Welcome

UC ANR

All Hands Meeting

Thursday, February 20, 2020

1:30 – 2:30 PM

https://ucanr.zoom.us/j/530365395

Dial: (based on your location for higher quality)

US: +1 669 900 6333 or +1 646 558 8656

Webinar ID: 530 365 395
**Agenda**

**UC ANR IN ACTION**
Why We Meet – *Mark Bell*
UC ANR Strategic Plan Update – *Glenda Humiston*

**UPDATES**
UC ANR Surveys and Assessments – *John Fox*
Second Street Celebrate – *Joan Taylor Warren*

**LEARNING**
Aligning with UC’s Sustainable Practices Policy – *Jennifer Caron-Sale*
Healthy Habits for Preventing Seasonal Flu – *David Alamillo*
Why do we meet?

We Celebrate
Meet New Faces
Laugh
Inspire
Build Team
Learn

We are all a part of something bigger…
All our efforts make a difference!
1. Ensure open Communication
Why have a Strategic Plan?

Strategic plans

- Establish a direction
- Help it sharpen focus
- Help everyone focus their efforts for greater impact
An hour of planning can save you 10 hours of doing.

Dale Carnegie
UC ANR Strategic Plan

Lots of talk – any progress?
Is it relevant to me?
Jan 28 – Met to discuss Output?
• Lots of progress – due to efforts across our organization
• New (good) ideas (evolution of a goal or two)
• Should share the progress
UC ANR Strategic Plan

Today – Part 1
SITUATION ASSESSMENT
Where are we today?

UC ANR Strategic Planning Retreat

January 28, 2020

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources
UC ANR Today

UC ANR brings the power of UC directly to Californians by serving communities in all 58 counties.

UC ANR research & education programs support:

• Sustainable, safe, and nutritious food production and delivery
• Economic success in a global economy
• A sustainable, healthy, and productive environment
• Science literacy and youth development
UC Cooperative Extension
- 175 Advisors who live and conduct research in the communities they serve
- 115 campus/county-based Specialists working with campus faculty
- 350 Community Educators sharing information and delivering programs
- Programs are delivered in all 58 California counties

Research and Extension Center System
- Nine locations statewide; 13,000 acres
- Represents California’s diverse ecosystems
- Over 375 research projects annually

Agricultural Experiment Station
- 600+ researchers located on three campuses
- Over 1,300 research projects annually
UC ANR Statewide Programs & Institutes

- Nutrition Policy Institute
- Informatics & GIS
- Agricultural Issues Center
- CalFresh Healthy Living
- Integrated Pest Management
- CA Institute for Water Resources
- Expanded Food & Nutrition Education
- Sustainable Ag Research & Education

Statewide Programs Utilizing Volunteers

- 4-H Youth Development
- Master Gardeners
- California Naturalists
- Master Food Preservers

Over 26,300 volunteers contribute 1,144 FTE — equivalent to $71.1 million in donated public service each year
UC ANR Snapshot: 2018 Overall Program Metrics

Working for the Benefit of All Californians
2018 UC ANR Annual Report

- > 1,000 publications and new educational materials produced
- 18 novel ideas led to patent applications filed
- 820,000 adult and youth direct contacts/educational exchanges
- 8.7 million web page views for UC IPM
- > 100,000 classes, courses, workshops, and field days delivered throughout the state
UC ANR BUDGET FY 2019-20 (in millions)

FUND SOURCES = $222.8M

- State Funds $72.6M (33%)
- Federal Funds $19.4M (9%)
- Competitive Grants & Extramural $66.0M (30%)
- County Funds $20.3M (9%)
- Other Sources* $34.7M (15%)
- Endowment Income $9.5 M (4%)

Other Sources include: Private Gifts, Sales & Services, Crop Income, Investment & Other Program Income.

FUND USES = $222.8M

- County-based Research & Extension $92.2M (41%)
- Campus-based Research & Extension $62.3M (28%)
- Statewide Programs* $26.7M (12%)
- Administration $17.8M (8%)
- Institutional Support $6.0 M (3%)
- UCPath $1.6 M (1%)

Where Were We in 2016?

- 20+ years of flat or declining budgets
- Shrinking UCCE academic footprint
- Decades of deferred maintenance
- Need to diversify and expand funding sources
- Lacking integrated planning process to support prioritizing investments across the Division
- Increasing complex challenges facing California
The 1914 Smith-Lever Act creates Cooperative Extension.

UCCE Academics in 1990
202 Specialists, 326 Advisors

UCCE in 2019
123 Specialists, 164 Advisors

UC ANR State Funds
Unadjusted vs Adjusted for Inflation
(in millions)

Cumulative Increase % Change FY 2000 - 2019:
- ANR funding 3% increase
- Adjusted CPI ANR State Funds 42% Decrease

Academic counts are rounded
Where Were We in 2016?

Recent Changes in leadership at UC and UC ANR
Restructuring the UC ANR leadership structures
Expanding Development Services and Grants Support
Rebuilding relations with campuses: updated MOUs on processes and collaboration
Clarification on state funding model for UC ANR

Looking to the second century of UCCE!
Opportunities Identified

- New partners, non-traditional resources, improved visibility
- Reach more Californians – expand number and diversity of audiences
- Emerge as a single unified business unit; capitalize on new technology
- Recapitalize, retool, reinvest in facilities and infrastructure
- Ensure delivery and services are relevant
- Remember our mission – be a catalyst
UC ANR Strategic Vision 2025

Adopted in 2009 from field hearings and input from stakeholders

Five strategic initiatives for programs and research:

✓ Endemic and Invasive Pests and Diseases
✓ Healthy Families and Communities
✓ Sustainable Food Systems
✓ Sustainable Natural Ecosystems
✓ Water Quality, Quantity and Security

UC ANR Strategic Plan 2017 – 2022

Designed to enhance operations and delivery of the mission

- Research and Extension
- People
- Financial Stability
- Administrative Excellence
- Value of UC ANR
Steps to Handle FY 2016-20 Budget Cuts

• Slowed hiring of UCCE Advisors & Specialists
• Delay hiring of staff and equipment purchases
• Statewide programs have reduced budgets
• RECS reducing subsidy of research projects
• ANR competitive grants program cancelled 2018 & 2020
Administrative Efficiencies & Savings are Re-invested in Programmatic Support

Investment Strategies
- Invest in advisor & staff compensation
- Enable technology modernization
- Increased support to UCCE research proposals

Cost Strategies
- Reorganized units
- Reengineered business processes
- Consolidated functions
- Reduced # of facilities
Steps to Expand Programs and Serve the Mission

Develop new sources of funding, expand partnerships and leverage resources:

✓ Identify opportunities for Fee-for-Service
✓ Seek partners to fund Shared Positions
✓ Capture and grow Endowments
✓ Design and implement New Events
✓ Expand Contracts and Grants
✓ Build support for Philanthropy
Revenue (across target categories) has increased by $11.2M since FY 2016.
**Working to Decrease Reliance on Traditional Funding Sources**

<table>
<thead>
<tr>
<th>Position</th>
<th>Funder</th>
<th>Salary Savings</th>
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<tbody>
<tr>
<td>9 Academics</td>
<td>CA Table Grapes Commission (2), CA NRCS (2), UC Merced (1), UC Santa Cruz (1), Santa Clara County (1), San Mateo County (1), Imperial County (1)</td>
<td>$700K per year for 5 years</td>
</tr>
<tr>
<td>14 Programmatic</td>
<td>California Department of Food &amp; Agriculture</td>
<td>$2M per year for at least 3 years</td>
</tr>
<tr>
<td>Staff Positions</td>
<td></td>
<td></td>
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<tr>
<td>22 Positions Total</td>
<td></td>
<td>$2.7M+ per year</td>
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TODAY: Supporting State Agency Missions through Partnerships

- Joint research projects and subject matter experts
- Training in pesticide safety, vegetation management, fire suppression, irrigation and more
- Developing educational materials and programs
- Mapping future fire probability under climate change scenarios to address public safety
- Promoting use of agricultural lands for groundwater recharge and drought management
- Providing evidence-based programs and teaching for SNAP-Ed and Women, Infants and Children (WIC)


**TODAY:** Substantial Progress on Many Goals and Initiatives

- Public Value Statements developed, widely adopted and well received
- Impact Reporting has greatly improved ability to message delivery of our mission
- New partners seeking to work with UC ANR
- Resources developed & trainings provided in Government Relations, Communications and Funds Development to staff and academics
- Diversity and Outreach has improved across many programs and within personnel
Providing Leadership to Elevate Rural California activities

Ecosystem Services and California’s Working Landscapes

Market Mechanisms to Revitalize Rural Economies

By Daniel O’Connell, Ph.D., and Adam Livingston

A project of the California State Economic Summit’s Working Landscapes Action Team and University of California, Agriculture and Natural Resources

THE CALL

California’s cherished forests are imperiled and our well-being is at jeopardy. The statewide wildfires, communities and ecosystems are the natural-born coexistence of both natural and human management. In the past, and the last time, we observed what happens when a land management plan is not implemented. The trend is so massive and growing so rapidly that we must act now with urgency and with a fundamentally different way of thinking. We must work together for the future, in a manner that considers and promotes prevention and preparedness for the future. This is not a call that we can afford to ignore. We have a responsibility to our communities, our environment, and our future generations to make sure that California’s wildfires are contained and prevented from occurring in the future.

Filtering & Wastewater: 7.3%
Manufacturing: 10.2%
Professional, Scientific & Technical Services: 7.5%
Finance & Insurance: 6.4%
Government: 21.9%
Information: 9.3%
Construction: 4.3%
Wholesale Trade: 4.1%
Retail Trade: 4.5%
Real Estate & Rental: 6.2%
Health Care & Social Assistance: 5.6%
Working Landscapes: 6.4%

TODAY: Catalyzing Ag + Food + Health Innovation Community

178 Cooperative Extension Researchers and Farm Advisors in 57 counties across the state

9 Research and Extension Centers spanning all relevant climate zones
Summary

• UC ANR benefits all Californians statewide.
• UC ANR collaborates with colleagues throughout the UC system.
• UC ANR is increasing transparency & improving efficiency with enhanced business processes & UC financial systems.
• UC ANR has been solving problems for over 100 years in California and will continue to develop and deliver strategic responses to current and future challenges.

ucanr.edu
Staff Assembly Basic Needs & Wellness Assessment

• Inform ANR Wellness activity and UC-wide survey on basic needs (food security and housing)
• Optional raffle for $50 thank you gift cards
• Open Feb 12 through Feb 29
• Questions:
  Dohee Kim at deekim@ucanr.edu or Nikolai S. at nschweitzer@ucanr.edu

Your voice matters!
ANR@Work Survey: March 17 – April 4

- Opportunity for **all academics and staff** to provide feedback about their experience working at UC ANR
- Help us improve our work environment
- Optional raffle for **$75 thank you gift cards**
- Look for invitation email on March 17 – **do not delete it!**

*Berry glad to hear your ideas*
CELEBRATE!

NEW FACES  WELCOME

Second Street
UC’s Sustainable Practices Policy

Jennifer Caron-Sale
Program Planning and Evaluation Analyst

2/20/2020
Purpose

- Introduce you to UC’s Sustainable Practices Policy
- Share the efforts underway to report on UC ANR’s sustainable practices
UC ANR’s contribution:

Transitioning away from only sharing impact stories to include examples of sustainable practices and monitoring at our facilities.
Elements of the policy

- Green Building Design
- Clean Energy
- Climate Protection
- Transportation
- Zero Waste
- Water Systems

Building Operations for Campuses
Procurement
Food Services
## Goals in the policy and UC Progress

<table>
<thead>
<tr>
<th>GOAL</th>
<th>UC System Wide Progress</th>
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<tr>
<td>Climate neutral by 2025</td>
<td>15% reduction in emissions</td>
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<tr>
<td>Reduce water use 20% by 2020</td>
<td>✓ 8 campuses and UCOP</td>
</tr>
<tr>
<td>Reduce water use 36% by 2025</td>
<td>✓ 7 campuses and UCOP</td>
</tr>
<tr>
<td>90% of waste diverted by 2020</td>
<td>76% of campus waste diverted</td>
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What has been done

UCOP’s Office of Energy and Sustainability has tracked UC ANR’s climate data from the RECs, Elkus, and 2nd Street

- **Scope 1**- emissions combusted/used on site
  - Vehicle fuel
  - Propane
  - Back-up diesel generation
  - Refrigerant emissions

- **Scope 2**- energy generated offsite and purchased
  - Electricity
  - Gas
What has been done

• UC ANR properties, with UCOP’s assistance, have participated multiple times in a lottery and become “Direct Access” electricity customers

• Several RECs receive electricity that has been purchased by UC directly and is 100% renewable energy

• e.g. the electricity powering some of the REC buildings and 2nd Street comes from solar power.

• UC ANR reports examples of energy efficiency, water savings, waste reductions, and green building and transportation data in the Sustainability Report
Examples of what has been reported

- The South Coast REC converted all research and extension projects to use tertiary treated recycled water in July 2011. In 2018-19 SCREC used 54.2 million gallons of reclaimed water for agricultural and landscape research.

- Over the past decade, Kearney REC has made energy efficiency improvements at its facilities, leading to a 32 percent reduction in energy use.

- Latinx youth participated in the UC ANR 4-H pilot ¡Descubre Outside! Discover Afuera! 97% expressed that they care about the environment, and 80% learned about environmental issues.

- The Nutrition Policy Institute helped initiate California’s inaugural Food Waste Prevention Week.
What is in progress

• Annual water use across all of our sites
  • Potable
  • Non-potable

• Annual municipal solid waste, and the percent diverted from waste by being recycled, composted, etc.
  • Different sites recycle different materials.
  • For most sites waste is paid for by volume, but needs to be reported by weight
Additional Resources

2019 UC Annual Report on Sustainable Practices

Sustainable Practices Policy
Healthy Habits for Preventing Seasonal Flu

David Alamillo – Risk & Safety Services

https://www.youtube.com/watch?v=CtnEwwUWD00&feature=youtu.be
Protect Yourself from Germs

• Germs are tiny microscopic organisms that can cause disease.
  • Four major types are: bacteria, viruses, fungi, and protozoa.

• Germs spread through the air in sneezes and coughs, or mix with body fluids like sweat, saliva, and blood.

• The best way to protect yourself is to avoid these things, and to take basic precautionary measures.
Everyday Preventive Actions

• Avoid close contact with sick people (3-5 ft. buffer)
• While sick, limit contact with others (isolate yourself)
• Stay home if you are sick
• Avoid touching your face (eyes, nose and mouth) with unwashed hands
• Clean and disinfect surfaces and objects that you touch often that may be contaminated with germs
• Wash your hands often with soap and water, for at least 20 seconds. If soap/water are not available, use an alcohol-based sanitizer (with at least 60% alcohol)
• Cover your nose and mouth when you cough or sneeze…
The CDC recommends that you stay home for at least 24 hours after the fever is gone except to get medical care or necessities.

The fever should be gone without the use of fever-reducing medicine.

See Safety Note #151
Resources and References

UC-ANR Safety Notes: (http://safety.ucanr.edu/Safety_Notes/Safety_Notes_by_Number/)
• Fieldwork Safety Series (#79, #82, #85, #86)
• #151 Preventing Spread of Disease – Urban Focus
• #181 Food Preparation & Managing Employee Illness

4H Clover Safe Notes: http://safety.ucanr.edu/4-H_Resources/Clover_Safe_Notes_by_Project_Area/
• Food preparation, animal care, and disease prevention

UC IPM Pest Notes: http://www.ipm.ucdavis.edu/PMG/PESTNOTES/
• Pest management guidelines for invertebrates (mosquito, tick, flea)
Resources and References

Cal Dept. of Public Health – Center for Infectious Disease (CID): [https://www.cdph.ca.gov/programs/cid/Pages/default.aspx](https://www.cdph.ca.gov/programs/cid/Pages/default.aspx)
- Disease information, local disease outbreaks and incidents

Centers for Disease Control and Prevention (CDC)- Disease Information: [http://www.cdc.gov/diseasesconditions/](http://www.cdc.gov/diseasesconditions/)
- Disease information, traveler’s health, emergency preparedness, and healthy lifestyle choices
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UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

thank you!