

### INSIDE:

Register for April EIPD conference . . .	1
LOIs invited for full proposals posted . . .	1
Family member verification due May 17 . . . . .	1
Desert REC seeks proposals . . . . .	2
Daily cap for meal expenses raised . . .	2
Employment opportunity: UC Davis: Assistant agricultural water management specialist . . . . .	2
Names in the News . . . . .	3
ANR Leadership Development book club to meet . . . . .	3
Retirements: Jeanne Lothridge, Neil McDougald . . . . .	4
In memoriam: Peter Lert, F. Gordon Mitchell . . . . .	5

## Register for April EIPD conference

Registration is now open for the 2012 Endemic and Invasive Pests and Diseases Strategic Initiative conference on April 25 and 26. The meetings will be held at the UC Davis Conference Center.

Beth Grafton-Cardwell, EIPD Strategic Initiative leader, invites ANR colleagues to join the discussions on how ANR can respond to endemic and emerging pest and disease problems by building partnerships, solving problems and informing policy.

Attendees can also participate in program team and workgroup meetings. So far, the Integrated Pest Management Program Team and the Spray Application Technology Workgroup, Weed Workgroup and Integrated Grape Workgroup will be

meeting during the conference. Other program team leaders and workgroup chairs may request meeting space during the conference by completing a short survey.

A poster session is planned during the strolling dinner reception on April 25. To reserve poster board space, submit poster titles when you register.

To register for the conference, go to <http://ucanr.org/sites/EIPD/Registration>. The conference agenda and lodging information is also available at the registration website.

Registration is separate for the “Educating the Public about New Invasive Species Threatening California’s Plant Ecosystems” meeting, which will be held on April 24 at the same location.

### Family member verification due May 17

UC Human Resources is launching a systemwide project to verify the eligibility of all faculty, staff and retiree family members to be enrolled in UC health benefits (medical, dental and vision).

All faculty, staff and retirees with enrolled family members will be receiving a packet in the mail at their home address from Secova, Inc., requesting documentation for those enrolled family members. Packets will be mailed between March 21 and March 23. Secova’s 24-hour, toll-free customer service number (877) 632-8126 will open March 21.

Employees who do not provide documentation by May 17 risk being de-enrolled from UC insurance – both the employees themselves and their enrolled family members.

Employees with no enrolled family members will not be mailed a packet. Postdocs are not included in this process.

If you have questions, please contact Patsy Serviss at (530) 754-8513 in the ANR Staff Personnel Unit or at [anrstaffpersonnel@ucdavis.edu](mailto:anrstaffpersonnel@ucdavis.edu).

## LOIs invited for full proposals posted

The five strategic initiative panels have reviewed the 168 letters of intent submitted for ANR’s 2012 competitive grants program to identify strong substantive connections to the initiative priorities. Last year 109 LOIs were submitted. The strategic initiative panels have invited authors of 79 LOIs to submit full proposals. Applicants selected to submit a full proposal have been notified and their full proposals will be due Friday, April 13.

The LOIs invited to submit full proposals are posted for viewing at <http://ucanr.edu/files/138588.pdf>.

“There were many excellent proposals put forward and it’s exciting to see the level of participation and interest,” said Bill Frost, associate director of Cooperative Extension and the Agricultural Experiment Station.

The Strategic Initiative leaders will forward the proposals for technical review, then will meet on June 25 to determine a list of proposals to recommend for Program Council to review and consider.

Program Council will evaluate and discuss the proposals and make funding recommendations to the Executive Working Group, which will discuss and forward recommendations to VP Allen-Diaz.

ANR’s 2012 competitive grants awards are expected to be announced by Allen-Diaz in August or September.

The full call for proposals for the 2012 ANR competitive grants is at <http://ucanr.edu/files/134928.pdf>.

## Desert REC seeks proposals

The Desert Research & Extension Center (DREC) is soliciting proposals for new and continuing research and demonstration projects for the period July 1, 2012, through June 30, 2013. Located on 255 acres in the Imperial Valley, DREC's primary research areas are desert agriculture, bio-energy crops, vegetable crops, field crops, alfalfa breeding, livestock environmental and feedlot management, irrigation and drainage management, plant nutrition and pest management.

The center has 5 acres of organic ground available for organic research.

The center provides labor, equipment, research facilities, and technical and management support to UC academics and personnel from cooperating non-UC organizations, such as USDA. Approximately 12,500 hours of labor will be awarded to support approved projects.

The center's Research Advisory Committee (RAC) will evaluate the proposed research for scientific merit and regional need. Main topics of research interest at the center include bio-energy; variety development; weed, insect, and disease control; irrigation management; plant nutrition; and agriculture and wildlife interactions. Approved projects will be eligible for center-provided support (land, labor, technical assistance, equipment and facilities). Researchers will be notified of project approval by June 30.

Submit forms electronically, via the "Universal Review System" accessed through your UC ANR Portal, by April 27.

To apply, log into the portal, <https://my.ucanr.org/>, click on "Login to Universal Review System", and select "DESERT REC CALL FOR RESEARCH PROPOSALS 2012-2013."

## Daily cap for meal expenses raised

UC Executive Vice President and Chief Financial Officer Peter Taylor has announced that UC's daily meal and incidental expense (M&IE) cap for travel within the continental U.S. has increased to \$71. This change is based on the FY 2012 highest domestic per diem rate published by the General Services Administration for travel within the continental U.S.

Although the University's cap amount is tied to the maximum federal per diem, travelers may seek reimbursement only for their actual expenses in accordance with existing policy. The Office of the President (OP) has asked all departments to remind travelers that only expenses actually incurred are reimbursable. In addition, OP has advised that departments should require their travelers to submit M&IE receipts if it appears that the travelers are treating the cap as a per diem by routinely claiming the full M&IE amount.

The maximum meal rates for entertainment and business meeting meals have been increased in proportion to the M&IE rate for travel within the continental U.S. The new rates are as follows:

The revised rates are effective for expenses incurred on or after March 1, 2012.

Breakfast	\$26 (no change)
Lunch	\$45
Dinner	\$78
Light Refreshments	\$18

If you have any questions or concerns,

please contact the person designated for your office:

Cooperative Extension offices: Cherie McDougald, director – Kearney Business Operations Center, (559) 646-6518 or [cfmcdougald@ucdavis.edu](mailto:cfmcdougald@ucdavis.edu)

Statewide programs, research & extension centers, and ANR service units at the UC Davis campus: Nikki Humphreys, associate director – Davis Business Operations Center, (530) 754-8510 or [nrhumphreys@ucdavis.edu](mailto:nrhumphreys@ucdavis.edu)

Oakland (OP) ANR administrative offices: Ben Chin, director – Financial Services, (510) 987-0704 or [ben.chin@ucop.edu](mailto:ben.chin@ucop.edu)

## Employment opportunity

### UC Davis: Assistant agricultural water management specialist

ANR, UCD College of Agricultural and Environmental Sciences and the Department of Land, Air and Water Resources (LAWR) invite applications for the position of assistant agricultural water management specialist in Cooperative Extension.

They seek a broadly trained and experienced scientist with a background in soil-plant-water relationships with research related to optimizing irrigation water management to enhance water conservation and environmental quality. The incumbent is expected to develop a robust research and extension program that addresses the state's need for improving water use efficiency in irrigated cropping systems while at the same time, minimizing water quality degradation.

The irrigation specialist will promote a campus-county-state-federal network by close collaboration with scientists in LAWR, UCD, UCCE, and those in institutions outside the UC system. The specialist will serve California with emphasis on the agricultural community, municipalities, policymakers, regulatory agencies and other agency personnel at the local, state and federal levels. Research efforts to conserve agricultural water should also provide opportunities for enhancing surface water and groundwater quality in the state.

To read the full position description, visit [http://ucanr.edu/jobs/jobs\\_990/?jobnum=226](http://ucanr.edu/jobs/jobs_990/?jobnum=226). All application materials, including letters of recommendation, must be received by April 20 to assure full consideration.

## Names in the News

### Sutherland named IPM advisor

Andrew Sutherland has accepted the position of Area IPM Advisor for San Francisco Bay Area, effective April 1. Based at the UCCE office in Alameda, he will serve Alameda, Contra Costa, San Mateo, San Francisco and Santa Clara counties. He will coordinate a multi-county extension, education and applied research program to address urban and community integrated pest management, with an emphasis on arthropods.



Andrew Sutherland

Sutherland is currently a postdoctoral researcher in Doug Gubler's plant pathology lab at UC Davis, heading up several ongoing research projects including early *in situ* detection of grape powdery mildew using bioindication and biosensing, and mosaic virus incidence reduction via aphid vector interference in commercial melons.

He earned his B.S. in environmental horticulture from the University of Florida and both his M.S. in horticulture and agronomy and Ph.D. in entomology from UC Davis.

After April 1, Sutherland can be reached at (510) 777-2481 and [asutherl@ucdavis.edu](mailto:asutherl@ucdavis.edu).

### Vossen honored with Ilic award

An advisor who has been instrumental in developing profitable niches for farmers was named "Outstanding Agricultural Educator" with a 2012 Pedro Ilic Award, for his dedication to small-scale farming.

Paul Vossen, UC Cooperative Extension advisor in Sonoma and Marin counties, accepted the award on March 5 at the California Small Farm Conference in Valencia.

"Paul has contributed tremendously to the success of the growing California olive oil industry," said Shermain Hardesty, who presented the award and is director of UC's small farm program. "Paul helps farmers connect with consumers who are willing to pay the price premiums necessary for their high-quality products. And he was one of the first to recognize 'local' as a marketing attribute."

Vossen is one of the founders of the UC Davis Olive Center. He was also instrumental in the first organic production manuals published by the university, which were for apples and olives. He conducts field research on specialty crops, including tree fruit, berries and vegetables, to share with farmers in his region and throughout California.

Vossen was nominated by Stephanie Larson and Linda Garcia, current and past directors of UC Cooperative Extension in Sonoma County.

"Paul Vossen has passion, energy and enthusiasm for his profession and his clientele," they wrote. "He easily moves from teaching farm workers to discussing olive oil production with an olive grower visiting from Spain."

## ANR leadership development book club to meet April 2

ANR's leadership development book club will meet on April 2 to discuss the book, "The Extraordinary Leader: Turning Good Managers into Great Leaders," by John Zenger and Joseph Folkman.

Three video conferencing sites have been reserved from 11 a.m. to 1 p.m. Discussion locations include the ANR Building's Plum Room in Davis, Kearney Agricultural Research & Extension Center's Walnut Room in Parlier and UCOP's Room 9405 in Oakland.

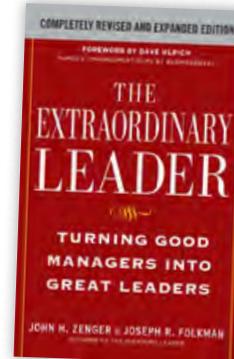
The discussion will be led by Kim Rodrigues, executive director of Academic Personnel. She asks participants to review the book and consider the following questions:

1. What administrative qualities do you hope to develop in yourself and/or others?
2. What leadership attributes do you value in a leader and how might we encourage, maintain and/or enhance these attributes in ANR? Below is a list of attributes summarized from ANR's first leadership book club discussion to guide development of a leadership program in ANR. Are any key attributes missing from this list?

### Leadership Attributes

- Knowledgeable about ANR programs at county and campus level
  - Confident, with compassion and sincerity to want others to succeed
  - Actively motivates, supports, value and promotes teamwork and team members
  - Possesses the ability to recognize and utilize the strengths and aptitudes of individual team members to facilitate successful outcomes
  - Fosters trust, honesty and integrity
  - Willing to make decisions, take action and communicate rationale
  - Open and transparent
  - Innovative and progressive; willing to embrace the unconventional
  - Willing to trust their workforce and take risks
  - Flexible
  - Approachable and an active listener
  - Acknowledges and follows up on input received from their team
  - Direct and focused
  - Responds to staff concerns in a timely manner
3. How might ANR develop and support these leadership attributes?
  4. How might ANR measure and monitor leadership development?
  5. What specific insight did this book provide with respect to any or all of these questions?
  6. What other leadership activities might ANR consider to support the attributes discussed today?

Any other input you wish to provide is encouraged.



Paul Vossen

## Retirements

### Jeanne Lothridge

Jeanne Lothridge, 4-H Youth Development Program representative II for Riverside and Orange counties, will be retiring on April 1 after 12 years.

Lothridge joined UCCE in Riverside County as a program representative for 4-H in February 2000 for a five-month assignment, which was later extended. In 2010, her assignment changed to 50 percent in Riverside County and 50 percent in Orange County, overseeing the 4-H programs in both counties.

During her career, Lothridge developed a manual to introduce new families to the 4-H Youth Development Program in Riverside County. She also started and conducted an after-school program in Riverside County in 2011, which had an enrollment of 2,000 youth. She attended trainings at the state and the national level for SET (Science, Engineering and Technology) and robotics to train volunteers and youth in these areas. In 2007, while assigned to the FSNEP and EFNEP programs as well as 4-H, she developed several games to be used as nutrition teaching tools in classrooms.

Lothridge earned a B.S. from California State Polytechnic University, Pomona in physical education with a recreation option.

In retirement, Lothridge plans to move to Maine, where she will build a home and establish a family-run wedding and catering event business. She also looks forward to spending time with her grandkids and crocheting, knitting, cross-stitching and snowmobiling.



Jeanne Lothridge



Neil McDougald

### Neil McDougald

Neil McDougald retired on Feb. 29 after nearly 34 years of service as UC Cooperative Extension advisor in Madera County for livestock and natural resources.

McDougald earned a bachelor's degree in agriculture from California State University, Fresno and a master's degree in range management from UC Davis. He spent the first 10 years of his career as a rangeland manager for the U. S. Forest Service, then joined UC Cooperative Extension in 1978 as an advisor in Madera County for livestock and natural resources. He was also the county director and manager of the nearby San Joaquin Experimental Range.

One of the major accomplishments in McDougald's career has been helping to establish residual dry matter standards, which measure dry plant material left over from the current year's growth as a way to gauge the health of rangeland.

Mel George, UC Cooperative Extension specialist in the Department of Plant Sciences at UC Davis, explained that these standards are an alternative to the range condition method, once commonly used, which George says didn't work in California.

"Neil was instrumental in taking these new ideas – residual dry matter standards – to the Forest Service," George said. "And then every federal agency of any consequence, when it comes to land management, also adopted these standards for local, state and federal lands in California."

Today the range condition method has been replaced throughout the West with a more comprehensive set of metrics, but residual dry matter standards continue to be used by land managers in California as one way to quickly and simply evaluate rangeland, George explained.

McDougald also helped develop mountain meadow standards, determine values of rangeland loss in wildfires, and establish a system to determine livestock-carrying capacity for rural lands under the Williamson Act. These science-based standards assist in evaluating the health of rangelands and often support the continued use of land for grazing.

His plans for retirement include some travel, more fishing and continuing to manage rangelands for his family's ranch and the San Joaquin Experimental Range. McDougald has been granted emeritus status so he will continue to manage the San Joaquin Experimental Range.

Read the full story at <http://ucanr.edu/News/?blogpost=6875&blogasset=44547>.

– Brenda Dawson

### 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.

We invite you to visit ANR's Web site: [www.ucanr.org](http://www.ucanr.org).

To access back issues of ANR Report, log on to <http://ucanr.org/anr-report>

Send news items and comments to Pam Kan-Rice, editor, ANR Report  
Communication Services  
1850 Research Park Drive  
Suite 200  
Davis, CA 95618-6134  
Telephone: (510) 206-3476  
Fax: (530) 754-3904  
e-mail: [anrreport@ucdavis.edu](mailto:anrreport@ucdavis.edu)

For nondiscrimination policy, click [here](#).

## In Memoriam

### Peter Lert

Peter Lert, UCCE farm advisor emeritus and former director for UCCE in Santa Clara County, died Jan. 9, five days short of his birthday. He was 90.

Lert, who was born in Germany, attended UCLA and UC Davis and served as a U.S. Army intelligence officer during WWII before earning a B.S. in agricultural economics from UC Berkeley in 1948. He worked briefly at a ranch and for the Santa Clara County Farm Bureau. In 1950, he joined UC as a farm advisor in Kern County, then transferred to work with poultry and 4-H in Stanislaus County in 1952. In 1955, he was transferred to Santa Clara County, where he worked for the rest of his UC career and made his biggest mark – in ornamental horticulture.

“He was probably best known for contributing to the development of new technologies for dyeing flowers and significantly extending their shipping and shelf life,” said his son Randy Lert.

In 1971, Lert was promoted to county director.

His wife Bonnie preceded him in death by 60 days. Lert is survived by son Randy (Joyce), daughter Tracy, four grandchildren and one great grandchild.



Peter Lert

### F. Gordon Mitchell

F. Gordon Mitchell, namesake of the UC Kearney Agricultural Research and Extension Center’s postharvest center, died on Feb. 10. He was 88.

Mitchell began his distinguished career with UC Cooperative Extension immediately following graduation from college in 1949. He was the UCCE advisor in San Joaquin County for viticulture for eight years before taking a position as UCCE statewide pomology specialist at UC Davis in 1957.

During his career, Mitchell’s work resulted in an industry-wide change to rapid cooling methods, improvement in fruit packing efficiency, and greater understanding among farmers about the requirements of produce during the postharvest time period. He worked primarily on plums, peaches, nectarines, cherries, pears, strawberries, applies and kiwifruit, but during his 42-year career he conducted research on virtually all pomological commodities.

Mitchell retired in 1991. When Dinuba farmer/packer LeRoy Giannini contributed funds to build the new postharvest laboratory at KARE, he suggested naming the building after Mitchell. On Feb. 8, 1993, the facility was christened the F. Gordon Mitchell Postharvest Center.

Jim Thompson, UC Cooperative Extension specialist emeritus of the Department of Biological and Agricultural Engineering at UC Davis, said Mitchell worked tirelessly with the California agriculture industry to improve the market for the state’s fresh fruits and tree nuts.

“He developed the early concepts and standards for handling California Granny Smith and Fuji apples, kiwifruit and pistachio nuts,” Thompson said. “When the tree fruit industry had questions about postharvest issues, their first phone call was to Gordon.”

Mary Lu Arpaia, a UC Cooperative Extension specialist of the Department of Botany and Plant Sciences at UC Riverside who is located at KARE, counts Mitchell as a mentor and guidepost for her career in postharvest horticulture.

“Sometimes the best things in life that happen to you are unplanned,” Arpaia said about taking a job in the UC Davis postharvest lab when she was a graduate student. “That job was with Gordon and that was serendipity. When I think back on that one event, I know it was one of the most important events in my graduate career and subsequent adventures in life.”

Arpaia said Mitchell’s work with his colleagues with forced-air cooling and packaging established him as a leader, “albeit a soft spoken one,” in the field of postharvest handling.

He is survived by sister Eleanor Lobach, sons Tom and Bill, daughter Martha Rizzo and six grandchildren.



F. Gordon Mitchell