

Fall Strategic Plan Accomplishments

The 2016 ANR Strategic Plan focuses on 4 key areas that are designed to position the UC ANR organization to achieve its vision of improving the lives of every Californian through our research and extension. Successes of strategic plan work are intended to support the research and extension efforts. Recent accomplishments that contribute to improved ability to carry out the UC ANR mission are outlined for each of these areas:



CONDUCT RELEVANT PROGRAMMING

Improving the life of 40 million Californians requires that we constantly consider what we offer how and, in order that our efforts are received by clientele. This means we must often consider the research focus and content of programming as well as the delivery method. Adapting our message and our offerings is a key part of the land grant history and continues to ensure our relevancy to clientele across the state.

ENHANCING RESEARCH AND EXTENSION FACILITIES

Cutting edge research and Extension requires facilities that are well-maintained and reflective of current technology. Years of deferred maintenance has caught up with ANR and must be addressed. Updating facilities will require redeployment of what are already scarce ANR resources and fundraising.

CONDUCT RELEVANT PROGRAMMING

- Volunteer motivation and satisfaction survey and analysis completed, with over 3,000 respondents from the 4-H Youth Development Program, UC Master Gardener, and UC Master Food Preserver statewide programs. Results inform the development of UC ANR training opportunities for personnel to improve volunteer engagement skills.
- “Estamos Contigo” (We Are With You) campaign launched to expand participation by highlighting the impact of 4-H and EFNEP programs on individual participants.
- “Latinos in UC ANR” campaign launched as part of Hispanic Heritage Month (September 15 - October 15), showcasing EFNEP Latino UC ANR staff telling their story and their impact on the community.
- UC ANR is an anchor sponsor of the 10th America’s Competitiveness Exchange (ACE X) to be held October 21-27 in California. ACE X brings together top leaders from across the Americas to create global partnerships across sectors with an emphasis on innovation & entrepreneurship. UC ANR co-lead the planning that highlights food and agriculture, and will showcase UC ANR’s statewide work in food, agriculture and natural resources at a dinner at the Arte Américas Museum in Fresno on October 24th. Video overview of ACE X: <https://www.youtube.com/watch?v=uuSjxhJhveY>

ENHANCE FACILITIES FOR RESEARCH AND PROGRAMMING

- \$19 million to provide essential health and safety upgrades to UC ANR facilities is under discussion with UC ANR, UCOP and the legislature. This state “Budget Change Proposal” will preserve and enhance research and programming.



Hopland Research and Extension Center

INCREASE RESOURCES FOR PROGRAMMING

State and federal support for the missions of the Agriculture Experiment Station and Cooperative Extension continues to grow at a pace slower than increases in costs of conducting research and Extension, driving a need to identify and secure different sources of funding. The strategic plan operationalizes efforts to increase funding for research, programs and people through partnerships, donations, and grantsmanship by elevating the skills of people across ANR to seek out and attract new funding

EMPLOYING TOP TALENT

In order to be the best, we need to employ the best. This encompasses recruitment of top talent through good recruitment practices and offering attractive, competitive positions and retention of existing personnel by providing a safe environment that encourages continuing career, leadership, and personal growth opportunities with competitive salaries and benefits.



INCREASE RESOURCES FOR PROGRAMMING

- New “Government Relations Best Practices” for academics and staff webinar to be delivered Oct. 18. Recording and one-pager will be posted on the Learning and Development web page. These resources help improve our interactions with government officials and their staff to increase their awareness and support for our programs.
- Over the last year UC ANR academics participated as invited witnesses in four legislative committee hearings; one legislative roundtable; were a major contributor and participant in a statewide summit; and received at least five state government officials/legislators at UC ANR facilities. These efforts increase awareness of the availability and ability for UC ANR scientists to provide technical support and outreach services.

EMPLOYING TOP TALENT

- First County Director Institute held with 14 new County Directors (CDs) attendees. The program fosters a Community of Practice and increased collaboration among the CDs: participants indicated they would take actions to support fellow County Directors by sharing resources, peer mentoring, and more communication and check-ins with other CDs. All either agreed or strongly agreed that they “gained new insights that will help me be successful in the CD role.”
- UC ANR developed a new Staff Mentorship Program. The pilot’s opening session will be October 30. The 9-month program is designed to drive rich learning, career growth, leadership development opportunities, and build relationships to create a strong and supportive UC ANR culture. UC ANR Staff Assembly selected the mentees. There are 15 matched pairs of mentees and mentors from across the state.
- Search for New Volunteer Engagement Coordinator position for the UC Master Gardener Program closes in October.