup chairs stated that handling the arrangements and logistics for meetings was beyond their capacity
Program Team Development

• Program Council discussed many approaches and convened a subcommittee that developed the Program Team concept

• Concept was vetted by sharing the information with workgroups chairs and soliciting their input and guidance
Program Teams

• An “umbrella structure” under which workgroups will align
• Workgroups are free to select the Program Team or Teams with which they will align
• Program Teams are free to select which Strategic Initiative Conference or Conferences with which they will align
Program Team

• Objectives
  – Provide an efficient means for workgroups to meet and carry out their essential functions
  – Enhance inter-workgroup communication and collaboration
  – Reduce administrative burden on workgroup chairs
Program Teams

• Youth Science Literacy in Nutrition, Agriculture and Natural Resources
• Youth Development
• Healthy Behaviors for Preventing Childhood Obesity
• Consumer Food Safety
• California Communities
Program Teams

• Pomology & Viticulture
• Agronomic Crops
• Vegetable Crops
• Ornamental & Environmental Horticulture
• Integrated Pest Management
• Water Resources
• Forest and Rangeland Systems
Program Teams

• Agricultural Production Management Systems
• Wildlife & Fish
• Milk Production & Food Safety
• Meat Production & Food Safety
• Animal Production Waste Management
Pomology and Viticulture Program Team

- Almond
- Cling Peach
- European Pear
- Integrated Grape Production

- Pistachio
- Prune
- Sub Tropical
- Walnut
Forest and Rangeland Systems Program Team

- Fire
- Forest Ecosystems and Communities
- Oak Woodland Conservation
- Rangeland Watershed
- Woody Biomass Utilization
Program Teams

• Key Functions
  – Strengthening communication and networking among affiliated workgroups
  – Melding statewide needs assessments from member workgroups into a broader statewide needs assessment
  – Planning and implementing integrated and multidisciplinary research and extension programming
Program Teams

• ANR will support the Program Teams through:
  
  – Support from Program Support Unit for planning and logistics of meetings
  
  –Providing funding for meeting needs and travel of ANR members to the meetings
ANR Will

– Support Program Team meetings at Strategic Initiative Conferences each year
  • Majority of time spent on Initiative matters with some time provided for Program Teams to meet

– Support a separate Program Team meeting for each Program Team each year
  • Majority of time spent in individual workgroup meetings with sessions at beginning and end of each meeting for entire group (workgroup interaction)
Supplemental Call for Positions

- All previous proposals stay in the pool for consideration (more than 120)
  - They will need to be updated with a “justification section” to provide Program Council with more targeted information on critical issues to be addressed and impact of the position
- Online system will open on February 1 for both new positions and updating previous submittals
New Position Proposals

• Program Team Leaders among those that will be able to submit position proposals via the online system
  – Proposals should be developed with broad input
New Position Proposals

• Program Teams and their affiliated workgroups have connections to a wide array of clientele

• Clientele should be consulted when identifying critical issues and developing ideas for position proposals

• Meaningful discussion will greatly benefit the position proposal development as well as support from our clientele
New Position Proposals

• Details for submittal of position proposals is available and will be posted.
  – Template for proposals
  – Timeline (May due date)
  – Etc

• You will have access to the online system via your ANR portal.
  – Details will be sent to you via email
Position Review Process

• Program Teams to review positions related to their program area
  – Seeking prioritization from Program Teams for positions in their program area
  – Information will be provided to Program Council as one source of information for their discussion and development of recommendations
  – Program Teams should develop a process that works best for them and provides meaningful information to Program Council
Positions

• Budget situation is uncertain
• Only available fund source for new positions are those available due to retirements
• “Unfunded mandates” will have an effect
  – Merits
  – Retirement contribution required from ANR
  – Potential repeat of 3% increase for academics and non-represented staff
  – Etc
• Intent – hire as many academics as possible
  – From last call – more than 20 positions released for recruitment
• Looking for Program Teams to provide leadership and meaningful information in this important process

• Your willingness to provide leadership is greatly appreciated