

Spring and Summer Strategic Plan Accomplishments

The 2016 ANR Strategic Plan is a living document, evolving as the needs of the Division and the people of California change, to improve the lives of every Californian through our research and extension work. The Strategic Plan aims to enhance our research and extension mission, support employees and volunteers, promote financial resiliency and administrative excellence, and increase awareness of UC ANR's value. Recent accomplishments that contribute to improved ability to carry out the UC ANR mission are outlined for each of these areas:



Recruitment for a new CE Citrus IPM Advisor position, co-funded by the Citrus Research Board, is underway.

CONDUCTING RELEVANT PROGRAMMING

Improving the lives of 40 million Californians requires us to constantly consider the research focus and content of programming as well as the delivery method. Adapting our message and offerings is a key part of the land grant history and continues to ensure our relevancy to clientele across the state.

EMPLOYING TOP TALENT

In order to be the best, we need to employ and retain the best. This encompasses recruitment of top talent and volunteers from a diverse candidate pool, and offering attractive, competitive positions and opportunity. We retain personnel by providing continuing career, leadership, volunteer, and personal growth opportunities with competitive salaries and benefits.

CONDUCTING RELEVANT PROGRAMMING

- UC ANR has quickly adapted in order to continue to serve the people of California during the coronavirus pandemic. Web sessions with the California Institute of Water Resources (CIWR) increased by 60% and sessions for UC Integrated Pest Management (IPM), the Master Food Preserver Program, and the Nutrition Policy Institute increased by 30% each.
- Engagement with UC ANR on social media also increased. The number of Facebook followers increased by 10% for both IPM and 4-H. On YouTube, IPM saw a surge, with 149,518 views between January and June, around four times more views in the same period compared to 2019. CIWR's blog, *The Confluence*, saw a 50% increase in users and page views.
- The Citrus Research Board (CRB) is co-funding a new 10-year Cooperative Extension Citrus IPM Advisor position. This is a new type of partnership between UC ANR and CRB.
- The California Walnut Board, The Almond Board of California, and the California Pistachio Research Board are funding four Staff Research Associate positions to support academics.

EMPLOYING TOP TALENT

- 73% of UC ANR academics and staff responded to the inaugural ANR@Work Survey during March and April 2020, with 74% responding that they were a "satisfied" or "extremely satisfied" UC ANR employee.
- The survey responses to the statements "I feel valued by my department," "All people are welcomed," and "My department supports work life balance" indicate that these areas are strengths for UC ANR.
- The survey responses to the statements "I feel valued as a member of the UC ANR community" and "I have a voice to provide ideas and suggestions on how to improve UC ANR" depicted key areas of opportunity for UC ANR.
- In response to the ANR@Work Survey opportunities, ANR Staff Assembly Council and Academic Assembly Council now have representative members on the Vice President's Council.
- Since implementing the Staff Market Adjustment Plan in February 2016, the number of UC ANR policy-covered staff who are at or above the market salary goal has increased from 71% to 78%.



A 4-H participant pictured with her submitted artwork of Flat Happy McGivens, the Big Dig Day mascot.

INCREASING RESOURCES FOR PROGRAMMING

State and federal support for the Agriculture Experiment Station and Cooperative Extension decrease while the costs of conducting research and Extension increase. The strategic plan operationalizes efforts to increase funding through partnerships, donations, and grantsmanship.

ENHANCING RESEARCH AND EXTENSION FACILITIES

Cutting edge research and Extension requires well maintained facilities that reflect current technology standards. Updating facilities to address deferred maintenance is key to continued success.



The perimeter fence at the Hopland REC was damaged during a wildfire in 2018.

INCREASING RESOURCES FOR PROGRAMMING

- During the second annual Big Dig Day on June 5th, UC ANR raised over \$95,051 to support our programs, all from individual gifts. This represents a 272% increase in the number of individual gifts, compared to 2019.
- Big Dig Day is a key strategy for finding new donors for UC ANR: 403 donors made gifts, a 174% increase over 2019.
- Program and county office participation increased dramatically. 26 statewide programs and counties garnered more than ten gifts each compared to only six in 2019, a 333% increase.
- Fiscal year-end estimated fundraising in FY20 is 4.1M, an increase of 8% over the prior year. The national increase in giving in 2019 was 4.2% according to *Giving USA*.
- Prior to the financial impact of the coronavirus pandemic on the revised budget, Governor Newsome included a 5% increase for UC ANR in the proposed state budget, a result of UC ANR's advocacy and engagement with state and county government.
- To drive administrative efficiencies, UC ANR is partnering with UCOP and all of the campuses to modernize, standardize, and streamline business systems and processes, implementing Oracle Cloud Financials and UC's Common Chart of Accounts.

ENHANCING RESEARCH AND EXTENSION FACILITIES

- As previously reported, \$30.6M has been approved for capital projects, with 22 projects approved for FY2020. An update on the status of these projects follows:
- Reconstruction of the perimeter fence at the Hopland Research and Extension Center that was damaged by fire in 2018 will begin later this summer.
- Condition assessment of pesticide washdown stations at UC ANR's Research and Extension Centers is under way.
- The Integrated Capital Asset Management Program condition assessment is 60% complete with the South Coast Research and Extension Center scheduled for later this summer.
- The Hopland and Sierra Foothills RECs and the UC ANR Facilities team partnered with UC Davis researchers on a Department of Energy grant submission to study the impact of range-voltaic solar panels on cattle and sheep.
- Construction on the Citrus Under Protective Screening project at LREC, funded by CRB, UC ANR, and a federal grant, is scheduled to be complete by late summer 2020.