



UNIVERSITY of CALIFORNIA
Division of Agriculture & Natural Resources



University of California Agriculture and Natural Resources
Academic Assembly Council

January 31, 2013, 10:00 AM – 4:00 PM
UCANR Building – Plum Room
Davis, California

Minutes

MEMBERS ATTENDING:

John Karlik, President
Matthew Portillo, President Elect
Frank Mitloehner, Past President (and co-Chair of PACE Committee)
Brenna Aegerter, Secretary
Gemma Miner, Academic Coordinator Committee Chair-Elect
Anna Martin, Chair, Personnel Committee
Dan Marcum, Chair, Welfare & Benefits Committee
Joe Grant, Program Committee
Tom Turini, Chair, Rules and Elections Committee

CONFERENCE CALL PARTICIPANTS:

Andre Biscaro, Chair, Central Coast and Southern Region

GUESTS:

Barbara Allen-Diaz, VP, Director of Ag. Exp. Station & Coop. Ext.
Bill Frost, Assoc. Dir. Coop. Ext. and Ag Exp Station
Tu Tran, Asst VP, Business Operations
Kim Rodrigues, Executive Director for Academic Personnel

MOTIONS MADE:

Dan Marcum moved that we ask Rules & Elections to propose a modification of the By-laws to create a 7-person Advisor representative committee to replace the three committees based on “former regions”; seconded by Anna Martin. Motion passed.

Assembly Council Executive Committee Meeting

Meeting called to order at 9:30AM by John Karlik.

Discussion of the need to make sure that committees have a charge, something to do, to keep up engagement, Dan Marcum (Welfare & Benefits Committee chair) in particular does want a charge. Some ideas suggested:

- Retirement system – UCRP & Fidelity funds – status of UCRP monies, as well as educating advisors about retirement
- Salary scales – updating Rick Standiford’s salary study (Welfare & Benefits)

Concerns we’d like to discuss with administration

- Multi-county partnerships (status of)
- Status on senescence of DANRIS-X
- Specialists being hired/assigned outside departments, changes afoot?
 - How will their Merit & Promotion process work?
 - We know there has been discussion in Oakland on Specialists Hiring/retention/evaluation - has decision been made?
- Program teams and SI meetings are not well perceived, not effective, can we return to funding workgroups independent of SIs?
- Assist county-based advisors on grant-writing? Training? Staff assistance?

Action item: John Karlik to put together a newsletter. Include definition of Program Teams, Strategic Initiatives and Workgroups

Should regional/advisor committee(s) poll advisors on need for assistance with grant process?

Academic Assembly Council Business Meeting

Meeting called to order at 10:40AM by John Karlik.

Report on Partnership to Advance Cooperative Extension (PACE) Committee

Co-chair Frank Mitloehner reported that 60% of advisors, 50% of specialists completed PACE survey. Results are posted at <http://ucanr.edu/sites/pace2013>. Some survey results were shared. Some highlights include: Specialists report that involvement of advisors in their program has decreased in past 5 years. 85% of advisors report some involvement with specialists in acquiring research or program funds. There was discussion about importance of being lead author for specialists and advisors. Survey did not detect major differences between advisors and specialists. Perception of advisors is that time spent by Specialists chasing grant money and being lead authors means less time in working with advisors. Discussion of branding and the concern that stakeholders have no idea who/what is ANR. There was discussion about SI/Program teams/workgroups. From the survey

results, there was strong disagreement between advisors and specialists about placement of advisors outside of departments (specialists not supporting, more advisors supporting the concept). It was noted that the PACE final report will just be findings of sentiment, analysis of where ANR is at, where the strengths and weaknesses are, and will not make recommendations to administration. AAC executive committee could choose to make recommendations to administration based on PACE report. It was reported that there will be a PACE update at the ANR Statewide Conference in April. There was discussion of importance of AAC Executive Committee engaging with ANR administration

I. Approval of Previous Minutes

Dan Marcum moved to approve the May 31, 2012 minutes. Anna Martin seconded. Motion passed.

II. Officer Reports

- a. President. None.
- b. Secretary:
 - Updated AAC rooster posted to website, updated other aspects of website
 - Collaborative Tools rooster updated
 - Assisted President with AAC newsletter (sent out 11/10/12 via Collaborative Tools list for Advisors and Specialists)

III. Committee Reports

a. Rules and Elections. Written report attached. Tom Turini reported that he has not yet received any nominations for President Elect. AAC members need to think about who would be willing to serve and nominate willing academics. The status of our academic policy committee is unknown. Kim R. noted that Academic Policy Committee needs to be in place for next year (2013-2014) to review updates to Administrative Handbook. **Action item: Send membership roster out to committee chairs to double-check membership.** Suggestion made regarding campus committee to poll specialists about interest in these committees. Rules and Elections has trouble getting members from UCB & UCR.

AAC website link was added to Academic Personnel Unit website.

ANR web tool – Franks reports that combined list is not reaching everyone, need to use separate lists for advisors and specialists

MOTION

Dan Marcum moved that we ask Rules & Elections to propose a modification of the bylaws to create a 7-person Advisor representative committee, seconded by Anna Martin. Motion passed.

ADMINISTRATIVE UPDATES. At this point we broke from our regular Business Meeting to hear updates from ANR administration. Academic Personnel Unit Executive Director Kim Rodrigues reported her perception of higher stress levels in

counties due to changes (CD changes, MCP process). Kim said she will write something up for newsletter regarding this issue.

Some discussion about the PR process – more emphasis on collaboration? More credit for service on AAC? More credit for mentoring?

Kim reported that the Annual Evaluation deadline changed to Feb. 1., which may have caused some confusion but was intended to be more accommodating. Also changed was the deadline for letters of reference, so that letter writers could have the candidate's final dossier before they wrote their letter. To clarify, Assoc. Director Bill Frost is the decision-maker on program reviews; appeals go to VP Barbara Allen-Diaz, Kim Rodriques is a facilitator of PR process, providing academic policy guidance and consistency in the review process. The peer members work towards consensus, with very few exceptions.

Kim was asked when Danris-X is going away. Kim is not involved with this, but thinks it might be unveiled at Statewide Meeting in April. Joni Rippee and Karl Krist are spearheading integrated system to replace DANRIS-X. They may have a kiosk at the conference.

At this point we were joined by guests Barbara Allen-Diaz, VP, Dir. of Ag Exp Station & CE; Bill Frost, Assoc. Dir. Coop. Ext. and Ag Exp Station and Tu Tran, Asst VP, Business Operations. Tu Tran started two months ago. His background includes time at UCB and UCSF (6 yrs) but 20+ yrs experience in private enterprise.

Items of discussion with administration included:

Status of current recruitments? Administration reported that two specialists have been successfully hired out of 7 recruitments/openings. The campus process is slower relative to the process for a county-based advisor. Industry is funding a number of positions (Rice industry funding one position, Nut fruit crop pathologist KAC pistachio board funding for 6 yrs. Two table grape advisors (Kern/Madera), with one funded by industry).

Specialists outside Departments? There are currently two specialists that are not connected to a department (one is new, the other is existing).

Latest release of six specialist positions, four are clearly connected to a campus department. Kearny pathologist will also be connected to UCD. Administration is committed to establishing a critical mass of academics at KARE.

PACE discussion

VP Allen-Diaz asked AAC when final report will be ready? It was suggested by late spring. Trend analysis will be ready for discussion at ANR statewide conference, then report one month after that. It was shared that the UCB admin was present at the UCB listening session (e.g. Deans and Department Chairs).

Status of the Multi-county Partnership process?

Tu Tran is looking at the budget numbers (potential savings) again and proofing the numbers.

Yolo/Solano/Sacramento MCP is moving forward

Sutter/Yuba/Colusa MCP is moving forward

Contra Costa/San Mateo/Alameda/San Francisco MCP is under discussion

San Diego & Imperial counties are thinking about MCP

Ventura/Hansen joint administration is under consideration

Orange/SREC joint administration is under consideration

Inyo/Mono not moving forward

Placer/Nevada not moving forward

Myth/rumor was dispelled regarding ANR changing the review process for department-based specialists.

Budget situation is calm at the moment, no new cuts - BUT no new money for merits, salary increase, benefit increases, retirement contribution increases, etc. so in effect this is a cut (non-funded but mandated increases in costs).

Program teams (PT) are now the umbrellas under which workgroups (WG) meet. This is more efficient for funding – (same location, same time, foster more collaboration between WGs and reduced administrative burden for WG chairs since PSU now handling catering, etc.) Some PTs are working better than others; some are happy and are dropping WGs. Others are meeting altogether for short time, then breaking into WGs and then reconvening to share outcomes from WG meetings. There is funding for PTs to meet twice a year (once at SI Conference, and then again at another time).

Barbara Allan-Diaz would like to meet more often with Academic Assembly Council. Importance of messaging, advocacy efforts, letting people know what we do. We need to counter the governor’s argument that professors are paid too much and don’t reach most Californians.

At this point our guests left and we continued on our regular business meeting and committee reports.

Action item: Brenna will update AAC brochure or create a poster for Statewide Conference. Kim will send Brenna her brochure from APU

b. Personnel Committee, Written report attached. Anna Martin will write a paragraph for AAC newsletter

c. Program Committee, Written report attached. Joe Grant reported highlights of committee’s activities

- Reviewed mentoring guidelines
- Reviewed Orientation manual

- Quick start guide that got incorporated into orientation manual
Could pot of money be increased for professional meeting awards? This is Dan Marcum's (Welfare and Benefits) domain.

DSA Awards – ask admin about budget amounts for distinguished service awards

d. Welfare and Benefits Committee. Written report attached.

e. Academic Policy Committee. No report (see PACE update above)

f. Regional Reports

- NCMR.** No report.
- CVR.** No report.
- CCSR.** Andre Biscaro is now chair.
- Academic Coordinators** Gemma Miner, Chair-Elect reported that this committee reviewed mentoring manual for Program Committee. Discussion re. PI status for Academic Coordinators – they can/must request PI status from Bill Frost. Definition of Academic Coordinator suggested for newsletter? Discussion that AAC should have its name on mentoring manual and post it on our website.

g. Specialist Reports

- UCB.** No report.
- UCD.** Written report attached.
- UCR.** Written report attached.

Action item: Executive Committee to contact committee chairs to see what their goals are for the current year, if none, Executive Committee should give them a charge.

Action item: AAC to communicate to Specialists that ANR administration is not planning to make any changes to evaluation process for specialists.

IV. Old Business

- Policy & Procedures Handbooks
 - Welfare & Benefits Committee Handbook. AAC can vote electronically via survey tool to approve
 - Planning for Statewide Conference. April 9-11 Ontario, CA
Discussion about planning an AAC meeting at statewide conference, unsure if there is room on the agenda. It was decided there likely will not be time for an AAC meeting. Committee meetings may happen there. Session on PACE update.

V. New Business

- AAC participation in ANR Orientation? March 1, 2013
Anna Martin will talk about AAC at this orientation.
- Professional Society Awards – discussion about increasing award amounts.

c. Discussion about regional committee representing advisors

Adjourned.

Rules and Elections Committee Report to AAC, Jan 31 2013.

Steven Worker (4H YD Acad. Coord: CVR) has accepted the position of chair elect of the Rules and Elections Committee and will assume chair responsibilities in July 2013.

A call for nominations for President Elect and for a vacancy in the Rules and Elections Committee was sent by email to advisors, specialists and program leaders on 10 Jan 2013. An additional call was sent on 28 Jan with explanation of the purpose of the positions. To date, there were two self-nominations for the Rules and Elections Committee and no nominations for President Elect.

During 2012, substantial efforts were made to populate the Assembly committees. With the exception of some of the representative committees, all minimum requirements have been met. The exception has been the following specific committees: North Coast and Mountain (lacking 2), Central Valley (lacking 1), Berkeley Campus (lacking 1), Davis Campus (lacking 2). Furthermore, there has been difficulty in organizing these committees due to lack of continuity and structure of these committees most are lacking current chairs.

Soliciting for Assembly positions has been challenging. Given the limited number of those that are willing and able to serve, the Rules and Elections Committee would recommend the following:

- 1. Survey to Campus Membership:** We propose that a survey be conducted to ascertain how specialists view the Campus Committees *and whether a committee for each campus is still needed.*
- 2. Reconsider the Advisor Regional Committees:** We propose that the three regional committees be replaced with one Advisor-Liaison Committee. As we were making calls for these committees, a common sentiment expressed was that committees based on the former regions were not needed and that there were not substantial regional differences that justified existence of such committees. Further concern was that the regions were not universally agreed to be the best divisions.
- 3. Clear Statement be made that Chairs contact Committee members as soon as possible following the 1 Jul start date.**
- 4. Modification of all statements in the By Laws that require committee membership to equally represent the former regions.** Due to lower numbers and persistent difficulty in finding willing participants, we suggest that, “when possible” be added to all statements with specific requirements regarding the balance of the membership of these committees.

Academic Assembly Council Personnel Committee Report, January 31, 2013

2012-2013 Personnel Committee Members:

NAME	TITLE	AFFILIATION	END DATE
Anna Martin, Chair	HR Advisor	CVR	2014
Janine Hasey, Past Chair	Ag Advisor	CVR	2013
Pam Geisel	Academic Coordinator	---	2013
Kurt Hembree	Ag Advisor,	CVR	2014
Scott Stoddard	Ag Advisor	CVR	2013
Larry Forero	CD/ NR Advisor	NCMR	2015
Steve Tjosvold	Ag Advisor	CCSR	2014
Sue Manglallan, Chair Elect	HR Advisor	CCSR	2015
Ben Faber	Ag Advisor	CCSR	2015

The Personnel Committee continued to review and streamline the PR process and related training materials. Additionally, we worked with APU to address and make recommendations on several issues that came before us. Highlights included:

2012

- Committee met in Davis on June 26, 2012 to introduce new chair and set an agenda for the year.
- Revised Program Review (PR) e-Book and Annual Evaluation (AE) Guidelines based on feedback from merit and promotion process last year.
- Changed date confidential letters due to County Director to be later in the process (March 1st). Purpose: To allow candidate to send completed PR to colleague writing the letters so they have a more complete picture of the candidate's program.
- PC subcommittee reviewed streamline merit process and recommended keeping the option. *Note: Based on questions we are receiving, this will need to be revisited again this year.*
- Revised streamlined merit process so previous AEs plus only tables for last year of cycle and goals for coming year required with a Program Summary Narrative covering all three years.

- Due date of all AE documents now same as PRs (Feb 1st), including streamlined merits and the Section C Goals for Coming Year.
- Revised the PR and AE training slides and assisted Kim during the trainings.
- Assembled Ad hoc committees for promotion and indefinite status review. Three committees each with two co-chairs to share the responsibility rather than one chair since there were more candidates to review.

2013

- Trained the Ad hoc co-chairs January 3, 2013 on PR reviews and report content.
- Established afternoon of April 11, 2013 at the ANR conference in Ontario to review Ad hoc reports to ensure mentoring nature of reviews and recommendations.
- Worked with APU to respond to questions on PR and AE process. Most questions were on bibliography categories/organization, streamlined merits, and timing of confidential letters.
- June 2013 face-to-face meeting planned in Davis (Date/time to be determined):
Introduce Sue Manglallan as 2013/2014 Chair and three new members. Agenda setting in process.

ACTION NEEDED:

Three AAC PC members are rotating off. Need help from Rules and Elections Committee to identify appropriate replacements. This needs to be completed before June face-to-face meeting.

Submitted by:

Anna Martin, AAC PC Chair

Program Committee Report for Academic Assembly Council, 1/31/2013

Mentoring Manual Project

As directed by the AAC President last year, we have been working on the charge of developing a mentoring manual. After conversations between AAC leaders and APU, the charge was expanded to creating a resource for all academics *hired and managed by ANR*. Therefore, our documents are intended to be helpful and relevant not only to CE Advisors, but also to Academic Coordinators and Academic Administrators.

With a lot of help from the APU staff, we combined parts of three existing manuals, updated the material, and edited everything into one cohesive whole. We also wrote new material for the manual where our committee felt that we could add helpful content. The draft manual was used at an orientation for new academics on October 8th. We encouraged those participants to provide feedback. Additionally, the manual has been reviewed by the AAC President, as well as members of the Personnel Committee, the Welfare and Benefits Committee, and the Academic Coordinators Committee. At this point, comments and feedback gathered from all reviewers will be incorporated into an updated draft which will be ready in time to use at an upcoming March 1 training for new academics. At that point, we will provide AAC leaders with a copy of the updated draft and consider our job done, at least for the time being.

Mentoring Policies

Additionally, as we went through this process, the Program Committee felt that it was important to have a more formalized mentoring policy for ANR, so we drafted a proposed set of principles and sent those out for review with the manual. These will be updated with the feedback that's come in from reviewers, and will be sent to AAC leaders and APU as our recommendation.

Professional Society Meetings

Our committee reviews the requests for professional society meeting funds. Based on a suggestion from the Welfare and Benefits Committee, we suggest raising the amount provided above \$450, if the available pool of funds could be expanded. The allocation should support a larger portion of the actual cost of traveling to a conference. We have not had time to develop a detailed recommendation but hope this is something AACE can discuss and move forward.

Distinguished Service Awards

Typically, these are offered every two years. The last cycle was in 2011, so if we follow the every-other-year cycle, 2013 would be the year to have a round of awards. A discussion needs to happen between AAC and administration about the amount of funding available if any for DSA awards in 2013. Last time, we put out the call in June and had applications due in August. This process should move forward ASAP.

Members:

Current participants are Rachel Surls (Chair), Joe Grant, Becky Westerdahl, Scott Oneto, and Jim Bethke (who's been hanging in there with us even though his term of service is officially over). We need two new members. Rachel will have been the chair for two years as of July 1, and someone else should pick up the Chair position. At the last academic orientation, several newer advisors complained that they have a very difficult time getting university service opportunities. It would be great to get some newer academics involved in this committee.

UC Davis Specialist Advisory Committee (SAC) January 31, 2013

The UC Davis SAC committee is comprised of 6-7 Specialists in CE, usually on the Davis campus, elected by their peers. During the academic year, the committee meets with the Dean's office on the first Monday of each month (summers excluded) to discuss issues, concerns and challenges facing CE Specialists.

Over the past year the SAC committee has been concerned with some on campus issues as well as some ANR issues. CE Specialists feel that there is a bigger and bigger disconnect between on-campus faculty and ANR and CE Specialists are caught in the middle.

On campus, there are some inequalities that continuously affect CE Specialists. Primarily, voting rights on senate matters makes CE Specialist feel like 2nd class citizens but unfortunately this is a University wide, not campus wide, policy. Some of the concerns is that even CE Specialist 'advisory' votes have recently been eliminated such that many CE Specialists no longer participate in merit and promotion actions for senate colleagues. As such, there has been a push to have CE Specialist votes stripped from those severing on the College Executive Committee. The other on campus issue is serving on graduate committees. To overcome this, CE Specialists have Lecturer Without Salary (WOS) appointments, which allows them to have graduate students as well as serve on graduate committees. This is not a recent policy but Graduate Studies (GS) still has some issues when graduate students file their committee composition to GS.

Off campus CE Specialists have been concerned about the way ANR is headed. While SAC understands the difficulty ANR is facing with financial shortfalls, they feel that the system is moving backwards towards an older and outdated system. Therefore the committee decided that better communication is needed between the UCD Specialists and ANR and that a needs assessment was a good approach. Later, the committee learned that Frank Mitloehner, chair of AAC, was conducting a somewhat similar activity so the SAC chair worked briefly with Frank to make sure some of their concerns would be addressed in the PACE survey. Since then, the committee has been anxious to hear feedback from the PACE survey. Here are some specific concerns raised by SAC.

- **Is the system broken?** SAC feels that ANR administration feels that the system is broken. Many CE Specialists feel that the system has naturally evolved in a positive way as CE facing news challenges (reduced funding, natural resource limitations, more diverse clientele base, new means of extending knowledge, CE Specialists covering more disciplines, CE and Advisory FTE reduction, etc).
- **New Specialist appointments:** What role does ANR and campus departments have? What changes are being considered? Why?
- **CE Mentoring handbook.** Need to make sure that this mentoring handbook is up to date.

- **Non-departmental affiliated appointments:** SAC was very concerned that some new CE Specialist appointments were being proposed off campus without a campus department affiliation
- **Merit-Promotion process:** While CE Specialists are struggling over equivalent status on campus, there is concern that there is a push towards a larger scale ANR input process on merits and promotions. Would Advisors and Specialists be required to evaluate each other? ANR has always had an active role in most of the CE Specialist search committees (i.e. search committee comprised of Advisors, Specialists and ANR faculty).
- **ANR Competitive grants.** SAC committee felt that this money would be better off being given to individual Advisors and Specialist for general program support. Travel and support funds are way below minimal so SAC feels that these would be better off for this effort or perhaps smaller 'seed' grants may be appropriate. Many feel that many of these projects could have received outside funding....and the process would be much more competitive, which is a good thing for this high level of funding.

UC Riverside Specialist updates 29Jan13

Changes at UCR: Our College's Dean has been replaced by Mary Lynn Yates, who some years back was a specialist in Environmental Sciences. Associate Dean for Agriculture is now Jodie Holt. We also have an interim chancellor, as Timothy White left UCR to be President of the Cal State system. Peggy Mauk has become our Director of Agricultural Operations.

Milt McGiffen

I continue to do talks and take calls in weed science, and will do so until they fill UCR's new weed scientist position. I have gradually moved towards working with on the environmental impact of agriculture, and have made some equipment to measure greenhouse gases and continue to scrounge for more. A lot of what we have done lately involves working with companies that make biochar – a type of charcoal that can be made from waste products, sequesters carbon long-term, and may improve ion exchange and other soil properties.

Alan McHughen

I have three 'noteworthy' items:

1. Just finished my year as Jefferson Science Fellow in State Department and also
2. Appointed Senior Policy Analyst in the Executive Office of the President
3. New book just released: Wozniak, C. and A. McHughen, 2012, Regulation of Agricultural Biotechnology: The United States and Canada. Springer.

Philippe Rolshausen - Started: 07/01/2012

Came from Assistant Researcher, UCR, Plant pathology and Microbiology Department. My research interests lie in identifying biotic and abiotic factors that limit fruit and nut crops productivity such as grape (wine, table, raisin), almond, pistachio, citrus and avocado. In addition my goals are to develop and implement sustainable strategies to improve the productivity in these crops. These strategies include chemical and cultural practices and crop varietal resistance. I am currently building the outreach component of my program. My extension will include a statewide liaison, linking research-based education program to appropriate clientele groups. The project in which I am involved will help provide the resources to educate my clientele about recent advances in knowledge and technology and to encourage the use of new and improved practices. I am currently involved in several research programs with farm advisors in Riverside, Merced, Sonoma and Fresno Counties to address problems in grape and almond productions.

Dong-Hwan Choe

I started my career as an Assistant Cooperative Extension Specialist / Assistant Professor at Department of Entomology in November 2011. Before my current appointment at UCR, I worked as a postdoctoral researcher at University of California at Berkeley. My responsibilities at UCR include conducting basic and applied research, instruction, and outreach to public and private agencies on urban entomology and pest management. Since beginning at UCR, I have set up my laboratory and begun to make significant progress in each of these areas.

Matt Daugherty

Beth Grafton-Cardwell, Matt Daugherty and other UCR researchers received funding from the USDA-AFRI, California Department of Food & Agriculture, and the Citrus Research Board to study urban infestations of the Asian citrus psyllid. These related projects are evaluating the effectiveness of current management practices and providing training to homeowners, master gardeners, and nursery personnel on the identification, biology, and control of the psyllid and the deadly citrus disease, Huanglongbing, that it spreads.

Alec Gerry Associate Specialist, Researcher, and Professor

Developing new website (<http://veterinaryentomology.ucr.edu>) to more effectively reach extension clientele. Publication in 2011 on house fly monitoring at large dairies was highlighted during annual meeting of Entomological Society of America – collaborative publication with Gerald Higginbotham (formerly with UCCE-Fresno). Completed development of software program called FlySpotter© that

automates the monitoring of house flies and stable flies at large animal facilities. Continue to teach introductory biology and will begin to teach forensic entomology as well as medical/veterinary entomology later this year.

Elizabeth E. Grafton-Cardwell

My program has been focusing for past several years on providing management plans for growers battling the Asian citrus psyllid. I also co-authored an Annual Review of Entomology article on this subject that came out this week: Elizabeth E. Grafton-Cardwell, Lukasz L. Stelinski, and Philip A. Stansly. 2013. Biology and Management of Asian Citrus Psyllid, Vector of the Huanglongbing Pathogens. Annual Review of Entomology Vol. 58: 413-432.

Don Merhaut

I have a new PhD. Student in our lab, John Chater. He will be working on pomegranate production, emphasizing orchard establishment, and evaluation of cultivars for incidence of fruit splitting and the phytochemical makeup of different cultivars. John received his M.S. degree at Cal Poly, San Luis Obispo and did similar work on the problem of fruit splitting in 'Wonderful' pomegranates. John's grandfather developed some of the first varieties of pomegranates in California, releasing familiar varieties such as Eversweet.

Mark Hoddle, Extension Specialist in Urban Biological Control, Entomology

My research and extension efforts focus on the biological control of invasive pests of importance to California's urban, agricultural, and wilderness areas. Current projects are focussing on the biological control of Asian citrus psyllid in urban citrus using a parasitic that I collected from the Punjab of Pakistan. My lab is also working on aspects of the red palm weevil invasion in Laguna Beach and this has required work in Saudi Arabia, the Philippines, and Indonesia. We are also tackling the gold spotted oak borer invasion in the Cleveland National Forest. This invasive wood borer from Arizona has killed tens of thousands of native oak tree and it is being moved into new areas via the movement of infested firewood.

Akif Eskalen, Extension Subtropical Plant Pathologist

Research in my lab is applied and focuses on the identification and epidemiology of branch, trunk, and root pathogens of subtropical plants: avocado, citrus and landscape trees. My lab group identifies biotic and abiotic factors driving host/pathogen interactions to develop effective control strategies. Currently I am studying on identification, biology and epidemiology and botanical host range of Fusarium Dieback pathogens associated with shot hole borer (*Ewallacea* sp.) in California."

Laosheng Wu, Department of Environmental Sciences

I have come back from a 2-year leave of absence and will continue to work on irrigation and water resources management issues.