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Dooley announces changes in ANR leadership

On Sept. 15, UC Regents approved Barbara Allen-Diaz as VP for ANR, effective Oct. 1. Appointed to lead the Division in January 2008, ANR VP Dan Dooley accepted the additional responsibilities of the Senior VP for External Affairs in November 2008, and has served since then in both roles.

After consultation with President Yudof and others at UCOP, the decision was made to restructure the Division's senior management to enhance ANR's representation within the University. Dooley will retain the title of Senior VP and continue to be involved in the strategic direction of ANR as a "Senior Advisor to the President for Agriculture and Natural Resources."

Dooley explains his new roles within UCOP and ANR and the future for the Division in a 3:22-minute video at http://ucanr.org/News/Announcement_by_VP_Dan_Dooley_Video/.

Pursuing our Strategic Vision

Dear Colleagues,

I am honored to be asked by Dan Dooley and Mark Yudof to lead ANR, which has been my academic home for the past 25 years.

Over the last three years, the Division has endured dramatic changes:

- \$5.2 million permanent budget cut
- \$4 million in unfunded mandates
- \$4 million cut in temporary funds
- Another \$3.2 million cut FY 2011-12 to our permanent budget, plus unfunded liabilities including funding for merits, our portion of the retirement system re-start, and funding represented staff agreements.

We have survived by using our Strategic Vision as a guide for making budget cuts, largely protecting academics and programs; consolidating administrative units across regions, statewide programs, and competitive grants programs; and finding new homes for units that had been part of our Division for years.

But more importantly, we are using the Strategic Vision as our blueprint to rebuild for the future.

We are moving forward based on the strength and long-term vision of our academics and staff, and our collective belief that what we do in the research, education and public service continuum is imperative to the future success of the people of California.

ANR is composed of people who have extraordinary and diverse expertise and we are dispersed all over the state. But we share a passion in our belief that we can improve the quality of life for Californians.

I feel privileged to work with incredibly dedicated, hard-working, mission-oriented people who have borne the brunt of these cuts and still come to work motivated every day because they believe in ANR, the University of California, and the programs that they support and deliver.

In the next few years, together we will find ways to make our ANR continuum



stronger, bridging the differences and distances between us. We will continue to build

multi-county partnerships, focusing on those county relationships that make the most sense to combine. We will continue to re-invest in our academics, protecting funds saved from retirements, and hiring new advisors and specialists. We will continue to support our programs through our consolidated business services offices and program support unit, and we will make sure that the support is relevant, timely and sufficient to ensure that our programs thrive.

I look forward to working with all of you, as we work collectively to ensure UC's Agricultural Experiment Station and Cooperative Extension system accomplishments continue to make California the envy of the world.

Sincerely,

Barbara Allen-Diaz
Associate Vice President - Academic
Programs and Strategic Initiatives

First multi-county partnership finalized

UC Cooperative Extension Central Sierra, the office serving Amador, Calaveras, El Dorado, and Tuolumne counties, received final approval from the last county last week, making it ANR's first official multi-county partnership.

Over the past year, ANR leaders have been working with county governments to identify a new structure for county-based Cooperative Extension that would maintain the strength of the programs, while reducing costs.

The result is a collaborative agreement between the four counties that will consolidate administration to meet budget cuts without reducing services to residents.

"Central Sierra Nevada residents will continue to have access to educational programs and expertise in nutrition, healthy living, youth development, agriculture, home gardening, animal husbandry, forestry and natural resources," said Scott Oneto, director of the Central Sierra Cooperative Extension office.

"This was complicated," said Don Klingborg, director of ANR Strategic Advocacy and UC-County Partnerships. "Scott Oneto and Dorothy Smith are to be commended for negotiating the details within their communities and creating new policies so

that the final package was strongly supported by county partners and stakeholders. Through this effort, we have established some guiding principles that will provide best practices for other multi-county partnerships."

ANR will maintain an office in each county to support its county-based programs and staff, which include 4-H Youth Development, CalFRESH, Master Gardeners, Master Food Preservers, Natural Resources, Agriculture and the Nutrition, Family and Consumer Sciences Program. The UCCE office in El Dorado County at 311 Fair Lane in Placerville will serve as the administrative hub for the four counties and will be open full time. The other three counties will be open part time.

The 4-H Youth Development, Master Gardener and Master Food Preserver volunteers will continue to serve in their respective communities. Likewise, 4-H clubs and projects will maintain their county identity.

"This has been a long and challenging process," Oneto said, "It has taken over a year to get to this point, but it has been worth it. The changes we have already made just in the last month are already resulting in significant savings in both time and money. We are fortunate to have a team of staff that is willing to pull together and make significant changes to their programs and job duties for the betterment of UCCE and clientele. A number of staff members have gone from working in just one county to now working in four. I am privileged to have such a strong and dedicated group of professionals who see the bigger picture."



Employment opportunities : Desert REC director-advisor

ANR is seeking a director for the [Desert Research and Extension Center](#) and Cooperative Extension advisor to conduct an education and applied research program to address critical issues facing agronomic or vegetable crop production.

Specific aspects of duties include:

- Develop and conduct a Cooperative Extension education and research program that meets critical needs and builds the knowledge base in the disciplines represented.
- Provide leadership, expertise and direction for the management of the center including prioritization and allocation of financial and human resources, long-range facility planning and development, and space planning and allocation.
- Supervise the management of business and financial activities of the center including accounting, payroll, purchasing, inventory, business contracts and agreements, and sale of farm commodities.
- Participate in regional and statewide ANR committees, workgroups and meetings to ensure strong linkages and effective communications between the REC system, UCCE Imperial County, ANR administration and appropriate UC campus departments.

- Manage the center's research project proposal, review and resource allocation process; coordinate and assist researchers at the center to conduct applied/adaptive research to resolve significant issues and to test systems of selected technologies and practices. The successful candidate will be expected to develop an extramurally funded research program; forge strong interactions with local county partners and clientele, as well as UC colleagues; contribute to core research and extension goals established within ANR; and assist in establishing an innovative multidisciplinary program in their field of expertise.

A minimum of a master's degree is required though other advanced degrees are encouraged, with a background in a discipline related to the production of vegetable and/or agronomic crops. Experience in conducting applied research and education programs is required.

To read the full position vacancy announcement and application procedures, visit http://ucanr.org/jobs/Job_990/. To assure full consideration, applications should be submitted by Oct. 21.



Program development funds to support advisors, academic coordinators, academic administrators and program reps

The Executive Working Group is continuing to direct USDA Smith-Lever funding to support program development for advisors, academic coordinators, academic administrators and program representatives serving in county-based programs, statewide programs, research and extension centers and ANR support units.

These funds will be allocated to accounts for FY 2011-12 under the direction of county directors and directors of appropriate units. They will allocate \$1,000 per advisor, academic coordinator and academic administrator and \$500 per program representative, regardless of their position's funding source.

Use of these funds will be approved by each county director or unit head. These funds are to be used in broad support

of program development expenses such as specialized equipment (including computers, peripherals and software as appropriate), travel to professional meetings, conference registration, seminars and in-service trainings.

Additionally, beginning July 1, these funds may be used in support of membership fees in professional societies (See ANR Administrative Handbook Section 202, Memberships in Organization at <http://ucanr.org/sites/anrstaff/files/120464.pdf>).

Funds will be transferred by the Business Operations Center to program development accounts assigned to each county director and unit head to manage, allocate and approve expenses. Funds must be spent and recorded on the UC account ledgers by June 30, 2012, in accordance with fiscal closing deadlines.

Register for the Sustainable Food Systems conference

The Sustainable Food Systems Strategic Initiative Conference will be held Oct. 11 to 13 at Freeborn Hall at UC Davis.

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

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

ANR members from throughout the state will participate in panel discussions on a variety of topics, including 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. Time has been reserved for affiliated Program Teams and workgroups to meet.

For SFS conference agenda details, visit <http://ucanr.org/sites/SFS>. To register, go to http://ucanr.org/sites/SFS/Registration_47.

UC seeks comment on proposed phased retirement program

The University of California is seeking comments on its proposed Phased Retirement Program that would help employees who are 55 or older transition into retirement. Senior Management Group members and academics would not be eligible for this program. The program would be subject to collective bargaining for represented employees.

UC wants to offer this program as an optional tool that locations and organizational units may choose to provide to eligible career staff employees as an opportunity to transition into early retirement. The program would allow staff members to reduce their work hours by at least 10 percent a year over a fixed period, from 120 days up to three years, before retiring. In exchange, employees will receive certain specified advantages, such as vacation and sick leave based on the rate of accrual prior to participating in the Program, and a lump sum cash incentive upon retirement that would be equal to half the amount of the reduction in time.

Under the proposal, if you have at least five years of service credit and work at least 60 percent time, you would be eligible. You could participate for as little as 120 days to as much as

three years, reducing your appointment by at least 10 percent annually if you reduce time multiple years. You would retire when you finish the program and receive the incentive payment within 30 days of retirement.

For example, if you're a full-time employee earning \$50,000 a year and you reduce your work hours by 10 percent, your annual salary would be \$45,000 and your appointment rate would be 90 percent. Your one-time incentive payment would be \$2,500 upon retirement, which is half the amount you would have earned otherwise.

Attached is the proposed voluntary Phased Retirement Program. The program document and an informative FAQ are posted at http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/index.html under "Proposed Programs."

As part of the normal policy review process, employees are invited to comment. Please send your comments on the proposed program to Linda Marie Manton, executive director for Staff Personnel, at lmanton@ucdavis.edu by Sept. 26.

Names in the News

Mauk named UCR Ag Ops director and specialist



Peggy Mauk

Peggy Mauk has been named director of Agricultural Operations and CE

specialist at UC Riverside, effective Sept. 1, 2011.

As director of Agricultural Operations, Mauk will administer the budget for the two UCR experimental farms located in Riverside and the Coachella Valley; and coordinate and manage the field- and greenhouse-based operations for research and extension activities. As CE specialist, she will provide regional and statewide leadership in research and extension activities in Subtropical Horticulture in the Department of Botany and Plant Sciences. Mauk replaces Stephen Cockerham who retired in June 2010.

Mauk joined ANR as field and vegetable crops advisor in Sacramento County in 1990. In 1996, she transferred to Riverside County where she served as subtropical horticulture advisor conducting research on pests and diseases of subtropical crops and in 2001 was named County Director. In 2006, she was named regional director for Central Coast and South Region. For the past year, she has been on sabbatical leave where she conducted research to identify mechanisms that regulate flowering and alternate bearing in avocado.

Mauk received a B.S. in biology from Fort Lewis College in Durango, Colo. She received her M.S. and Ph.D. in plant pathology from the University of Arizona.

Mauk can be reached at the Ag Ops office at (951) 827-5906 and at her new email address peggy.mauk@ucr.edu.

Neale, Dubcovsky receive USDA Honor Awards

Two sustainable agricultural projects led by UC Davis Department of Plant Sciences professors have each received a 2011 U.S. Department of Agriculture Secretary's Honor Award, designed to recognize exceptional leadership in the science, public policy and management needed to guide a rapidly evolving food and agricultural system.

David Neale and his [Conifer Translational Genomics Network Coordinated Agricultural Project](#) team and Jorge Dubcovsky and the [Barley, Wheat, Potato and Tomato Coordinated Agricultural Projects](#) team were selected in the category "Helping America promote sustainable agricultural production and biotechnology exports as America works to increase food security."



David Neale



Jorge Dubcovsky

The Secretary's Honor Award is the most prestigious award given by the U.S. Secretary of the Agriculture.

The Conifer Translational Genomics Network Coordinated Agricultural Project is an integrated research, education and extension project aimed at maintaining or restoring healthy forests and ecosystems by bringing genomic-assisted breeding to applications in the United States. It is a multistate, multi-institution project, funded by the USDA National Institute for Food and Agriculture and the USDA Forest Service.

The Barley, Wheat, Potato and Tomato Coordinated Agricultural Projects is essentially three projects in one – the [Wheat CAP](#), led by Dubcovsky, the [Barley CAP](#), and the [Potato/Tomato or Solanacea CAP](#) (also known as SolCAP), led by David Douches of Michigan

State University. UC Davis researchers Allen Van Deynze and Roget Chetelat are key members of the SolCAP team.

The Barley, Wheat, Potato and Tomato Coordinated Agricultural Project objective is to identify genetic variations in these crops, including genes that can enhance the ability of the plants to resist disease, make efficient use of water and nitrogen and optimize crop yield. These discoveries are already helping plant breeders develop varieties that will thrive and be productive despite anticipated climate variability.

The awards were presented in Washington D.C. on Sept. 14.

Harper wins silver for Web materials

The Association of Natural Resource Extension Professionals has recognized John Harper, UC Cooperative Extension livestock and range-land resources advisor for Mendocino and Lake counties, for his Web-based educational materials.

Harper won the ANREP silver award for his blog, FaceBook, Twitter, LinkedIn and websites serving the livestock and natural resources communities. Harper uses a mix of social media and direct communication with his clientele for extension.



John Harper



Continued on next page

Names in the News, *continued from page 4*

Harper's award-winning collection of extension sites include the Livestock and Natural Resource Management Program website <http://danr.ucop.edu/ucelr>, blog <http://ucanr.org/blogs/LivestockRangeTopics>, Facebook <http://www.facebook.com/UCCE.Range.Livestock>, Twitter <http://twitter.com/MendoLakeRange>, and LinkedIn discussion group http://www.linkedin.com/groups?gid=3849925&trk=hb_side_g.



Helms receives Gifford Pinchot Medal

John Helms, UC Berkeley professor emeritus of silviculture, has been awarded the Gifford Pinchot Medal by the Society of American Foresters. The medal recognizes outstanding contributions by a forestry professional in the administration, practice and professional development of North American forestry. The award, presented biennially, consists of an engraved medallion and a \$500 honorarium.



John Helms

Helms has taught approximately 3,500 undergraduate and graduate students and supervised numerous

master's and doctoral candidates during his career. His research has focused on regeneration, stand structure control, silvicultural systems, and tree physiology, particularly in regard to carbon dioxide exchange and water use of trees experiencing stress from competition, drought and air pollution.

His publications include 117 articles on forestry, silviculture, and tree physiology in scientific and technical journals; chapters in *Tree Physiology and Yield Improvements* and *Regional Silviculture of the United States*; co-authorship of *Principles of Silviculture and Silviculture in the Sierra*; and *SAF's Dictionary of Forestry*, for which he served as editor.

At UCB, Helms has served in several administrative

positions. Helms, who joined SAF in 1969 and was named fellow in 1997, has served as SAF president and numerous other positions on the local, state and regional levels. He provided congressional testimony on SAF's behalf for subjects including forest health, the US Forest Service Centennial, the Forest Emergency Recovery and Research Act and forests, climate change and wildfire. Currently, Helms is a co-coordinator of the International Union of Forest Research Organization's Working Party on Forest Terminology, a member of California's The Forest Foundation's board of directors and a member of the Sustainable Forestry Initiative External Review Panel.

ANR Administrative Handbook memberships section updated

Section 202 of the ANR Administrative Handbook, "Memberships in Organizations," has been revised to improve clarity and correct outdated information. These revisions do not change ANR's existing policy and/or practice. The revised section is at <http://ucanr.org/sites/anrstaff/files/120464.pdf>.

Questions regarding Section 202 may be directed as follows.

- Cooperative Extension offices should contact Cherie McDougald, director – Business Operations Center, at (559) 646-6518 or cmcdougald@uckac.edu.
- Statewide Programs, Research & Extension Centers, and ANR Service Units at the UC Davis campus should contact Nikki Humphreys, associate director – Business Operations Center, at (530) 754-8510 or nrhumphreys@ucdavis.edu.
- UCOP ANR administrative offices should contact Jennifer Bunge, associate director – ANR Budget Office, at (510) 987-0102 or Jennifer.Bunge@ucop.edu.

If you would like to be informed directly of future changes to the *ANR Administrative Handbook*, register [here](#).

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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