

## ANR Competitive Grants Program proposals requested

The request for proposals for ANR's 2012 Competitive Grants Program is posted at <http://ucanr.org/files/134928.pdf>.

The program is similar to last year's with these changes:

- The water initiative is included in this year's call.
- Letters of intent are due Feb. 17.
- Applicants whose letters have been selected will have 6 weeks to submit a full proposal.
- Both long-term and short-term projects must include extension and research.
- Cross-initiative collaboration is strongly encouraged.

ANR will invest in research, education and outreach projects to support high-priority issues that are consistent with the Strategic Vision; encourage collaboration among academics; support short-term, high-impact projects; strengthen the research-extension continuum; and contribute policy-relevant outcomes addressing significant statewide agricultural, economic, environmental and social issues in California.

Submitting a Letter of Intent is the first step of applying for a grant. Letters of Intent are due Friday, Feb. 17. Applicants selected to submit a full proposal will be notified by Monday, March 5. Full proposals will be due Friday, April 13.

Last year, ANR was able to support 21 projects, which totaled approximately

\$4.46 million over 5 years. While the funds available for the competitive grants program will depend on a number of factors, we anticipate funding to be roughly the same as last year. We are committed to providing as much support as possible to address high-priority issues.

To submit a Letter of Intent, please log into your [ANR Portal](#) and locate the Universal Review System (URS). Under "Open Systems," click on "ANR Competitive Grants 2012." If you have any questions, you may contact Vanessa Gomez at (510) 987-0377 or [Vanessa.gomez@ucop.edu](mailto:Vanessa.gomez@ucop.edu).

## Registration opens for program team meetings

Registration is now open for two upcoming program team meetings. Register at <http://ucanr.org/sites/programteams>.

The Ornamental & Environmental Horticulture, Nurseries & Master Gardener Program Team and the Water Resources Program Team will meet Jan. 31 – Feb. 1 at UC Davis.

Program teams affiliated with the Healthy Families and Communities strategic initiative will be meeting at the Rec Pool Lodge at UC Davis Feb. 7–8. Participating program teams include Healthy Behaviors for Preventing Childhood Obesity; Youth Science

Literacy in Nutrition, Agriculture and Natural Resources; Youth Development; and California Communities.

Agendas for the scheduled program team meetings are posted on the website. The site also features an FAQ section about program teams, information about lodging in Davis and travel reimbursement instructions and forms.

Other program teams that wish to meet should contact Sherry Cooper as soon as possible so that she can secure meeting space. She can be reached at [slcooper@ucdavis.edu](mailto:slcooper@ucdavis.edu) and (530) 752-1581.

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## Employment opportunities

### Sierra Foothill REC: director-specialist

Sierra Foothill Research & Extension Center is seeking a director and CE specialist.

The SFREC director will provide researchers and educators with managed and sustainable resources to conduct quality research and extension programs on high-priority statewide and regional issues. The director will administer personnel, staff development, budget, liaison activities and physical facilities. The successful candidate will also maintain relationships with outside agencies, governing bodies, community organizations and clientele. This position will provide coordination and promote collaboration with campus-based and county-based researchers to facilitate the successful delivery of research and educational programs at the center.

As with all ANR academics, the specialist is expected to develop an extramurally funded research and education program relevant to the issues of the region and SFREC's overall goals.

A minimum of a Ph.D. is required, with a background in a discipline related to rangeland or watershed management, forestry, ecology or a closely related field. Experience in conducting applied research and education programs is required. It is preferred that the incumbent has a current education/extension/research program consistent with SFREC's research and outreach emphasis. Excellent written and oral communication skills are required. Experience effectively managing and resolving conflict is highly desirable.

Read the full SFREC position description at [http://ucanr.org/Jobs/Jobs\\_990/?jobnum=197](http://ucanr.org/Jobs/Jobs_990/?jobnum=197). The position closes Feb. 24.

### Mariposa County: director & rangeland and livestock advisor

ANR is seeking an academic to serve as director for UCCE in Mariposa County and rangeland and livestock advisor. Based in Mariposa, the successful candidate will conduct an extension, education and applied research program to address livestock production and the management of rangeland ecosystems and watershed health in Merced and Madera counties as well as Mariposa County.

Other high priority issues the advisor will address include weeds, invasive species and sustainability of natural resource management and land usage in the diverse area including annual grasslands, oak woodlands and forested landscapes.

A minimum of a master's degree is required, though other advanced degrees are encouraged, in disciplines of rangeland management or a closely related field. Ideally the applicant will have a degree in animal science or related field(s) and one degree in range management or have the minimum course work to be a Certified Rangeland Manager <http://casrm.rangelands.org/HTML/certified.html>.

Read the full county director & rangeland and livestock advisor position description at [http://ucanr.org/Jobs/Jobs\\_990/?jobnum=203](http://ucanr.org/Jobs/Jobs_990/?jobnum=203). The position closes March 2.

### Fresno-Madera counties: horticulture farm advisor – nut crops

ANR is seeking a horticulture farm advisor for nut crops to serve Fresno and Madera counties. The advisor will be headquartered in Fresno and work to improve yields and production practices, reduce pesticides, conserve water and nutrients, reduce air pollutants and ensure that nuts are safe for human consumption.

The advisor will serve as a resource in helping both new and established growers produce nut crops in an environmentally and economically sustainable manner. The advisor is expected to interact with UC ANR Program Teams, workgroups, specialists and others within the research/extension continuum in order to develop a successful program.

A minimum of a master's degree is required, though other advanced degrees are encouraged, in disciplines of pomology, horticulture, or production agriculture. Advanced degrees in plant pathology, entomology, nematology, irrigation, and/or soils are also appropriate with applied research science experience.

Read the full nut advisor position description at [http://ucanr.org/Jobs/Jobs\\_990/?jobnum=204](http://ucanr.org/Jobs/Jobs_990/?jobnum=204). The deadline to apply is March 16.

### Merced, Mariposa, Madera and Stanislaus counties: 4-H advisor

ANR is seeking an academic advisor responsible for the development, implementation and evaluation of community-based educational youth development programs and applied research activities for Merced, Mariposa, Madera and Stanislaus counties.

Headquartered in Merced, the 4-H advisor will be responsible for development of new and creative approaches to develop, strengthen and expand local 4-H programming that benefits youth and families in the four counties. The advisor will work with 4-H Youth Development Program representatives to provide support and leadership to the 4-H Club Program and associated 4-H programs. The advisor will also support and lead the team of 4-H YD Program representatives assisting in the development and/or implementation of appropriate training for youth and volunteers.

Collaborating with appropriate UC ANR program teams, faculty, specialists and advisors, the 4-H advisor will develop new curriculum or educational resources for use in science, healthy living and/or citizenship youth development programs that is aligned with statewide focus and local community needs.

A minimum of a master's degree is required, though other advanced degrees are encouraged, in youth development, human development, child development, education or a related field. Expertise in curriculum development, large-scale youth program development, and volunteer development and deliveries is highly desirable. Strong leadership skills and experience in program and personnel management is required. Excellent written and oral communication skills are required. Experience effectively managing and resolving conflict is highly desirable.

Read the full 4-H advisor position description at [http://ucanr.org/Jobs/Jobs\\_990/?jobnum=208](http://ucanr.org/Jobs/Jobs_990/?jobnum=208). The deadline for applying has been extended to March 23.

## ANR offers facilitation training and other opportunities

The ANR Training Advisory Committee is coordinating several training opportunities for academics and staff over the next few months. Below are a few examples.

“Essential Facilitation for Academics” will be held Feb. 28, 29 and March 1 at UC Davis. “Essential Facilitation for Staff and Academics” will be held April 10-12, also at UC Davis.

Each of the Essential Facilitation trainings will be three full days. This workshop will give the participants practical, proven models and tools for planning and conducting effective meetings through an interactive format that includes a comprehensive manual, practice sessions, discussions and video feedback.

Crucial Conversations for Staff and Academics will be May 23-24 in San Diego and June 13-14 at UC Davis.

Each of these trainings is two full days (14 hours). “Crucial Conversations” will provide participants with tools for talking when stakes are high, emotions are strong and the opinions of individuals differ. Participants will build greater personal influence and power, move stuck relations and projects forward, improve personal and team results, and reduce stress from team frustrations and blocked communication.

Additional trainings and experiences are planned by the advisory committee:

- The ANR Leadership Book Club, open to anyone in ANR, reads and discusses books that engage topics that may help to identify leadership attributes and potential measures of success for developing UC ANR leaders. If you are interested in participating, contact Kim Rodrigues at [karodrigues@ucdavis.edu](mailto:karodrigues@ucdavis.edu).

- ANR's Staff Personnel Unit is developing a replacement of the ANR Supervisor Training Handbook. It will be a blend of in-person and online training modules to cover topics like family medical leave, hiring/classification/recruitment, performance management, labor relations, corrective actions and others. An online training module has already been produced for immediate use: [Harassment Prevention Training for Non-Supervisors](#).
- Ongoing academic training and orientation opportunities are available through ANR's Academic Personnel Unit, including developing a needs assessment, developing a focused program, developing performance goals that work for you, ANR and California, etc.
- Environmental Health & Safety is working on online versions of quarantine and regulated pest training and is developing other online safety orientation modules.
- Principal Investigator training will be completed this spring, as will training about the importance and use of the Rate and Recharge System in ANR.

Announcements and registration for these and other training events are listed on the ANR Training website at <http://ucanr.org/sites/anrtraining>.

## Water initiative advisory panel appointed

Doug Parker, initiative leader and director of the California Water Resources Research Institute, announced that members of the advisory panel for the water strategic initiative have been appointed.

Members of the water panel are

**Rob Atwill**, professor and CE specialist, Veterinary Medicine Extension, director of the Western Institute for Food Safety and Security, UC Davis

**Allan Fulton**, irrigation and water resources advisor, Tehama, Colusa, Glenn and Shasta counties

**Jay Gan**, professor of environmental science, UC Riverside

**Thomas Harter**, CE groundwater specialist and Robert M. Hagan Chair for Water Management and Policy, UC Davis

**Darren Haver**, water resources/water quality advisor for Orange County and South Coast Research and Extension Center director, Irvine

**Richard Howitt**, professor of agricultural and resource economics, UC Davis

**Céline Pallud**, assistant professor of soil biogeophysics, UC Berkeley

**Larry Schwankl**, CE irrigation specialist, Kearney Agricultural Research and Extension Center

**Ken Tate**, CE rangeland watershed specialist and Russell L. Rustici Endowed Chair in Rangeland Watershed Science, UC Davis.

**Lisa Thompson**, associate CE fisheries specialist and director of the Center for Aquatic Biology and Aquaculture, UC Davis

The advisory panels work with the initiative leaders to develop a five-year plan of action for implementing each strategic initiative. Suggestions for shaping the plan of action for any of the strategic initiatives should be directed to the appropriate initiative leader or panel members.

### 2012 NOS calendar available

News and Information Outreach in Spanish (NOS) has prepared a handy year-at-a-glance calendar that is accessible online. Website addresses for ANR's Spanish language resources and the toll-free AsisTel phone number are conveniently printed on the calendar for our Spanish-speaking clientele.

The 8.5 x 11-inch page can be downloaded and printed on demand. For a copy of the colorful calendar, go to <http://ucanr.org/sites/Spanish/Calendario>.

## Nominate an innovative farmer or ag educator

Nominations are open for the 2012 Pedro Ilic Awards, which honor an outstanding farmer and an agricultural educator who are dedicated to small-scale farming.

The deadline for nominations is Jan. 31.



The awards are named for Fresno County farm advisor Pedro Ilic, whose untimely death in 1994 prompted the UC Small Farm Program to annually honor those who carry out his legacy of personal commitment to small-scale

farming. Ilic was one of the original advisors when the Small Farm Program was established in 1979.

Each honoree is chosen because he or she

- envisions what can be done and has the imagination, energy and intellect to translate that vision into a successful activity
- is part of the solution, not of the problem; critical in thinking, but constructive in approach
- is an advocate and risk taker
- is an effective teacher, instills self-esteem in others and constantly encourages others
- is a dedicated professional who believes in his or her work
- has determination, exuberance, high energy and genuine friendliness for all people, with the conviction that the smallest is as important as the biggest
- has high personal and family values

The nomination form is available online at <http://ucanr.org/ilic-award>.

The awards will be presented at the California Small Farm Conference, March 4-6 in Valencia.

## ANR leadership book club to meet in March

The ANR leadership book club will be reading and discussing "The Extraordinary Leader: Turning Good Managers into Great Leaders," by John Zenger and Joseph Folkman.

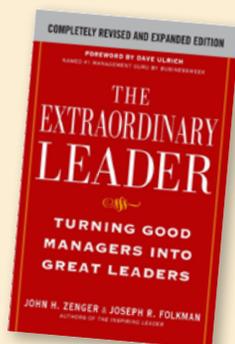
All ANR members are welcome to join the book club. In late March, the group will convene by video conferencing and Adobe Connect to discuss the book.

"Using what we learn from reading these leadership books, we are developing a list of desirable leadership attributes and strategies to develop and support leadership development with the goal of fostering extraordinary leaders for ANR's future," said Kim Rodrigues, executive director of Academic Personnel.

"Emotional Intelligence 2.0" by Travis Bradberry and Jean Greaves was the first book the group read and discussed in October 2011. Participants included unit and county directors, academics and staff.

"We had more than 40 people participate in our first book club event with great success," she said. "We hope more people will join this lively group!"

To obtain a copy of the current book, please contact the UC ANR Academic Personnel unit at (530) 754-8509 or [pdtise@ucdavis.edu](mailto:pdtise@ucdavis.edu). Pam Tise will handle registration and Kim Rodrigues will facilitate the discussion group.



## WEDA calls for award nominations

The Western Extension Directors Association is accepting nominations for its Awards of Excellence. The awards recognize Cooperative Extension outreach education programming that has achieved outstanding accomplishments, results and impacts in addressing contemporary issues in one or more of the 13 western states and territories.

The awards of excellence may be given annually to recognize up to three programs (state and multistate combined) that represent the work of an individual or multidisciplinary team within a single or multistate setting. If warranted, at least one of the awards will be given to a multistate program. An honorable mention award may be granted, if deemed warranted by the review committee.

To read the qualifying criteria and obtain the application form, visit <http://extension.oregonstate.edu/weda/application-information>.

Each application must include a cover page, application form and references used and must be submitted by the state Cooperative Extension director. Bill Frost is California's representative. ANR employees should send their applications to Tina Jordan at [tljordan@ucdavis.edu](mailto:tljordan@ucdavis.edu) by 5 p.m. on Feb. 13.

## Names in the News

### Yates named interim CNAS dean



Marylynn Yates

Marylynn Yates has been named interim dean of UC Riverside's College of Natural and Agricultural Sciences. She is a professor of environmental microbiology and served ANR as a program leader for natural resources and animal agriculture. She succeeds Tom Baldwin, who has stepped down to serve as executive associate dean for external relations.

### New county director assignments



Jim Sullins

Jim Sullins, UC Cooperative Extension director for Tulare County, is also overseeing UCCE in Kings County. He took over responsibilities from Peggy Gregory, who retired in December.



Keith Nathaniel

Keith Nathaniel, 4-H advisor, is now director for UCCE in Los Angeles County, taking over the duties from Rachel Surls. She stepped down to focus on her duties as the sustainable food systems advisor for Los Angeles County.



Darren Haver

Darren Haver, South Coast Research & Extension Center director and water resources/water quality advisor, is now also director for UCCE in Orange County. Haver succeeds John Kabashima, who has returned to work full-time as an environmental horticulture advisor.



Maxwell Norton

Effective Feb. 1, Maxwell Norton will assume leadership for UCCE in Merced County in addition to Mariposa County. He succeeds Richard Mahacek, who will be retiring at the end of January. Norton will also continue to serve as a farm advisor for wine grapes, specialty tree fruit and farmland conservation.

### Leinfelder-Miles named Delta advisor

Michelle Leinfelder-Miles will be the Delta crops resource management advisor, effective Jan. 23. She will be based in Stockton and serve the five counties of Contra Costa, Sacramento, San Joaquin, Yolo and Solano.



Michelle Leinfelder-Miles

A sixth-generation farmer, Leinfelder-Miles has worked with her family to raise row crops on their farm in the community of Colledgeville in San Joaquin County. She earned a B.S. in crop science and management, with an emphasis on vegetable and pome crops, from UC Davis. She earned her M.S. and Ph.D. in horticulture from Cornell University. After completing her master's degree, she spent a year studying olives, wine grapes and kiwifruit in Spain, Chile and New Zealand, respectively.

Most recently, Leinfelder-Miles worked as a science and technology fellow with the California State Senate Committee on Transportation and Housing and the Senate Select Committee on High-Speed Rail.

After Jan. 23, she can be reached at (209) 953-6100.

### Finzel to serve S. San Joaquin Valley

Julie Finzel will join ANR as the livestock and natural resources advisor for Kern, Tulare and Kings counties on Feb. 13.

While growing up in the Los Angeles area, Finzel visited and worked at her family's cattle ranch, located outside of Bishop. She has also worked as a natural resources specialist studying endangered plant and avian species for the Navy and as lead technician for a pet clinic. Most recently



Julie Finzel

she has been working for USDA-ARS as a rangeland research technician in Reno, Nev., collecting leaf area index data.

She earned a B.S. in animal science from Cal Poly, San Luis Obispo, and an M.S. in rangeland ecology & management from the University of Idaho.

After Feb. 13, Finzel will be based in the Bakersfield office and can be reached at (661) 868-6200.

## Retirements

### Peggy Gregory

Peggy Gregory, 4-H youth development advisor and director of UC Cooperative Extension in Kings County, retired Dec. 31 after 37 years of ANR service, but she has been involved in 4-H for 53 years.

"I was the little tag-along with my older sister until I was old enough to join, then I was a 4-H member for nine years, then a volunteer through college, and since college I have been a 4-H staff member," Gregory said.

Gregory's career started as a 4-H advisor in Kern County in 1974. In 1991, she began working for Kings County and became the county director in 2004.

"Here in Kings County, the 4-H program is very highly valued," said Carol Collar, a farm advisor in Kings County. "She provided excellent leadership and support to leverage volunteer resources for the 4-H program. Peggy really worked at providing all youth—not just those in the traditional 4-H programs, but all youth—with essential elements in youth development."

One such project was Teen Teams in 2008, which trained at-risk high school students to teach science in elementary afterschool programs, with collaboration from former NFL player Dameane Douglas and Hanford police officers.



Peggy Gregory

Continued on next page

## Retirements *Continued from previous page*

"The program was great because it gave kids who had self-esteem issues a sense of worth, by telling them 'You're going to teach, and you're going to lead those younger kids,'" said Hanford Police Chief Carlos Mestas. "I like the fact that it brought together different groups of people who wouldn't normally cross paths for this very, very positive program."

Gregory helped create the state's first mandatory 4-H volunteer orientation and worked on volunteer development and policy for 4-H throughout her career. In 2007, she co-authored the ANR publication, "Recommendations for Working in Partnership with Latino Communities."

Though Gregory said she is taking a break from 4-H, she has been granted emeritus status and has offered to mentor 4-H staff and volunteers. – *Brenda Dawson*

### Richard Mahacek



Richard Mahacek

Since his childhood on a small Sonoma County farm, Richard Mahacek has never been far from 4-H. Following a 35-year career shaping the character of Merced County 4-H youth, he will retire and become a 4-H volunteer this month.

Mahacek, who earned a bachelor's degree in industrial arts at San Jose State University, was named the 4-H youth development advisor for Merced County in 1976. In 2005, he was named director of UC Cooperative Extension in Merced County.

During his career, Mahacek placed an emphasis on mechanical sciences and engineering projects. His work included development of curricula and activities in science processes, robotics, computers, GIS/GPS, biosecurity and environmental issues, such as watersheds and wildlife habitats.

In 1988, Mahacek was a member of the team that developed the 4-H SERIES (Science Experiences and Resources for Informal Educational Settings) curriculum. In 2004, he served on the national leadership team for 4-H SET (Science, Engineering and Technology), a program that succeeded SERIES.

The crowning achievement of his career was the development of the 4-H Junk Drawer Robotics curriculum in 2011. The curriculum shows how to engage children in building robotic devices with rubber bands, Popsicle sticks, medicine dispensers and bamboo skewers – things people already have around the house. Beyond science and engineering, the children learn communications, teamwork and critical thinking.

Mahacek received many honors for his contributions to 4-H and UC Cooperative Extension. In 1988 he received distinguished service awards from the state and national 4-H associations. The Merced County Farm City Ag Business Committee presented him its Agri-Education Award in 1992.

In retirement, Mahacek plans to visit Europe and, in particular, Southern France, where his middle son is working on an ocean acidification research project. Closer to home, Mahacek also plans to spend more time in his backyard workshop, where he is restoring a 1967 Pontiac Firebird and farm equipment that dates back to the early 1900s. – *Jeannette Warnert*

## In memoriam



Richard Rice

Dick Rice, UCCE Entomology specialist emeritus, passed away on Dec. 24, 2011, at age 74.

The Dinuba native was based at Kearney Agricultural Research and Extension Center in Parlier for 33 years until his retirement in 2001.

He received his B.S. and M.S. from UC Davis, then served two years in the U.S. Army as a medical entomologist. He returned to UC Davis where he earned his Ph.D. in insect ecology & agricultural entomology in 1967 before being hired by UC Davis as a specialist.

Frank Zalom, former director of the UC Statewide IPM Program, credits Rice and his colleagues with advancing integrated pest management in the 1970s by successfully developing pheromone trapping,

degree-day models that predict the growth of common stone fruit pests such as San Jose scale and peach twig borer, and egg traps for navel orangeworm, the primary insect pest of almonds.

Rice served on the USDA/CDFG Medfly Science Advisory Panel, and on science advisory committees for California avocado, citrus, stone fruit, nut and olive commodities. An active member of the Entomological Society of America, he served as president of the Pacific Branch, and as its secretary-treasurer for three years. After retiring, Rice remained active professionally as an agricultural consultant.

Rice is survived by his wife Carol; son Kevin of Truckee; daughters, Kim Lindell of Mancos, Colo., and Kari Bettencourt of Sonoma; sister Bette George; stepchildren Scott Lewis and Cari Hager; and three grandchildren.

### UNIVERSITY OF CALIFORNIA

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