



UNIVERSITY of CALIFORNIA
Division of Agriculture & Natural Resources



University of California Agriculture and Natural Resources
Academic Assembly Council

MINUTES

**Video-Conference and Telephone Call-in Meeting
Hosted at UCOP in Oakland, Bakersfield & Riverside, February 6, 2008**

Members Attending

Fe Moncloa, President
Paul Vossen, President Elect and Chair North Coast and Mountain Subregion 1 Committee
Chris Greer, Immediate Past President and Chair Welfare and Benefits Committee
Leigh Johnson, Secretary
Aziz Baameur, Chair Personnel Committee
Frank Wong, Chair Rules and Elections Committee
Karl MacArthur, Chair CCSR Subregion 2 Committee
John Borba, Chair CVR Subregion 2 Committee (in Kern Co.)

Guests Attending

Dan Dooley, ANR Vice President
Rick Standiford, ANR Associate Vice President
Barbara Allen-Diaz, ANR Assistant Vice President – Programs
Joyce Strand, Chair Academic Coordinators *ad hoc* Committee

Motions and Action Items

Motion: Fall 2007 AAC Minutes were approved.

Motion: AAC voted to approve the by-laws changes and directed the Secretary to prepare a final draft and send it to the members of the Assembly for a vote.

Action Item: Next Meeting: June 11-12, 2008 at UC Research Center at Lake Tahoe

President's Report

President, President Elect and Past President met with AVP Standiford. They asked how AAC could support him, thanked him for the salary increase and asked about prospects for additional increases. AVP Standiford did not need assistance at the time. He shared plans for ANR review. Discussion: We need to ask him about his role now that we have a new VP and a new Assistant VP-Programs and he is no longer doing three jobs. At the time we did not know specific implications of California budget cuts for ANR.

President Moncloa drafted a Powerpoint[®] presentation and sent it for review to AAC. It will need to be updated after by-laws are revised. She asked AVP Standiford to provide more funds for Distinguished Service awards so we could add an Outstanding Administrative Accomplishment Award. He responded positively but has not authorized the funds. Program Committee will need to lay out criteria. She changed application from for

Professional Society Travel Awards to include Academic Coordinators. AAC members have not been responding to emails and she has had trouble receiving information from committees.

President Elect Report

President Elect Vossen received same AAC budget as last year. We requested an additional \$5,000 for the Outstanding Administrator Award who could include County, Program and REC Directors. AVP Standiford wants to participate in the discussion of eligibility for Outstanding Administrator. AVP Standiford asked AAC to draft criteria. We will be requesting a total of \$20,000 to cover four awards. We may want to increase our request for funds to provide Professional Society Travel awards. We need to increase communications among representative committee chairs for obtaining input and providing feedback to constituencies. We should evaluate the success of AAC videoconferences for cost savings. AAC wants to support ANR administration in every way we can.

Past President Report

Past President Greer will improve AAC website organization. President Moncloa will participate.

Rick Standiford, ANR Associate Vice President

AVP Standiford responded to questions from AAC President Moncloa.

ANR response to UC cuts: Regents concerned about UCOP administrative budget, are critical of size and service provided by UCOP and want to reduce Oakland operation of UCOP. Regents propose a 10% cut for UCOP and each unit submitted a budget in response. \$5.7 million is ANR Oakland budget that they must reduce by \$570,000 by June 30, 2008. Regents asked which Oakland functions support Oakland vs. systemwide operations. ANR Oakland proposed that they are already lean and efficient due to 2003 cuts and should not take another 10% this year. VP Dooley will work with the Provost Hume and UC Executive VP Lapp to determine the specific cut for ANR administration. All ANR Oakland staff, except senior management (VP, AVPs), have been offered a voluntary separation program and some responded.

2008-09 budget request passed by Regents includes research augmentations and approximately half would have gone to ANR. Most state agencies took a mid-year cut but UC and CSU did not. Governor's honored his compact with UC in his January budget proposal (5% increase to UC base budget), but then the 10% cut was made to the expanded base. Governor gave Regents flexibility in determining how to cut \$417.4 million (net effect of Governor's budget on proposed UC Regents budget) while preserving highest priority programs. Options include eliminating new initiatives and increases in accelerated and COLA pay and benefits, halting enrollment growth, increasing student fees and cutting administration. There are no across-the-board cuts at this time, so funds freed by retirements, etc will revert to ANR. We do not know if Regents will accept the cost cutting proposals. AVP-P Allen-Diaz is reviewing ways to consolidate, for example, statewide programs. If there are strong proponents to increase enrollment and/or faculty salaries, there may need to be across-the-board cuts. Enrollment levels must be determined soon, so students can be notified about acceptance to UC.

ANR was concerned about the ability to fund a market adjustment and a COLA as the second year of salary increase. AVP Standiford, Deans and Program Council supported salary adjustments for advisors and specialists, proportional to those for faculty. However, even a COLA is not likely. AAC requested that AVP and AVP-P continue to support salary adjustments for Advisors.

VP Dooley understands the importance of CE as grassroots advocates for UC. He will discuss this at lunch and AAC may be able to facilitate this role. UC is part of the economic engine for California and ANR has a role.

Kay Taber is Acting AVP-Administration. AVP-P Allen-Diaz is handling all aspects of the RECs. VP Dooley supports refilling AVP-A to provide strong leadership for administration. Acting AVP-A Taber is working with regional offices to document work flow, mix of types of support needed, etc.

AVP Standiford reported that ANR administration is concerned about state budget impacts on counties and thus county CE offices. We need to develop a plan to respond to possible cuts to county CE budgets which provide 15% of ANR's support.

AVP Standiford is very excited about senior management team. VP Dooley is very dynamic. AVP-P Allen Diaz is chairing Program Council and is bringing together several strategic thinking pieces; AVP Standiford and Acting AVP-A Taber are ex officio members of PC.

Roles of ANR senior management: VP Standiford is still on Executive Council and worked with them to think about ANR system wide vision and VP Dooley will continue that process. Acting AVP-A Taber is taking a critical look at administration. He wants to provide resources to allow CE to be successful. AVP Standiford will make final decisions on merits and promotions. VP Standiford and AVP-P Allen-Diaz will be involved in SAC.

VP Dooley knows California well, is from an agricultural family in Tulare County and practiced law in water and resource issues, e.g. San Joaquin River restoration. Knows many Legislative members and staff and is well acquainted with Senator Feinstein. He has a large scale vision with a high potential payoff.

ANR Review: Academic Senate has pushed for a comprehensive review of ANR that will follow the model used to review the California Institutes for Science and Innovation (CISI). Provost has sent plan to Academic Senate for comment by end of March. Then Provost will ask VP Dooley for background materials. Many ANR proposals have been opposed by the Academic Senate because they do not understand what we do. The review should demonstrate the excellence of ANR programs. We may receive some good suggestions for improvement. It will likely begin in late Spring and run for a year. It will include a comprehensive review of CE and some targeted case studies, e.g. how IPM interfaces with agencies, new crop varieties ANR has developed, impact of nutrition programs. When it has become an official charge AVP Standiford will provide to AAC for comment.

4-H Program Review: Will cover program efficiency, enrollment and risk management. A few pilot clusters of 4-H activity have been established in which an Academic Coordinator oversees county-based program reps to run club programs, provides volunteer training, oversees compliance, etc. This would free Advisors to develop curriculum and conduct more creative activities. Three years of support have been pledged for this pilot program. Sharon Junge is Acting Director of 4-H Youth Development Program. AVP-P Allen-Diaz is considering future structure of 4-H Program. Others identified Advisors, Academic Coordinators and Program Reps to serve multiple counties that was lower cost than the status quo.

Leadership Changes: UC President Bob Dynes will complete his term at the end of this fiscal year. A search committee is developing criteria for a new President. Provost is very supportive of ANR. UCB and UCR are recruiting Deans who will be affiliated with ANR.

Some policy changes: Advisors may be eligible to receive career indefinite status at end of second term review. A stop-the-clock procedure is proposed for people in the definite term process so their time to tenure is not affected by new-child care leave. ANR is posting family friendly policies on the website and including them in recruitment announcements. They are developing an off-scale salary policy that is consistent with the one in the Academic Personnel Manual and will send it for review. Merit and Promotion Process Committee is meeting in Oakland on February 7. Fe chairs the committee and other members are Barbara Allen-Diaz, Paul Vossen and Aziz Baameur. Next year is first year of streamlined merit process. After this year's Annual Evaluation process is completed, ANR will review it. There has been much discussion on the difficulty of utilizing the DANRIS-X format for our planning and reporting processes, e.g. we often cover multiple topics in a meeting and a publication, yet DANRIS is divided into many small topics.

Barbara Allen-Diaz, ANR Assistant Vice President – Programs

Statewide Program Reviews: They occur on a five-year cycle. The process is that the Program Leader and SP Director present an overview to Program Council (PC). PC discusses it with the SP director and then the following mornings discusses the review and develops additional questions for the review committee to address and report back to them. EFNEP is currently being reviewed; SAREP and Ag Issues Center are next, then Sea Grant. PC makes recommendations that range from all is well to changes are needed or program should be closed.

Program Leader Searches: All four Program Leaders serve on Program Council. Advisors, specialists and faculty may apply for these positions. Term has been for three years and has been extended by another year on occasion. Policy will continue to allow incumbent to reapply and to open PL positions widely in ANR in concert with goal of providing grassroots leadership. AAC is welcome to provide input on length of term for PLs.

Pending Positions: AVPs and Program Council believe that ANR needs to refill some Advisor and Specialist positions to prepare for retirements in ANR and future demographics in California. Discussions on position priorities are encouraged so that priorities have been identified for when funds become available, e.g. as people retire. She would like to develop a rolling-forward, priority list for new positions with some flexibility to respond to crises or changing priorities. There are large holes in positions statewide; five new Advisor positions have been funded including one in CVR, one in NCMR, and three in CCSR. Five additional positions have not been funded and will be released if funds can be found for the 2007-2008 cycle.

AAC: ANR has perceived new issues as temporary and provided short-term temporary positions when they really need long-term attention.

AVP-P Allen-Diaz: PC no longer supports the term position approach as it has not worked well.

AAC: Advisors would like to have more opportunities for input into position priorities. New positions that cover large areas and multiple issues are difficult for someone to achieve success.

AVP-P Allen-Diaz pointed out the large number of needs and scarce funds for new positions. AVP Standiford commented that ANR will be able to hire Specialists soon.

AAC: How do we avoid drifting toward concentrating new positions in areas with larger numbers of staff who would tend to be aware of and support positions to address issues with which they are familiar?

AVP-P Allen-Diaz: UC is conducting a strategic planning process to take broader trends and issues into account. ANR is participating and VP Dooley's visionary perspective supports such an approach.

Broad Program Issues for ANR: Program Council is participating in ANR's strategic planning. Program Council is looking at sub-committees to address: 5-year rolling forward position priorities list; process to balance need for administrative CDs who also have a program assignment; strategic planning process to evaluate and determine how to strengthen the Extension side of the Research and Extension Center system. E.g. Farm Smart programs at Desert REC. Donors want to fund RECs' combined research and outreach potential. AVP-P Allen-Diaz will include Advisors on the planning committee for Extension programs at RECs.

Dan Dooley, ANR Vice President

VP Dooley: He will discuss why he is here and the big picture things he'd like to address. Governor's budget proposal has diverted some of his attention. He reviewed his experience as a farmer, water lawyer, Deputy Secretary of CDFA, advocating for UC at USDA and Congress and serving on UC President's Advisory Committee for Agriculture. He is strongly committed to the ANR mission.

Initial activities at ANR: He is working with the senior management team and discussing strategic planning considerations with people at all levels of ANR. All believe system is working reasonably well and he does not

plan to reorganize until we engage in serious planning. Common themes: 1) People are anxious to engage in a discussion of what we should be in 2025 and what we need to do to be in a position to address them. 2) People want an accessible VP and this is a high priority in his management style. He is competent at synthesizing multiple inputs into a direction for ANR.

Communication and advocacy: Whom and how do we advocate? ANR has not asked county staff to advocate for ANR and UC and they encouraged him to ask them to do so. He wants some plans by April 1 so we can weigh in on the May and June budget process in Sacramento. UC needs to show how we make a difference to all people not just students. We want to develop a long-term advocacy and communications programs that is sustainable over a long period of time. You must constantly work to develop and sustain relationships by providing information that helps people do their jobs. For example how can we assist chairs of legislative committees to do their jobs?

Long term visioning process: Such a process will consider current capacity, forecast demand for workforce and issues in 2020-2025, analyze gaps, determine how to meet demands and prepare a blueprint for the Regents. We must involve colleges at UCB, UCD, UCR, not just ANR. VP Dooley has had some preliminary conversations with Deans. It is difficult to forecast major research and education issues, but we can identify some significant areas. Intersection of agriculture, natural resource and urban development issues will increase in importance over time. We can also connect agricultural, nutrition and health sciences. Historically, we have not engaged with groups that have similar programmatic responsibilities and we need to consider collaborations, e.g. K-12 education, digital libraries. We must make ourselves relevant to rest of UC without diluting our resources.

AAC: What is the potential for ANR to engage with UC campuses beyond UCB, UCD and UCR? To erase barriers to online library use at all campuses by people from any campus?

VP Dooley: Is talking with UC and CSU about ways to leverage to mutual advantage. Is also discussing how to make UC Digital Library available to people beyond UC.

VP Dooley: We need to communicate that we are part of UC to establish the connection to services people are receiving.

AAC By-Laws Changes:

AAC Secretary Leigh Johnson and Academic Coordinators *ad hoc* Committee Chair Joyce Strand presented proposals and rationale for changing the by-laws to provide appropriate representation to Academic Coordinators. Requiring that Academic Coordinators be represented on all Standing Committees, Executive Committee and their own Representative Committee would mean that 8 of the 11 Academic Coordinators would be serving on an AAC committee at all times. The proposed changes seek to balance representation with committee service workload. Academic Coordinators would have a Representative Committee with 3 members. They would have a dedicated seat on Personnel Committee and Executive Committee. Rules and Elections Committee, Program Committee and Welfare and Benefits Committee would each have a seat that could be filled either by a Specialist or an Academic Coordinator.

Several proposed changes revise language to reflect the new Representative Committees that are constituted first by title (Advisor, Specialist, Academic Coordinator) and second, where appropriate, by location (Region, Campus). Academic Coordinators will constitute a single, statewide Group.

Finally, language has been added regarding recall protocol for Chairs and members of Representative Committees.

Council discussed and amended the proposals.

Motion: AAC voted to approve the by-laws changes and directed the Secretary to prepare a final draft and send it to the members of the Assembly for a vote.

Standing Committee Reports

Personnel Committee Report: Annual Evaluation: Personnel Committee sent an evaluation and learned there was much apprehension, stress and confusion. DANRIS-X was cited as a reason for creating more stress. County Directors need to upload their comments on Part II of the Annual Evaluation. Future Annual Evaluations will go through September. Program Reviews will go through December. Personnel Committee will offer a training with mentoring for newer Advisors, e.g. on how to write a one-page project, self-statement, document impacts. See written report from Personnel Committee for details.

Academic Coordinators Report: Eleven Academic Coordinators met and developed a list of issues, as well as suggestions for the AAC by-laws. Issues included:

- purpose and place of ACs in ANR;
- eligibility for ANR programs and opportunities;
- inclusion in ANR communications (note that an ACs list server has been added to the ANR Portal);
- several issues related to merits and promotions;
- several issues related to benefits; and
- miscellaneous other issues.

Although Advisor and Specialist titles are entirely within ANR, Academic Coordinator is a UC-wide title, so ANR cannot propose changes to it. However, they can respond on behalf of ACs to initiatives from the UC administration. UC has only two representative bodies for non-Senate academics: Academic Assembly and Academic Federation at UC Davis. ACs at UC Davis can belong to both. See written report from Academic Coordinators Committee for details.

Program Committee: No Report

Welfare and Benefits Committee: AAC discussed the consulting policy; there seem to be inconsistencies in how it is applied. Chair Chris Greer will discuss it with AVP Standiford and Jake McGuire. Concerns included whether Advisors can be barred from consulting anywhere in California. Consulting requests are discussed among all Regional Directors.

Rules and Elections Committee Report: Rules and Elections Committee plans to meet/conference by the end of March. They will request individual committees to find out any specific needs before this meeting. They will provide guidance for 2008 elections for regional advisors as sub-regional representation has been merged to reduce the overall number of committees. They ask for advice from Executive Committee on potential members for standing committees. President Moncloa volunteered to join the Rules and Elections Committee for this meeting. She requested a current list of all committee chairs and members.

Regional and Campus Committee Reports not presented due to short meeting time.

See UC Berkeley Committee written report.

Next Meeting: June 11-12, 2008 at UC Research Center at Lake Tahoe

We will invite VP Dan Dooley, AVP Standiford, AVP-P Allen-Diaz, NRAA PL Yates and NCMR RD Rodrigues to present and local CE academics to participate.

Respectfully submitted,
Leigh Taylor Johnson, AAC Secretary