

Recruitment under way for new advisors

The five new academic positions originally announced by VP Dooley on April 29 are posted on the Web and recruitment is under way.

The positions, all UCCE advisors, are:

- Delta crops resource management advisor—San Joaquin, Sacramento, Solano, Yolo and Contra Costa counties
- Livestock and natural resources advisor—Kern, Tulare and Kings counties
- 4-H youth development advisor—Central Sierra Multi-county Partnership—El Dorado, Amador, Calaveras and Tuolumne counties
- Urban integrated pest management advisor—Bay Area—Contra Costa, Alameda, San Mateo, San Francisco and Santa Clara counties
- Youth Families and Communities

advisor—Del Norte, Humboldt, Lake and Mendocino counties

Additionally, an internal recruitment for a 4-H youth development advisor for Modoc, Shasta, Siskiyou and Trinity counties is posted.

Full position vacancy announcements along with procedures and timelines can be found at the ANR Jobs page at http://ucanr.org/Jobs/Jobs_990/.

As previously noted, these positions will be funded by salary reversions resulting from retirements and separations that have occurred over the last year, and are an important first step in bringing new academic talent to ANR. Everyone in ANR is encouraged to spread the word on our recruitment efforts and to invite qualified candidates to apply for these new positions.

Merit-based salary increases for faculty and non-represented staff

Dear Colleagues:

As you may know, the UC Board of Regents last November approved funds in UC's 2011-12 budget to provide a pool for merit-based salary increases for faculty and staff.

I am writing to share with you the letter from President Yudof to chancellors that outlines the general terms of the merit program and explains his decision to exclude senior-level managers from participation. Yudof's letter can be read at http://atyourservice.ucop.edu/news/general/chancellors_faculty_staff_merit_increase.081711.pdf.

As President Yudof states, the merit program is aimed at helping recruit and retain academic staff, who are the source of UC's academic and research quality, and also to acknowledge non-represented staff for their ongoing dedication and service despite not having received general pay increases for the past several years.

The merit pool will be calculated at 3 percent of the overall pay in the eligible personnel categories, and individual increases will be based on performance and determined locally. In the coming days, UCOP will be sending specific guidelines to the ANR academic and staff personnel offices for how the merits will be implemented. We will share those additional details with you soon.

In the meantime, the Executive Working Group joins President Yudof in expressing appreciation for the contributions you and your colleagues make to the University, the people of California, and the countless others we touch every day in our service to the public.

Sincerely,

Kay Harrison Taber

Associate Vice President for Business Operations

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Register for the Sustainable Food Systems Conference

Registration is now open for the Sustainable Food Systems Strategic Initiative Conference, which will be held Oct. 11–13, 2011, at Freeborn Hall at UC Davis.

The theme of the conference is "Strengthening Our Connections: People, Issues and Policy."

Karen Ross, secretary of California Department of Food and Agriculture, has been confirmed as a keynote speaker.

To participate in charting the direction of this important initiative, register now at http://ucanr.org/sites/SFS/Registration_47.

One of the conference goals is for UC academics to learn more about the work of their UC colleagues working in all areas of sustainable food systems, strengthen those connections and explore opportunities for collaboration.

ANR members from throughout the state will participate in panel discussions on a variety of topics relevant to sustainable food systems, including

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Register for the Sustainable Food Systems Conference *Continued from page 1*

the role of California in the global food system, water, local and regional food systems, public policy, climate change, food safety, controversial issues and using social media for outreach.

The conference will begin at 10 a.m. on Oct. 11 and conclude presentations at 2 p.m. on Oct. 12, followed by affiliated Program Team meetings and an evening program hosted by UC Sustainable Agriculture Research and Education Program. On the morning of Oct. 13, Program Teams and workgroups will resume meeting.

To see the draft agenda for the conference or to read the initiative's working draft plan, visit <http://ucanr.org/sites/SFS>.

More details about Program Teams and workgroups will become available in early September. If you need immediate assistance, contact Sherry Cooper at slcooper@ucdavis.edu or (530) 752-1581.

To obtain the best rates, be sure to reserve lodging at the Hallmark Inn by Aug. 31.

ANR Administrative Handbook revised

ANR insurance policy revised for travel

The 2006 version of ANR Administrative Handbook Section 210, Insurance has been revised and reissued. It is now available at <http://ucanr.org/sites/anrstaff/files/80471.pdf>.

The revision to this section of the handbook is significant.

Existing policy has not been changed, but important additional information has been added. This revision will be of interest to most ANR employees, especially those who travel and/or who use their vehicle in the course of their ANR work.

Please contact ANR's Office of Risk Services for additional guidance and support.

Programmatic MOUs policy revised

The 2006 version of ANR Administrative Handbook Section 401, UCCE and County Memorandum of Understanding has been revised and reissued. The Section title has been changed to Programmatic MOUs and is now published in the handbook under 400 Series: Laws and Operations.

The revision to this section of the Administrative Handbook is significant.

Information regarding MOUs for the establishment and continuation of UCCE in California counties has been removed for the time being, as ANR transitions to a focus on multi-county partnerships. However, a great deal of new information regarding programmatic MOUs (e.g., agreements to deliver programs and/or to provide support services) is now provided, including MOU templates for our 4-H and Master Gardener programs.

The revised section should be helpful to those contemplating the issuance of an MOU. For additional guidance and support, please see ANR's Administrative Policies & Business Contracts.

If you would like to be informed directly of future changes to the ANR Administrative Handbook, register at <http://ucanr.org/u.cfm?id=14>.

Committee creates ANR training website, offers training tips

A year ago Associate Vice President for Business Operations Kay Harrison Taber charged a new committee to guide the training coordination process, develop a comprehensive training calendar, and develop priority trainings for ANR academics and staff.

To help ANR personnel find training, the committee has established the ANR Training website at <http://ucanr.org/sites/anrtraining>. The site will continue to grow and collect more training opportunities as they are discovered or produced. Training is being obtained or developed for specific target audiences: academics, staff and directors. ANR members can use the website's survey form to make requests or suggestions for internal training to the committee.

The committee is led by Linda Marie Manton of the Staff Personnel Unit, Kim Rodrigues of the Academic Personnel Unit, and Mike Poe from Communication Services and Information Technology. The Committee members represent several units in ANR with interests in internal training needs and resources to produce training materials. Representatives of the committee recently met with the Executive Working Group for a second time to report their progress and receive feedback.

The committee is also establishing standards for training development within ANR. Its members can suggest practical delivery methods to teach particular subjects and use varied modes of training delivery including webinars, face-to-face workshops or seminars, desktop and room-based video conference technology, recorded tutorials, institutes and combinations of modes.

Nondiscrimination Policy Statement language clarified

ANR has revised the wording of its Nondiscrimination Policy Statement to clarify its intent. Both the English and Spanish statements have been reworded.

When adding UC's Nondiscrimination Policy Statement to a publication, download the latest version at http://ucanr.org/sites/anrstaff/Diversity/Affirmative_Action/Resources/Policy-related_downloads/ or click on the words "Nondiscrimination Statement" at the bottom of <http://ucanr.org>. The statements are dated 2010 because they are substantively the same as they were last year.

KARE calls for project proposals

Kearney Agricultural Research and Extension Center (KARE) is soliciting proposals for new research and demonstration projects for the period Nov. 1, 2011 through Oct. 31, 2012.

Located near Fresno in the San Joaquin Valley, Kearney has 330 acres suitable for many types of tree, vine, and row crops.

Kearney also has some of the most extensive specialized research facilities of any off campus location within UC. These are suitable for greenhouse, post-harvest, sample handling (including cold storage and drying), sensory evaluation, lysimeters, and assorted laboratory research activities.

Proposal forms can be obtained at http://www.uckac.edu/Facilities/Research_administration/Research_forms/ and are due by Sept. 19. Submit all forms electronically to Janie Duran at jduran@uckac.edu.

If you have questions about field research management, contact Chuck Boldwyn at (559) 646-6020 or cboldwyn@uckac.edu. For questions about the facilities, contact Laura Van der Staay at (559) 646-6030 or lvdstaay@uckac.edu.

Other questions can be directed to Jeff Dahlberg, KARE director, at (559) 646-6060 or jdahlberg@uckac.edu.

To learn more about Kearney Agricultural Research and Extension Center, visit <http://www.uckac.edu/>

Leadership notes about collaboration, budget and communication posted

An ANR leadership meeting was held June 28 at the UC Davis Activities & Recreation Center. In addition to the Executive Working Group, Strategic Initiative leaders, executive associate deans, county directors, statewide program directors, REC directors and unit directors attended.

Dan Dooley, Barbara Allen-Diaz, Kay Harrison Taber, Bill Frost, Bob Sams and Don Klingborg gave updates on ANR's budget and restructuring efforts that have been completed or are under way.

For the majority of the meeting, the participants formed break out groups to discuss four questions and brainstorm answers.

The four questions were:

1. How do we as ANR's leadership catalyze the development of internal partnerships across the continuum and prevent silos from forming?
2. What changes not mentioned this morning do we need to consider to help preserve more of our budget for hiring positions?
3. Beyond the ANR Report and our weekly email updates, what can we do to more effectively communicate with you, ANR's leadership team, and with the whole of ANR?
4. How do we better support you in your role of communicating with others in and outside of ANR? What roles does each of us play in telling our story to achieve awareness, understanding and support?

Group responses from the brainstorm session were recorded by facilitators and are now posted at <http://ucanr.org/files/117046.pdf>. These brainstorming comments will be used to further develop and refine the Division's structure, procedures and communication practices.

New forestry resources available online

The UC Cooperative Extension Forest Research and Outreach unit recently launched several new websites, online communities, and a mailing sign up pertaining to forestry and oak woodlands.

As a network of campus- and county-based academics charged with extending university resources and information to local communities, the team hopes that having their resources available online will promote the dissemination of research, education tools, and expert assistance. Additionally, online communities and social networking sites will allow people to better communicate their needs for forest research and information back to UC specialists and advisors.

To view all of the new resources available from the Forest Research and Outreach unit regarding forestry and oak woodlands please visit <http://ucanr.org/sites/forestryonline/>.



Revisions proposed for staff layoff and reduced time policies

UC is proposing to revise the systemwide layoff policy for staff employees. As with all such policy revisions, UC invites employees to comment on the proposed changes.

The main focus of the revised policy is to clarify that performance is one of several key factors to be considered when deciding employee layoffs and/or reductions in time. The previous version of the policy took employee performance and skills into account under certain circumstances, but it emphasized seniority as the dominant factor in layoff decisions. This revised policy continues to allow seniority to be a factor, but it clarifies that employee performance and ability should also be carefully considered, which is consistent with UC's overall effort to build a stronger, performance-based workforce culture.

For example, under the revised policy, if two employees in the same layoff unit are being considered for layoff and they have the

same skills and have performed equally, the more senior employee would remain. If there were differences in performance then those factors would also be considered.

For more information, there are answers to some frequently asked questions about the proposed changes, along with a copy of the proposed policy itself, on the At Your Service website: http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/prop_staff_policies.html. The deadline for employee comments is Sept. 2.

To comment, non-represented employees should send an email to anrstaffpersonnel@ucdavis.edu and make the subject of the message "Policy 60." Union-represented employees may submit comments through their union representatives.

CSIT UPDATE

Recommend your website

A new "Recommended Sites" tool has been added to the ANR portal that allows ANR members to highlight an ANR site when someone uses the search tool provided at the top of Site Builder 3 websites.

ANR uses Google's Custom Search to power the general search results in all Site Builder sites. Even though Google returns good results, it may not always return the most appropriate website. To assist our users in finding the right results, our Recommended Sites tool will query an internal list of search terms and try to find a match. The great thing about this internal list is that you can help build it.

Simply add your website, site name, a description and a list of search terms, then you will see your site recommended when using the search bar at the top of a Site Builder site.

When entering search terms, be sure to provide a list of unique and descriptive terms. Putting "ANR" as a search term is not beneficial unless the user is looking for information about ANR, but entering "ornamental horticulture" will help guide users to desired content.

First, view the current list of recommended sites. You may find that your site is already on the list.

Camtasia Relay screencasting software now available

The ability to produce a screencast, a digital recording of computer screen output often containing audio narration, is now available to Division academics and staff. It can be used to narrate PowerPoint presentations and create tutorials and have them processed into a variety of video file formats.

The software is made available through funding from the ANR Training Coordination Advisory Committee. An FAQ and more details about Camtasia Relay are available on the [ANR Training Coordination website](#). The TechSmith company, makers of Camtasia, provides this overview video.

To get an account on ANR's Camtasia Relay server, contact Leigh Dragoon at ladragon@ucdavis.edu.

Adobe Connect can dial into ReadyTalk

With the latest version of Adobe Connect Pro, we can now add ReadyTalk phone conferencing to online meetings without using an open microphone and speakerphone.

This is a case where telephones and VoIP converge. There are three basic steps to make this happen:

- In Adobe Connect, select the preset audio profile for ReadyTalk
- Add to your meeting room's information that you want to use the audio profile
- In the meeting room, turn on the meeting audio by specifying the phone will be used



Hosts will tell meeting participants the ReadyTalk codes as usual if they want to use phones. This would be common for meetings that are better suited for conversation rather than presentation. For one-to-many events like a town hall and some webinars, only the host/presenters would use the phones and the participants will use their computer speakers.

Either way, everyone will be able to hear everything regardless of the source. With the ReadyTalk conference as part of the Adobe Connect meeting, Connect will be able to record all of the meeting audio including those on the phone.

Detailed instructions to set up ReadyTalk to work with Adobe Connect are at <http://anrcs.ucdavis.edu/files/118164.pdf>.

Names in the News

Lairmore named dean of vet school



Michael D. Lairmore, a veterinarian, cancer researcher and top administrator at The Ohio State University's College of Veterinary Medicine,

has been named the new dean of UC Davis' School of Veterinary Medicine.

As dean, Lairmore will also preside over the William R. Pritchard Veterinary Medical Teaching Hospital, the California Animal Health and Food Safety Laboratory System, and the Veterinary Medicine Extension program, all at UC Davis.

Lairmore's expertise bridges multiple disciplines to address basic questions related to viral causes of cancer and the biology of retroviruses. Among his accomplishments is the development of one of the first animal models of AIDS-associated pediatric pneumonia.

At Ohio State, Lairmore serves as associate dean for research and graduate studies at the veterinary medical college and as associate director of the university's Comprehensive Cancer Center. As associate dean for research and graduate studies, Lairmore administers a successful sponsored research and commercialization program. He also holds two academic appointments at Ohio State: He is a professor of veterinary biosciences in the College of Veterinary Medicine and he has an adjunct appointment in molecular virology, immunology and medical genetics in the College of Medicine.

"Michael's record of excellence at Ohio State is a great match for our top-ranked school of veterinary medicine here at UC Davis," said UC Davis Chancellor Linda P.B. Katehi.

Lairmore, who is board certified in two veterinary specialties – anatomic pathology and virology and immunology – has a doctorate in experimental pathology from Colorado State University. He received his doctor of veterinary medicine from the University of Missouri at Columbia.

Lairmore will replace Bennie Osburn, who retired in June after serving 15 years as dean of the veterinary medical school. Osburn has been recalled to serve as dean until Lairmore joins UC Davis on Oct. 24. – By Mitchel Benson

CNAS names new administrators

Timothy Paine has been named divisional dean for agriculture and natural resources in UCR's College of Natural and Agricultural Sciences, effective July 1, 2011. He replaced Donald Cooksey, who rejoined the faculty of the Department of Plant Pathology and Microbiology as professor and bacteriologist.



Tim Paine

Paine has been on the faculty of the Department of Entomology since 1986. His research focuses on insects that affect woody ornamental plants. He received a bachelor's degree in history and entomology in 1973 and a Ph.D. in entomology in 1981, both from UC Davis.

In his new position, Paine will administer college programs aimed at improving our food and water supply, including the Departments of Entomology, Environmental Sciences, Nematology, and Plant Pathology and Microbiology, and the Citrus Research Center/Agricultural Experiment Station.

CNAS also announced three new department chairs. Richard Minnich has been named the new chair of the Department of Earth Sciences, replacing Mary Droser. Philip



Richard Minnich



Phil Roberts



Michael Allen

Roberts takes over as chair of the Department of Nematology from James Baldwin, who also chaired the Department of Plant Pathology and Microbiology. Michael Allen will chair the Department of Plant Pathology and Microbiology.

– By Sara Clausen

Lemaux elected ASPB president

Peggy Lemaux, UC Cooperative Extension specialist based at UC Berkeley, has been elected president of the 5,000-member American Society of Plant Biologists, effective Oct. 1.



Peggy Lemaux

Lemaux is the first CE specialist named to lead the society, which was founded in 1924.

Lemaux, a leader in educational efforts in agriculture, food and farming methods, will provide input on important decisions related to plant research and funding—issues that affect the plant biology community in the US and around the world. Sixty percent of ASPB members are from the US, but the rest are from more than 50 other countries worldwide. One of her top goals for the society will be to press for increased funding for plant research.

Her outreach efforts have resulted in the development of numerous educational resources. Lemaux also directs research efforts that focus on the use of genetic transformation systems to study and improve cereals and grasses, like wheat, barley, oats and sorghum. In collaboration with others, these technologies have been used to create value-added cereal crops, like a higher malting quality barley, a hypoallergenic wheat variety, a more digestible sorghum and a wheat variety that resists sprouting while still on the plant.

– By Karyn Houston

ANR to host 2012 Western Region 4-H Science Academy

The California State 4-H Office in the UC ANR Youth, Families, and Communities Program is pleased to have been selected by National 4-H Council to host the 2012 Western Region 4-H Science Academy. It will be held March 26-28 at UC Davis. The academy will bring together 4-H professional faculty and staff from the 13 western states in a three-day summit. The goal of the academy is to build the capacity of state and local 4-H faculty and staff to offer high quality, sustainable 4-H science programs.

The 4-H Science, Engineering, and Technology Initiative connects with the UC ANR Strategic Vision 2025 to improve science literacy of California's youth. The academy will be an opportunity to share, network and improve California 4-H's programs in animal science, ecosystems and natural resources, engineering, and foods and nutrition through increased capacity to develop curricula, evaluate program outcomes and impacts, train volunteer educators and raise funds.

UC ANR academics involved with this multistate effort include Steven Worker, Shannon Dogan, Martin Smith, Lynn Schmitt-McQuitty, Richard Mahacek, and Andrea Ambrose.

More information about the 2012 Western Region 4-H Science Academy is available at <http://ucanr.org/sites/wregion4H>.

ANR launches leadership development book club

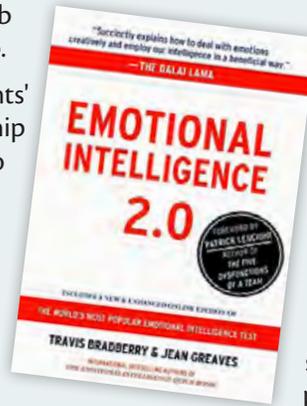
ANR is forming a leadership development book club with the support of the Executive Working Group.

The idea behind the book club is to develop participants' professional skills as well as help inform ANR's leadership development efforts, according to Kim Rodrigues, who is coordinating the activity.

Most leadership development programs include extensive recommended reading lists and book report activities. This ANR activity will support statewide discussion of the books and general leadership attributes through facilitated discussions at strategic ANR video conferencing sites in the state.

The first book selected is "Emotional Intelligence 2.0," by Travis Bradberry and Jean Greaves.

"Emotional intelligence 2.0" explores four core skills — self-awareness, self-management, social awareness and relationship management.



"The Executive Working Group is seeking broad input from ANR staff and academics on the leadership attributes of greatest importance to our successful future, as well as potential operational measures for each attribute," said Rodrigues, executive director for Academic Personnel. "These elements will be part of initial book reading discussions and may direct future leadership development efforts in ANR."

Because everyone in ANR is a leader in some situations, all ANR employees are welcome to participate.

To join the club, send an email with "leadership book club" in the subject line to Rodrigues at karodrigues@ucdavis.edu and read the book. In the email, let her know if you need a copy of "Emotional intelligence 2.0" to be sent to you. She will notify book club members of the discussion dates and locations.

Retirements

Steve Quarles

Steve Quarles, UC Cooperative Extension wood durability advisor, retired Aug. 1 after 26 years of ANR service.

Although he was based at the UC Richmond Field Station in Contra Costa County, Californians throughout the state use Quarles' research-

based information on the performance of wood products and wood-framed structures to protect their homes from

wildfire. Serving on a national committee, he helped develop fire standards for ASTM, a professional society that develops consensus-based standards for building materials.

"Steve Quarles has worked tirelessly for many years to help develop the country's leading building material solutions to the wildfire problem that plagues our

communities," said Kate Dargan, former California State Fire Marshal.

"For years the major emphasis on what to do to prepare for wildfires was to clear defensible space," said Julie Rogers, executive director of the Mendocino County Fire Safe Council. "Steve's research, disseminated by his writings and numerous outreach talks and demonstrations, has greatly helped to swing the balance over to a more balanced approach, which is that both vegetation and the home need significant attention if homes and communities are to be spared from wildfires."

"Steve is probably one of the country's foremost authorities on ignition-resistant building construction," said Ed Smith, University of Nevada Cooperative Extension natural resource specialist, a frequent collaborator. Quarles joined UC in 1985 as a faculty member at the UC Forest Products Laboratory. In 1992 he became

head of the Wood Building Research Center at the Forest Products Lab. He became a UC Cooperative Extension advisor in 2000 and was associated with the UC Center for Fire Research and Outreach.

He earned his bachelor's degree in wood science from Virginia Polytechnic Institute and State University, and his master's and Ph.D. in wood science from the University of Minnesota.

Quarles, who has been granted emeritus status, said he will continue to interact with extension colleagues while studying the relationship between homes and fire at the Insurance Institute for Business & Home Safety Research Center, where he has been hired as a Senior Scientist for Hurricane/High-Wind Building Durability and Fire Protection.

Read the full story at <http://ucanr.org/news/?uid=1419&ds=191>



Steve Quarles

UNIVERSITY OF CALIFORNIA Division of Agriculture and Natural Resources (ANR)

Serving California through the creation, development and application of knowledge in agricultural, natural and human resources.

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