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Doll to lead Sustainable Food Systems initiative, new panel members appointed

Dear colleagues,

I am pleased to announce some changes involving the ANR Sustainable Food Systems strategic initiative (SFS SI) panel as well as ANR's participation in the UC Global Food Initiative.

The composition of the SFS SI panel has changed. David Doll has agreed to lead the Sustainable Food Systems strategic initiative, effective Jan. 1, 2015. Roberta Cook, Matt Fidelibus, Carol Frate, Bob Hutmacher and Tom Tomich have stepped down from the panel following the completion of their term. [Jeff Dahlberg](#), [Surendra Dara](#) and [Luis Espino](#) will now join existing panel members [Cindy Fake](#), [Christy Getz](#), [Ermias Kebreab](#), [Mark Lubell](#), [Neil McRoberts](#) and [Bart Weimer](#), effective immediately.

David Doll joined ANR in 2008 as a UC Cooperative Extension pomology advisor specializing in nut crops in Merced County. More information regarding his research can be found on his blog, [The Almond Doctor](#), or you can follow him on Twitter, [@thealmonddoctor](#). He has been on the SFS SI panel since 2011.



David Doll

As the SFS SI leader, Doll will serve on Program Council.

Doll will succeed Rose Hayden-Smith, UC Cooperative Extension youth, family and community development advisor for Ventura County, who has led the Sustainable Food Systems strategic initiative since 2011. Hayden-Smith will be working on assignment with UCOP in support of the Global Food Initiative. However, she will retain her ANR appointment.

Lorrene Ritchie, director of ANR's Nutrition Policy Institute, will serve as ANR's liaison to the UC Global Food Initiative working group. She is also leading one of the Global Food Initiative research projects in conjunction with Katie Maynard from UC Santa Barbara; their project is exploring food insecurity among UC students.

I would like to take a moment to thank Rose, Roberta, Matt, Carol, Bob and Tom for their service on the SFS SI panel; their service has been highly valued. I also look forward to working with this new panel.

William Frost
Associate Vice President

Employment Opportunities

4-H Assistant Director for Diversity and Expansion/Advisor

ANR is seeking an assistant director for diversity and expansion and 4-H youth development advisor for the 4-H Youth Development Program. This leadership position is responsible for developing, leading, and supporting teams engaged in planning, coordinating and implementing outreach, research, publications and web materials, and developing internal and external collaborative relationships related to the diversification and program

expansion of 4-H YD programming. The assistant director is also responsible for seeing that the program priorities for expanding and diversifying the 4-H YD program, as established in the statewide office's plan, are implemented.

The assistant director will provide leadership for increasing the enrollment of Hispanic/Latino and other under-represented youth and volunteers in the 4-H community club program as well as other 4-H outreach activities. The position

will also develop innovative approaches to program delivery.

A master's degree is required in disciplines such as youth or human development, child development, education, youth studies, ethnic studies or a closely related field. For a full description of position #14-23, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=688. The position will be based in Davis and closes on Dec. 5, 2014.

Los Angeles County: Urban Entomology IPM Advisor

ANR is seeking a Cooperative Extension advisor to conduct an extension, education and applied research program for integrated pest management to address urban pests. The advisor will be located in the UCCE Los Angeles County office.

The purpose of the position is to initiate, coordinate and conduct adaptive research projects and educational programs with the goal of implementing IPM for public and private structures including schools, homes, restaurants,

institutions, businesses and public housing.

A master's degree is required in entomology or a closely related field, although other advanced degrees are encouraged. A broad understanding of integrated pest management principles, including experience or training in invertebrate biology and ecology, cultural and biological controls, and pesticides/toxicology is required. Quantitative skills and experience with experimental

design are required. Practical experience or training in structural pest management is highly desirable. Experience or education in other pest disciplines such as urban wildlife management is also highly desirable.

For a full description of position AP#14-09, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=695. To assure full consideration, applications should be submitted by Jan. 3 to ANRacademicsearch@ucop.edu.

Stanislaus, Merced and San Joaquin Counties: Area IPM Advisor

ANR is seeking a Cooperative Extension advisor to conduct a multi-county extension, education and applied research program in integrated pest management, with an emphasis in entomology. Working with UCCE advisors in Stanislaus, Merced and San Joaquin counties and neighboring counties, the area IPM advisor will provide leadership in promoting IPM through research, training and extension activities.

Based in Modesto, the IPM advisor will be a strong link between field issues, local UCCE advisors and campus resources in matters related to IPM, particularly in the area of entomology and weed science.

A minimum of a master's degree is required, though other advanced degrees are encouraged in disciplines such as pest management (entomology or weed science preferred) or a closely related field.

Excellent written, oral and interpersonal communication skills are required. Experience in IPM, applied agricultural research and extension of information, and ability to communicate effectively in a second language are desirable.

For a full description of position AP #14-10, visit http://ucanr.edu/Jobs/Jobs_990/?jobnum=700. To assure full consideration, application packets must be received by Jan. 9.

IPM Content Development Supervisor

The Statewide Integrated Pest Management Program is seeking a writer-editor to oversee its communications. The position is based in Davis.

The content development supervisor will be responsible for working with experts to develop and produce

informational products and communications about IPM for agricultural and urban/community pest managers, as well as the general public. In addition to developing IPM products, this position manages the team of writers and editors involved in the development

of documents and training materials for Web and print.

To read the full position description, visit http://ucanr.edu/sites/anrstaff/Employment_Opportunities/?jobnum=698. The application deadline is Dec. 1.

UC students receive fellowships to study food issues

Three University of California students will be working with scientists in the UC Division of Agriculture and Natural Resources (ANR) to study food security, nutrition education and agricultural research and extension as part of the UC President's Global Food Initiative Student Fellowships.

UC Berkeley senior Jacqueline Chang, UC Davis graduate student Samantha Smith and UC Berkeley doctoral candidate Kevi Mace-Hill each have been awarded a \$2,500 fellowship.

The fellowships are supported by the UC Global Food Initiative, which UC President Janet Napolitano, together with UC's 10 chancellors, launched in July in an effort to help put UC's campuses, the state and the world on a pathway to sustainably and nutritiously feed itself. The UC Office of the President is providing \$7,500 to each UC campus, ANR and Lawrence Berkeley National Laboratory for the fellowships, which will be awarded to both undergraduate and graduate students, with funds allotted at each campus's discretion in three \$2,500 portions.

"Student involvement is critical to carrying forward UC's work to improve food security for UC students and others in California and beyond," said Barbara Allen-Diaz, UC vice president for Agriculture and Natural Resources. "These Global Food Initiative Student Fellowships will enable UC students Jacqueline Chang, Kevi Mace-Hill and Samantha Smith to work with UC scientists who study the food system and provide the latest research findings to farmers and consumers. Working together, we can continue improving access to nutritious foods."

Jacqueline Chang, UC Berkeley

Chang will work with Lorrene Ritchie, director of UC ANR's Nutrition Policy Institute, on a food security research project. The UC Berkeley senior, who is majoring in nutritional science with an interest in food



Jacqueline Chang

insecurity, will assist in developing and conducting a survey to assess the prevalence of hunger and inadequate access to food among UC students across all 10 campuses. She will write a report and present the survey findings to Napolitano in the spring. Chang, a native of the Southern California community of San Marino, has

worked with the Berkeley-based organization Feeding Forward to raise awareness of hunger, food insecurity and food waste.

Samantha Smith, UC Davis

Smith, a public health graduate student at UC Davis, with direction from Connie Schneider, director of UC ANR's statewide Youth, Families and Communities



Samantha Smith

Program, will interview UC scientists about their research and extension efforts in agriculture, food and nutrition statewide and capture their stories to share with the public via blogs and social media. Smith, a native of Pleasanton, earned a bachelor's degree in psychology from Sonoma State University and is a California Wellness Foundation Fellow.

Kevi Mace-Hill, UC Berkeley

Mace-Hill will lead a group of graduate students that organizes seminars and workshops for students interested in careers in Cooperative Extension. Their goal is to improve graduate student preparedness for extension, outreach and applied research. Her fellowship will support the UC Berkeley graduate student-led Cooperative Extension Showcase.



Kevi Mace-Hill

The annual event brings UC Cooperative Extension advisors and specialists who conduct research and extension in nutrition, youth development, agriculture and natural resources to the Berkeley campus to discuss their work and network with graduate students. At the showcase in the spring, students will have an opportunity to meet potential mentors. Mace-Hill, a native of LaVeta, Colo., earned her bachelor's and master's degrees in biology at Wesleyan University in Connecticut and is currently pursuing her Ph.D. in biological pest control at UC Berkeley.

Through its Global Food Initiative, UC is building on existing efforts and creating new collaborations among its 10 campuses, affiliated national laboratories and ANR to improve food security, health and sustainability.

ANR launches pilot program for graduate students

ANR is developing and implementing strategies to train and recruit the next generation of Cooperative Extension (CE) specialists and advisors to ensure its ability to address the challenges of the future. Recognizing that there is no formal program currently devoted to educating and training students interested in CE work, ANR has launched a pilot program that will help prepare graduate students for careers in extension research and outreach.

The impetus for developing this pilot program emerged from both a review of UC Berkeley's Department of Environmental Science Policy and Management (ESPM) in 2012, which suggested that the department should better connect graduate students to CE, and ANR's interest in training the next cohort of CE specialists and advisors. Since then, several ESPM graduate students began holding events with CE personnel to make the recommendation a reality. These include graduate student seminars, CE showcases and training events.

To support interested students, VP Barbara Allen-Diaz agreed to create the Graduate Training in Cooperative Extension Pilot Program. This 3-year pilot program partners UC Berkeley College of Natural Resources students with UCCE specialists and advisors as mentors to carry out extension-based projects that link to CE research through a competitive process.

"This program will not only help ensure that we are training and encouraging our talented graduate students to prepare for careers in Cooperative Extension, but it will also facilitate more interaction between researchers on campus and our Cooperative Extension activities in the field," said Allen-Diaz.

The model connects graduate students with CE academics and allows the students to employ research, outreach, and education techniques. The six students who make up the inaugural Graduate Group in Cooperative Extension are working on their individual projects, which are highlighted on a blog at http://ucanr.edu/sites/GGCE/Research_Updates. They are also continuing to connect other graduate students to CE by hosting training events.

To expand the number of graduate students reached, the graduate group is working to inform other campus departments about the program. The goal is to have this graduate extension model implemented on all ANR-affiliated UC campuses in the future, enhancing students' connection to CE and helping shape the next generation of Cooperative Extension professionals.

For the past two years, the UC Berkeley graduate students have hosted a Cooperative Extension Showcase. The annual event brings CE advisors and specialists who conduct research and extension in nutrition, youth development, agriculture and natural resources to the Berkeley campus to discuss their work and provide graduate students with a networking opportunity. At the showcase set for February 2015, students

will have an opportunity to meet potential mentors. While the showcase was launched by Berkeley students, the graduate group will make an effort to expand participation to other UC students interested in CE, possibly by streaming the showcase live, and including more student and academic representation from diverse disciplines.

Tentative timeline of upcoming activities:

- Release of request for applications for Graduate Training in Cooperative Extension Pilot Program (December 2014)
- Cooperative Extension Showcase (February 2015)
- Applications Due for Graduate Training in Cooperative Extension Pilot Program (March 2015)
- Application Review (March-April 2015)
- Notifications/Award Announcements (mid-April 2015)

Current graduate students in Cooperative Extension and their research:

- Adam Calo - *Using farmer knowledge and improving participatory decision-making in agriculture*
- Stella Cousins - *Engaging educators in forestry and climate change*
- Luke Macaulay - *Incorporating hunting practice into land-management and conservation decisions*
- Kevi Mace-Hill - *Informing growers about beneficial insects and conservation biocontrol*
- Hillary Sardiñas - *Managing farms for wild bees*
- Kate Wilkin - *Understanding wildland fire to protect people and nature*

Program steering committee:

John Battles, professor of forest ecology, UC Berkeley ESPM

Rick Standiford, UCCE forest management specialist, UC Berkeley ESPM

Susan Kocher, UCCE forestry & natural resources advisor, Central Sierra

Faith Kearns, water analyst, ANR California Institute for Water Resources

Melissa Eitzel, Ph.D. candidate, UC Berkeley ESPM

Vanessa Murua, program policy analyst, ANR Office of Program Planning and Evaluation

For more information about the Graduate Group in Cooperative Extension pilot program, visit <http://ucanr.edu/sites/GGCE>. For information about the pilot program's upcoming request for applications, contact staff coordinator Vanessa Murua at Vanessa.murua@ucop.edu.

Names in the News

Windbiel-Rojas named urban IPM associate director

Karey Windbiel-Rojas became an area integrated pest management advisor and associate director of Urban and Community IPM on Oct. 23.

Windbiel-Rojas joined ANR in 2006 as the urban IPM educator for the Statewide IPM Program. On Feb. 1, 2014, she was appointed Urban and Community IPM coordinator and served an integral role in planning, conducting and coordinating the Urban and Community IPM team's statewide education and extension program addressing pest issues in a variety of settings including landscapes, gardens, schools, child care centers, structures, homes, parks and recreation sites.

She has 11 years of IPM extension experience. She began as a graduate student researcher working in the Department of Entomology at UC Davis, which gave her a well-rounded comprehension of invertebrate, vertebrate, weed and plant

pathogen pests. Before joining UC, she served as a Peace Corps Volunteer for two years in the Republic of Ghana, teaching science and biology to rural high school students, and as the program coordinator for a community-based homeless service organization. Windbiel-Rojas' experiences include developing program budgets, preparing grant proposals and reports, supervising staff and volunteers, setting program goals and priorities, and creating and implementing policy and guidelines.

Windbiel-Rojas completed an M.S. in integrated pest management from UC Davis and a B.S. in biological sciences from California Polytechnic State University, San Luis Obispo.



Karey Windbiel-Rojas

Youtsey named CIO

Gabriel (Gabe) Youtsey has been named ANR's first chief information officer, effective Nov. 3, 2014. Prior to joining ANR, he had served as the UC Davis interim assistant CIO since 2012.



Gabriel Youtsey

Youtsey comes to ANR with extensive experience working with UC Davis academic and administrative departments, faculty, students and staff. He was instrumental in assessing and introducing new technologies, including a suite of cloud-based, mobile-friendly and modern tools and services.

As a member of the Information Technology Leadership Council, which is made up of the chief information officers of all 10 campuses and UCOP, Youtsey led several UC-wide initiatives and partnered with other campuses to jointly introduce new service offerings. He has been active for many years in EDUCAUSE and Internet2, and speaks regularly on cloud computing, big data challenges and strategies, collaboration technologies, the role of technology planning in academia and cyber-infrastructure in support of research.

"I am excited to be joining an organization with such a wonderful reputation and to be part of such a creative engine for problem-solving," he said. "I look forward to finding innovative ways in which technology can facilitate the work of our advisors, specialists and researchers throughout California."

Before coming to UC, he was an information technology consulting manager at KPMG. As part of the KPMG advisory management team in the Sacramento and Bay Area regions, he led regional and national information technology and security advisory projects.

In his new role, Youtsey will provide leadership to ANR's information technology unit to support our programmatic, educational, administrative and marketing-oriented projects. He will focus on collaborating with colleagues across all disciplines – administrative and academic – in identifying opportunities to use technology to improve our business processes and support the Division's mission.

Youtsey is based in the ANR building in Davis and can be reached at (530) 750-1314 and gbyoutsey@ucanr.edu.

Barber joins Statewide IPM Program

Andrew Barber joined the Statewide IPM Program on Oct. 20 as a programmer. He is working on developing tools for the web that will enhance and add to the existing UC IPM products. Some of these tools include an online plant pest diagnostic, a computerized tool to guide users and document chlorpyrifos use-related decisions, and a herbicide symptoms photo repository.

Barber attended an American secondary school in Japan before coming back to the US to get his Computer Science degree

from Washington University in St. Louis, Missouri. Prior to joining UC IPM, Barber worked on tools for web-based eLearning and realtime web classrooms for the Veterinary Information Network in Davis.

Barber is based at the ANR building in Davis located with the IPM IT/Production team and can be reached at (530) 750-1234 and andbarber@ucanr.edu.



Andrew Barber

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Names in the News, cont.

Martinez joins NPI

Suzanna Martinez joined ANR on Nov. 10 as a research and policy analyst in the Nutrition Policy Institute. She will work closely with NPI director Lorrene Ritchie to manage research projects, write grant proposals, facilitate collaborations with other UC colleagues, monitor policy-related research, provide fiscal oversight for NPI projects, and prepare communications, publications and presentations.

Most recently Martinez was a postdoctoral scholar in the Department of Pediatrics at UCSF where she conducted local and international research on the relationship between sleep,

dietary intake, parent feeding strategies and obesity risk in Latino children.

Martinez earned an M.S. in nutrition education from Columbia University in New York City and a Ph.D. in Public Health from the UC San Diego/San Diego State University Joint Doctoral Program.



Suzanna Martinez

Based at UCOP, Martinez can be reached at suzanna.martinez@ucop.edu and (510) 587- 6264.

Mada joins ANR for UC Path



Sree Mada

Sree Mada was named ANR's UC Path Program and Technical Manager on Nov. 3. He will be leading ANR's UCPath Implementation efforts and have overall responsibility for the business and technical implementation of UC Path for ANR. He will also be working closely with campus and systemwide teams and reporting directly to Jake McGuire, ANR controller.

"Sree is no stranger to ANR and UC Path having served as planning and business requirement lead and HCM (Human Capital Management) lead for the UC Path Central Project Management Office since 2012," said McGuire, "and he

has over 14 years of experience in the development and implementation of the Oracle PeopleSoft application. Before joining UC, he served on a team that did an end to end implementation of Oracle PeopleSoft's HR/Payroll/Benefits suite at Kaiser Permanente and helped with business process re-engineering efforts for clients such as Ross and Hitachi in the Bay Area."

Mada earned a master's degree in computer applications from CBIT College, Osmania University, India. He is also certified as a Project Management Professional (PMP) and ITIL (Information Technology Infrastructure Library).

Mada is based at UCOP and can be reached at (510) 987-9862 and Sree.Mada@ucop.edu.

Schwankl named "Person of the Year"

The Irrigation Association has named Larry Schwankl, UCCE specialist emeritus, the 2014 recipient of its Person of the Year Award.

The Person of the Year Award honors individuals outside of the commercial irrigation industry who have made outstanding contributions toward the acceptance of sound irrigation practices or policies. Award recipients receive a lifetime technical membership to the Irrigation Association.

Schwankl, who served as a UCCE irrigation specialist for 28 years until he retired in July, worked on applied research problems and on improving irrigation water management. Schwankl has written over 200 publications, including a set of irrigation handbooks. He has given presentations on a wide variety of irrigation topics at over 700 meetings for

agricultural and urban water users.

"Through his well-recognized applied research program, technology transfer efforts and service activities, Dr. Schwankl has dedicated his career to developing, evaluating and promoting water-efficient technologies and irrigation best management practices," wrote his former colleague Dana Osborne Porter.

Schwankl will receive the award on Nov. 20 at the 2014 Irrigation Show & Education Conference in Phoenix.



Larry Schwankl

(continued on next page)

Names in the News, cont.

Three national awards for 4-H

Shannon Horrillo, Steven Worker and Lynn Schmitt-McQuitty have been recognized for their 4-H youth development service with awards presented by the National Association of Extension 4-H Agents (NAE4-HA) and the California 4-H Association. The awards were presented at the 2014 NAE4-HA Conference in Minneapolis on Oct. 30.

Horrillo, associate director of 4-H Program and Policy, was recognized with the Achievement in Service Award. Horrillo joined ANR in 2008 as a 4-H Youth Development Advisor and was appointed as the associate director of 4-H Program and Policy in 2011. In this role, she provides leadership to the statewide 4-H Youth Development Program.

Worker, 4-H Science, Engineering and Technology coordinator, was recognized with the Distinguished Service Award. Worker joined ANR in 2001 as a 4-H program representative for youth leadership and recognition and was appointed as an academic



Shannon Horrillo



Steven Worker



Lynn Schmitt-McQuitty

coordinator in 2009 to provide leadership to the 4-H SET Initiative.

Schmitt-McQuitty, county director and 4-H youth development advisor, was recognized with the Meritorious Service Award. Schmitt-McQuitty, who joined ANR in 1996, provides leadership in San Benito, Monterey and Santa Cruz counties. Her work is focused on developing multidisciplinary and integrated approaches around youth scientific literacy with nonformal educators using effective professional development models, curricula and deliveries.

Travel funds for CE specialists to collaborate with CE advisors

ANR still has travel support available for UCCE specialists to collaborate with UCCE advisors in FY 2014/15. With the level of funds available, each specialist may apply for up to \$2,000 for FY 2014/15 (funds must be expended by June 30, 2015). These travel funds must be used by UCCE specialists only and cannot be used for out-of-state travel.

Completing a short online survey is the only step in accessing these funds. A brief survey is accessible from your ANR Portal.

The survey will ask

- Name and title of specialist requesting support
- Project/Program name
- Brief project description (one paragraph)
- Collaborating advisors

While there is no deadline for applications for these travel funds, they must be expended in the current fiscal year.

Specialists may apply for funds directly at <http://ucce.ucdavis.edu/survey/survey.cfm?surveynumber=11865>.

IREC calls for research proposals

The Intermountain Research and Extension Center (IREC) is soliciting proposals for new and continuing research projects for project year 2015-16.

IREC is a 140-acre research facility located at 4,000 feet elevation near the Oregon border. IREC specializes in crops such as potato, small grain, onion, peppermint, forage grasses and alfalfa; however, most cool season field and vegetable crops can be accommodated and grown at the center. Research topics of interest include variety development, integrated pest management, irrigation management, plant nutrition and agriculture-wildlife interactions.

Available facilities and equipment at the center include a greenhouse, controlled post-harvest facility, drying ovens, an automated potato grading line, a mini-still for essential oil extraction, specialized small plot irrigation equipment, research adapted small plot planters and harvesters, and a full line

of commercial farm equipment for field and vegetable crop production. Technical assistance is available for all farming practices, field instrumentation and data collection.

The Center's Research Advisory Committee will evaluate proposed research for scientific merit and regional need. Approved projects will be eligible for center-provided support, which includes land, labor, technical assistance, equipment and facilities.

Questions about the research proposal process or about research opportunities at IREC should be directed to Rob Wilson, center director, or Darrin Culp, center superintendent at (530) 667-5117.

Proposals may be submitted into the REC Manage System via the [IREC Website](#) beginning Dec. 2 and are due no later than Jan. 30.

UC app encourages people to play with food

UC's new food collage app allows people to use pictures of California-grown fruit and vegetables to create works of art. A map on the page shows where the crops are grown.

Built as part of a larger campaign underscoring the reach and relevance of public higher education, the university hopes to highlight all the unexpected — and delightful — ways that it touches the lives of everyone in the state and beyond. Taking well-known phrases that include the word “public” — public offering, public records and public office — the campaign creates a twist on the understood meaning by connecting the phrase visually with an unexpected image.



In the world of food, a playful turn of the phrase “public offering” underscores that UC researchers and educators are dedicated to the creation, development and application of research in agriculture. Interacting with the app, users can explore how UC's research has played a role in the food that you cook and eat every day.

The food facts at <http://public.universityofcalifornia.edu/#produce> will look familiar to ANR members.

You can invite friends and social media followers to “play with their food,” and perhaps win a \$75 LocalHarvest gift card. To get started, visit <http://public.universityofcalifornia.edu/#collage>.

You can see some of the submitted food collages on the UC Facebook page <https://www.facebook.com/universityofcalifornia>. The contest ends Nov. 20.

Here is a quick video showing how the app works: http://youtu.be/FekKwD_7uj8.



Open Enrollment closes on Nov. 25

Do you know the difference between an HMO and a PPO? Do the terms copay, coinsurance and deductible confuse you? Are you looking for ways to keep your medical costs in line?

If so, UC Human Resources has new videos to help you make the most of your medical benefits:

- A comparison of UC's six medical plans
- The medical plan comparison video is also available in Spanish.
- An explanation of medical terms and concepts
- Some advice on how to make the most of your medical benefits
- An explanation of disability benefits

Medical benefits are complex, and these new short videos will help you make the most of your medical benefits by explaining terms and concepts, showing you how to use your benefits wisely, and more.

Each video is six to eight minutes long and can be viewed online and on

mobile devices. You can view the videos at <https://uc.a.guidespark.com>.

You can [learn more about the enhancements to the medical plans here](#) or by visiting the individual plan's page.

Other important changes for 2015 include:

- [ARAG Legal](#) is open for enrollment with an enhanced identity theft benefit
- [Premiums for the 7-day and 30-day waiting periods for Supplemental Disability are increasing](#); if you're enrolled, you may want to consider increasing your waiting period.
- [The Health Flexible Spending Account \(FSA\) will have a different carryover rule beginning in 2015](#). Remember, you must re-enroll annually in both the Health FSA and the Dependent Care FSA to participate.

Explore <http://ucnet.universityofcalifornia.edu/oe> to find more information about these changes. To make your changes, log in to your personal account

on At Your Service Online <https://atyourserviceonline.ucop.edu/ayso>.

Retirees who have questions should call the Retirement Administration Service Center at (800) 888-8267.

Open Enrollment closes at 5 p.m. on Tuesday, Nov. 25.

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 website: <http://ucanr.edu>.

To access back issues of ANR Report, log onto <http://ucanr.edu/anr-report>.

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