

# 2013 UC ANR Statewide Conference California Roots, Global Reach

Tuesday-Thursday, April 9-11, 2013  
*Pre-conference tours on Monday, April 8*

DoubleTree by Hilton Ontario Airport, 222 North Vineyard Avenue, Ontario, California

## Monday, April 8

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**Pre-Conference Tours: Tour #1 Coachella, Tour #2 South Coast Bioregion, Tour #3 San Diego County**

**Meetings**—*space provided upon request.* Program Team Leaders, Workgroup Chairs and others must request meeting room space. We'll announce meetings here as they are scheduled.

**Meeting and dinner of the UC President's Advisory Commission on Agriculture and Natural Resources**

4-7 PM      **Early Registration**—Pick up your packets before the Tuesday morning rush.

**Dinner on your own** (dinner provided on Tour #2 and Tour #3)

## Tuesday, April 9

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6:30 AM      Physical Activity led by the ANR nutrition educators

7:00          Registration

7:30          Breakfast Buffet

### Global Food Systems Forum

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9:00          **Welcome and Opening Remarks**  
UC President Mark Yudof and Vice-President Barbara Allen-Diaz

9:15          **Keynote Speaker**  
Mary Robinson, The Mary Robinson Foundation - Climate Justice (MRFCJ)

9:35          **Global Panel**  
**Converging Forces in Food Systems: How to Feed 8 Billion People by 2025 and Protect the Planet's Natural Resources**

11:45        **Lunch with Keynote Speaker**  
Wes Jackson, Founder and President of The Land Institute

1:00          **Global Panel** continues

2:00          **California Panel**  
**Innovations and Implementation: A California Perspective on How to Launch New Ideas and New Movements to Address the Food Challenge**

4:45          Summarize and outline plan for Wednesday

5:30 - 8 PM   **Reception with Poster Session**

7:30-8:30 PM   California 4-H Association, [Russell Hill](#)

## Wednesday, April 10

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- 6:00 AM Physical activity led by the ANR nutrition educators
- 6:45-7:45 Breakfast
- 6:30-7:30 **Breakfast meeting for ANR Safety Coordinators**—[Brian Oatman](#)
- 8:00 **ANR's Vision:** What have we accomplished and where are we going?—  
*Barbara Allen-Diaz, Vice President, ANR*
- 8:15 **Historical Perspective of Founding Legislation:** Morrill, Hatch and Smith-Lever Acts—  
*Rose Hayden-Smith, Leader, Sustainable Food Systems Strategic Initiative*
- Cooperative Extension Centennial Project**—*Centennial Committee Co-Chairs Rose Hayden-Smith and Yana Valachovic*

### Concurrent Sessions 1

8:45-10:15 AM

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#### 1-A. Science Session: Positioning the California Dairy Industry for Long-Term Sustainability

The California dairy industry has become a global leader in milk production. Offsetting these gains are potential negative impacts such as air and water quality and concerns over animal welfare. This session will review ANR's recent efforts to enhance the long-term sustainability of our dairy industry.

**Moderator:** *Rob Atwill, CE Specialist at the School of Veterinary Medicine at UC Davis*

- **Improving Efficiencies on Dairies: Opportunities Through Feeding Management**—  
*Noelia Silva-del-Rio, CE Specialist at the UC Davis Veterinary Medicine Teaching and Research Center*
- **Long-term Strategies to Improve Water Impacts of California Forage Systems**—*Dan Putnam, CE Specialist in the Department of Plant Sciences at UC Davis*
- **Dairy Regulations and State of Science**—*Sheraz Gill, San Joaquin Valley Air Pollution Control District*

#### 1-B. Science Session: Youth Science Literacy Across ANR

This session will begin with an invited speaker who will help “connect the dots” relative to youth scientific literacy, involved citizenship, workforce preparedness and global issues. This will be followed by “lightning talks” by ANR personnel highlighting work that UC ANR is doing to address youth scientific literacy and short presentations from 4-H youth engaged in *Revolution of Responsibility* service learning projects related to UC ANR strategic initiatives. The session will conclude with a short panel discussion.

**Moderator:** *Martin Smith, CE Specialist in the Departments of Human Ecology and Population Health & Reproduction at UC Davis*

- **A Scientifically Literate Public: How You can Protect the Oceans and Feed the World**—*Tom Pickerell, Senior Science Manager, Monterey Bay Aquarium*
- **Lightning Talks**  
*Latonya Harris, California 4-H Youth Development Program*  
*Rose Hayden-Smith, Leader, Sustainable Food Systems Strategic Initiative*  
*Marcel Horowitz, CE Advisor in Yolo County*  
*Jessica Linnell, UC Davis*  
*Lynn Schmitt-McQuitty, CE Advisor in Santa Cruz and Monterey Counties*  
*Martin Smith, CE Specialist in the Departments of Human Ecology and Population Health & Reproduction at UC Davis*  
*Steven Worker, California 4-H Youth Development Program*

### **1-C. Science Session: Water Quality Issues Impacting Production and Urban Agriculture**

This session focuses on insightful timely presentations designed with adoption among clientele in mind.

**Moderator:** *Janet Hartin, CE Advisor in San Bernardino and Los Angeles Counties*

- **Irrigated Lands Regulatory Program**—*Joe Karkoski, Central Valley Regional Water Quality Control Board*
- **Fate of Microbes in Water and Wastewater and Mitigating Factors**—*Dr. Marylynn Yates, Dean and Professor, Dept. of Environmental Sciences at UC Riverside*
- **Identifying and Reducing Pollutants from Residential Neighborhood Runoff**—*Dr. Loren Oki, CE Specialist in Dept. of Plant Sciences, UC Davis, and Dr. Darren Haver, CE Advisor and Interim Director, Orange County and Director, South Coast Research Extension Center*
- **Using Constructed Wetlands to Treat Agricultural Runoff**—*Toby O'Geen, CE Specialist in LAWR at UC Davis*

### **1-D. Communications: Cultivating Diversity in ANR: Creating New Visions and Messages, Responding to Demographics and Reaching Out to New Diverse Audiences**

- **Small Farms Outreach:** We will summarize and illustrate a variety of strategies that UC Small Farm Advisors have used to target and reach out to underrepresented clientele across the state. Examples follow: Research focusing on specialty and ethnic crops, development and translation of language and culturally appropriate materials (Spanish, Hmong, Chinese), diverse delivery methods (print, radio, field days, presentations) and using the target clientele native language —*Ramiro Lobo, CE Advisor in San Diego County, Small Farms & Agricultural Economics*
- **Older Americans, Multi-Ethnic:** This presentation will address ageism and accessing under-represented multi-ethnic seniors with high prevalence rates of multiple nutrition and lifestyle related chronic diseases—exacerbated by food insecurity and poverty which is impacted negatively on the quality of life of large numbers of California's elders. We will discuss the results of a 2012 Pilot, Staying Healthy senior project—*Mary Blackburn, CE Advisor in Alameda County, Family & Consumer Sciences, Health & Nutrition*
- **Outreach to Native Americans:** We will share the opportunities and challenges in outreach to tribal members. A description of the federal grant with specific Extension goals for providing equal access to the land grant system will be presented—*Deborah Giraud, CE Advisor in Del Norte County, Farm and Community/Economic Development, and Holly Hensher, Program Representative in Humboldt County, Native American Outreach Extension Educator*
- **Mono-lingual:** The presentation will address working with mono-lingual Spanish speakers and the successful extending of information to those in the berry industry in the Watsonville-Salinas area —*Mark Bolda, County Director and CE Advisor in Santa Cruz County, Strawberries & Caneberries*
- **Palm Tree Safety Training:** This presentation will outline and illustrate the few, simple steps for developing and implementing a joint UC/Industry bilingual education and field training program to address an urgent problem. The presentation will include a discussion of the importance of a bilingual program, cultivating industry cooperators and implementing and evaluating the program —*Donald Hodel, CE Advisor in Los Angeles County, Environmental Horticulture*
- **Attracting and Retaining Diverse Youth and Volunteers:** Identifying ways to serve an increasingly diverse California youth population is important not only to our affirmative action goals but to the future of 4-H. Sacramento County serves a broad cross-section of kids in 4-H, and Marianne will share what she has learned about recruiting and retaining youth and adults in communities new to 4-H—*Marianne Bird, CE Advisor in Sacramento County, 4-H Youth Development*

### **1-E. Work Environment: Personal Safety for the Field**

The course is intended to give each participant a tactical “edge” in avoiding or escaping violent victimization. Training topics include how to heighten your state of awareness and learning prevention methods to avoid or escape violent behavior before it happens. Each participant will be taught how to create a plan of action should they be forced to defend themselves and create escape options. Participants will be taught how to shop, how to drive, how to carry their purse (women) and how to walk around with confidence. Participants will be taught how to react during an "Active Shooter Incident" crisis situation when this incident occurs at a place of business and away from the office—*John Chadwell, ehs International, Inc.*

10:15 Break in the lobby and Resource Rooms

## **Concurrent Sessions 2**

10:45 AM -12:15 PM

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### **2-A. Science Session: Opportunities and Consequences of Climate Change Policy in Managed Systems**

The session will begin with a general presentation of the impacts of climate change on California weather variability. This will be followed by presentations on how climate change will alter management decisions related to agriculture, forest, rangeland and water resources. The session will end with a moderated discussion on how policy and regulatory changes may influence these management outcomes.

**Moderator:** *Mark Battany, CE Advisor in San Luis Obispo and Santa Barbara Counties, Viticulture and Soils*

- **Climate Change Impacts on California Agricultural Weather Variability**—*Michael Anderson, State Climatologist, California Department of Water Resources*
- **Climate Change and Agriculture in California: How Do We Plan for Migration + Adaptation?**—*Louise Jackson, CE Specialist and Professor in LAWR at UC Davis, Agroecology*
- **Who Owns Terrestrial Carbon? The Brave New World of Valuing and Trading Carbon**—*Bill Stewart, CE Specialist in ESPM at UC Berkeley, Forest Management*

### **2-B. Science Session: Social Justice/Social Equity as it Relates to Food Systems**

In the United States, our food system has a tremendous impact on our health, prosperity and sustainability. The food system encompasses growing, harvesting, processing, packaging, distributing, marketing and preparing the food we consume. It is comprised of a network of farmers, farm workers, consumers, communities and food organizations. While there is general agreement that consumption of fresh, healthy foods such as fruits and vegetables and whole grains are necessary for health and nutritional well-being, some communities have negative health and economic consequences caused, at least in part, by a lack of access to high-quality food. Communities, often of color and low-income, with limitations in resources, disposable income, language and transportation have restricted access to, and knowledge about, a variety of healthy food options. This session will examine the food and ecological concerns, public health, agricultural policy and issues of equity in the food system and the impact on individuals and our communities. Panelists will discuss challenges, share examples of what various communities are doing to surmount these barriers and share creative solutions.

**Moderator:** *Dorina Espinosa, CE Advisor in Humboldt and Del Norte Counties*

- **Justice and Equity: The Core Issues of America’s Current Food Fight**—*Michael Dimock, President, Roots of Change*
- **Food Quality is Food Justice**—*Andy Fisher, Co-Founder, Community Food Security Coalition*

### **2-C. Science Session: Water Use Efficiency in Agriculture and Urban Settings**

This session focuses on the impact and current recommendations pertaining to irrigating plants below their evapotranspiration and/or optimum rate.

**Moderator:** *Rick Snyder, CE Specialist in LAWR at UC Davis, Biometeorology*

- **Experience with Irrigation Scheduling in Almond and Walnut Crops**—*Allan Fulton, CE Advisor in Tehama, Colusa, Glenn and Shasta Counties, Irrigation and Water Resources*
- **CUP+ A Tool for Water Demand Planning**—*Morteza Orang, Senior Land and Water Use Analyst, California Department of Water Resources*
- **Using LIMP to Refine Urban Water Management**—*Rick Snyder, CE Specialist in LAWR at UC Davis, Biometeorology*

**2-D. Managing Work Life: Tools to Manage Stress in Your Life**, a facilitated, interactive program on organizational change—*Beth Cohen, Ph.D., Director, UC Davis Academic & Staff Assistance Program (ASAP), the counseling center for faculty and staff*

*Topics include:*

- Identifying How Chronic Stress Effects You Personally and Professionally
- Methods to Assess Whether You Are Moving Into the Stress "Danger Zone"
- Tools to Build Increased Resilience
- A Guided Meditation

### **2-E. Communications: UC ANR Work Environment Assessment—Preliminary Results**

An overview of the project and preliminary findings for ANR will be presented. Between October 2012 and March 2013, the University of California is administering what is believed to be the largest survey of its kind ever conducted in American higher education—a study of student, faculty and staff attitudes and experiences with diversity and inclusion throughout the entire university system. All students, faculty, academics and staff at the ten campuses, five medical centers, UC Office of the President, Lawrence Berkeley National Laboratory and the Division of Agriculture and Natural Resources were invited to participate. The survey administered to ANR was called the “Work Environment Assessment” and obtained responses from over 60 percent of ANR staff and academics—*Co-Chair of the Systemwide Work Team Jan Corlett, Chief of Staff to the ANR Vice President, and UC Interim University Diversity Coordinator Jesse Bernal*

12:15 Lunch

## **Concurrent Sessions 3**

1:45-3:15 PM

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### **3-A. Science Session: Large- and Small-Scale Crop Production Systems: How Different Are They?**

In this session, panelists will engage in a lively discussion regarding large and small crop production systems. They will compare the two types of crop production systems regarding their relative strengths and weaknesses, their different roles, and the implications of these differences on how ANR should serve their needs through its research and outreach programs

**Moderator:** *Karen Klonsky, CE Specialist in Agricultural and Resource Economics at UC Davis*

- **Panel Discussion**

*Ramiro Lobo, CE Advisor in San Diego County*

*Kevin Day, CE Advisor in Tulare County*

*Phil McGrath, Partner, McGrath Family Farms*

### **3-B. Science Session: ANR’s Role in Addressing Climate Change: Research and Extension Needs**

This session will focus on emerging research and extension needs across the state in light of climate change. Adaptation and mitigation strategies will need to occur at several levels. Adaptation to climate change requires better understanding of climate change scenarios and the potential for carbon sequestration in underutilized lands such as deserts. Mitigation strategies such as cap and trade regulations depend on improved measurements and identifying available landscapes for carbon sequestration. The session will conclude with examples of agronomic approaches for adapting to warmer climates.

**Moderator:** *Louise Jackson, CE Specialist and Professor in LAWR at UC Davis, Agroecology*

- **Climate Change Scenarios in Southern California**—*Robert Allen, Professor in the Department of Earth Sciences at UC Riverside*
- **Carbon Budgets in Southern California: Sink or Source?**—*Darrel Jenerette, Professor in the Department of Botany and Plant Sciences at UC Riverside, Landscape Ecology and Michael Allen, Professor in the Department of Plant Pathology at UC Riverside, and director, Center for Conservation Biology*
- **Hotter, Drier, More Extreme: Vineyard Adaptation to Climate Change**—*Mark Battany, CE Advisor in San Luis Obispo and Santa Barbara Counties, Viticulture and Soils*

### **3-C. Positive Youth Development and the 4-H Thrive Initiative: Are 4-H Youth Thriving?**

The 4-H Youth Development Program (YDP) is focused on providing youth opportunities to identify their inner source of motivation, or spark, develop a mindset orientated toward learning and growth, develop and practice goal management skills and self-reflect on their experiences and growth. The 4-H YDP has partnered with the Thrive Foundation for Youth to implement and evaluate the efficacy of the Step-It-Up-2-Thrive theory of change and curriculum as adapted for, and delivered through, the California 4-H YDP. The California 4-H Thrive Initiative involves training teams of county-based Thrive Master Trainers in the thriving components and curriculum who, in turn, train 4-H leadership development project leaders that deliver the curriculum to youth in leadership development projects.

- **An Overview of the Research Underlying the Step-It-Up-2-Thrive Theory of Change**  
*Dr. Kali Trzesniewski, CE Specialist in Human Ecology Department, UC Davis*  
*Dr. Shannon Dogan, Associate Director, California 4-H Youth Development Program*
- **An Overview of the California 4-H Thrive Initiative and County-Based Efforts**  
*Gemma Miner, Academic Coordinator, California 4-H Youth Development Program*  
*Scott Mautte, Program Representative III, 4-H Thrive Program*  
*and a team of county Thrive Master Trainers*
- **A Summary of the Helping Youth Thrive: A Randomized-Controlled Trial of a Community-Based Positive Youth Development Program and a Summary of Year 1 Results**  
*Dr. Kali Trzesniewski, CE Specialist in Human Ecology Department, UC Davis*  
*Dr. Shannon Dogan, Associate Director, California 4-H Youth Development Program*  
*Kendra Lewis, Postdoctoral Researcher, California 4-H Youth Development Program*

**3-D. Managing Work Life: Mastering the Daily Grind: Time Management Tools to Maximize Organizational Productivity and Satisfaction.** An interactive session—*Facilitated by Christine Jerusik, UC Davis Academic & Staff Assistance Program (ASAP), the counseling center for faculty and staff*

*Topics include:*

- Methods to increase organizational productivity and satisfaction
- Remaining productive through stress and change within the work environment
- Tools to organize tasks and personal schedules

### **3-E. Communications: Community Building—Focus on Cultural Diversity**

This training is designed to assist ANR employees with beginning to understand and develop the skills necessary to work with diverse audiences. Our focus is not to discuss culture in the context of how each cultural group behaves, but to become more aware of how we behave around cultures different from our own, in order to be more competent in our interactions with diverse audiences—*Gregory Billikopf, CE Advisor in San Joaquin County, and Bethanie Brown, ANR Staff Personnel Unit*

3:15 Break in the lobby and Resource Rooms

## **Concurrent Session 4**

3:45-5:15 PM

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### **4-A. Communications: Forward Looking Programmatic Conversations with ANR Leaders**

This is an opportunity to meet with leaders from throughout ANR.

#### **4-B. Coordinating Academic Planning: A Conversation with Campus Dept. Chairs, County Directors and Program Council Members**

*Facilitated by Shelley Murdock*

Academic planning involves prioritization of research and extension areas and development of position descriptions to fill hiring needs. This will be a facilitated discussion to describe how academic planning is done in campus departments and ANR with an eye towards improving communication and coordination of program planning and hiring. Key participants will include Department Chairs, County Directors, and Program Council Members. The objective is to have an open conversation to improve transparency and identify strategies that integrate academic planning between ANR and campus departments.

#### **4-C. Relationship Building: Communicating and Connecting ANR Programs with Youth and Collaborative Leadership**

Half of the session will focus on the best methods and strategies for working with and connecting ANR programs to today's youth from a youth perspective. This will be a facilitated roundtable discussion with active 4-H teens. Discussions will include the best methods of communication when working with youth, adapting our communication tools to meet youth needs, building collaborative relationships with youth and working with youth as clientele and extenders of ANR Programs.

The other half of the session will be an active and interactive session to help individuals build their team leadership strategies. Working with colleagues and volunteers can often be challenging; clear communication and common goals are key to successful group work. In this session, participants will focus on determining and communicating group goals and expectations. Participants will work in groups to solve challenges as a team and then reflect as a group on strategies used and why they worked or did not work. —Presented by 4-H Teen Leaders: *Kylie Colvard, Aubrey Furukawa, Samantha Golden, Tristan Rollin*

#### **4-D. Managing Work Life: Managing Organizational Change**

A facilitated, interactive program on organizational change —*Beth A. Cohen, Ph.D. Director at the UC Davis Academic & Staff Assistance Program (ASAP)*

*Topics include:*

- Understanding Types of Organizational Change
- The Laws of Change
- Personal and Organizational Effects of Change
- Methods to Optimize Morale and Productivity

#### **4-E. Work Environment: Personal Safety for the Field**

The course is intended to give each participant a tactical “edge” in avoiding or escaping violent victimization. Training topics include how to heighten your state of awareness and prevention methods to avoid or escape violent behavior before it .defend themselves and create escape options. Participants will be taught how to shop, how to drive, how to carry their purse (women) and how to walk around with confidence. Participants will be taught how to react during an "Active Shooter Incident" crisis situation when this incident occurs at a place of business and away from the office—*John Chadwell, ehs International, Inc.*

5:30-10:00 PM **Program Team and Workgroup Meetings**—*Space provided upon request.* Program Team Leaders and Workgroup Chairs must request meeting room space. We'll announce meetings here as they are scheduled.

***The following groups will be meeting during this evening:***

5:30-9:30 PM	Ag Production Management Systems PT with Small Farm WG <a href="#">Shermain Hardesty</a>	<a href="#">Ramiro Lobo</a>
TBD	ANR Academic Coordinators	<a href="#">Kim Rodrigues</a>

6:00-8:00 PM	ANR Academics – new hires	<a href="#">Kim Rodrigues</a>
12:30-1:40 PM	Aquatic Invasive Species: Research Extension and Education	<a href="#">Jodi Cassell</a>
5:30-6:30 PM	CA Naturalist Program	<a href="#">Adina Merenlender</a>
7:45-9:30 PM	California Communities PT	<a href="#">Christy Getz</a>
7:00-9:00 PM	Cooperative Extension Centennial Committee	<a href="#">Yana Valachovic</a>
7:00-9:00 PM	Desert WG	<a href="#">Milt McGiffen</a>
6:00-7:30 PM	Forestry & Rangeland PT	<a href="#">Bill Stewart</a>
5:30-8:00 PM	Healthy Living Leadership PT	<a href="#">Anne Iaccopucci</a>
5:30-6:30 PM	Meat Production & Food Safety PT and Rangeland Watershed WG	<a href="#">Theresa Becchetti</a>
5:30-7:30 PM	Milk Production & Food Safety PT	<a href="#">Bees Butler</a>
5:30-8:30 PM	Money Talks WG	<a href="#">Connie Costello</a>
7:30-10:00 PM	Oak Woodland Conservation PT	<a href="#">Bill Tietje</a>
5:30-6:30 PM	Pest Management PT	<a href="#">Lucia Varela</a>
5:30-9:30 PM	Positive Youth Development PT	<a href="#">Kali Trzesniewski</a>
6:30-7:30 PM	Weed WG	<a href="#">John Roncoroni</a>
5:45-7:00 PM	Youth Science Literacy PT	<a href="#">Lynn Schmitt-McQuitty</a>

**7:05 PM Angels vs. Athletics in Anaheim.** Contact [Brian Oatman](#), 530-752-6024, if you're interested in carpooling to the game.

## Thursday, April 11

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6:00 AM Physical activity led by the ANR nutrition educators

6:45-7:45 Breakfast

**8:00 Feeding the World in 2025: UC ANR Reflection and Response**—*Strategic Initiative Leaders*

UC ANR has created 5 Strategic Initiatives: Endemic and Invasive Pests and Diseases, Healthy Families and Communities, Sustainable Food Systems, Sustainable Natural Ecosystems, and Water Quality, Quantity and Security. The leaders of these Initiatives will reflect on how the Initiatives and UC ANR can respond to the challenges laid forth in Tuesday's discussions and what changes or adjustments may be necessary to increase our effectiveness.

**8:45 Remarks from the Vice President: Synthesis of Conference Themes and Promising Synergies for Tomorrow**—*Barbara Allen-Diaz, Vice President, ANR*

### Concurrent Sessions 5

9:15-10:45 AM

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**5-A. Academic Conversations: Continuing the Statewide Dialogue Sessions Associated with the Partnership to Advance Cooperative Extension (PACE)**

*Facilitated by [Kim Rodrigues](#)*

**PACE Dialogue Sessions** were held around the state over the last few months. The charge to the PACE committee was to seek broad input from UC ANR academics related to roles and responsibilities of AES faculty, CE specialists and advisors to support the UC ANR Mission and Vision.

Responses to all of these questions and related trend data will be summarized and further explored at the ANR SW conference. Please join us as we seek understanding and agreement to strengthen the networks between our AES faculty, CE specialists, advisors and academic coordinators within UC ANR.



## **Clientele**

Statewide input indicates that CE specialists and Academic advisors generally view each other as colleagues, rather than clientele. The operational definition of clientele may need to be clarified in order to better understand how this aspect of the role definition might be strengthened in the future. This and other related trends based on the dialogue sessions and the survey will be further explored in this session.

Responses to all of these questions and related trend data will be summarized and further explored at the ANR SW conference. Please join us!

## **Roles and Relationships**

- What are the ideal roles and characteristics for the different academic positions?
- What is the ideal relationship between AES faculty and advisors and specialists?
- Are advisors becoming more like specialists with regard to program content, statewide leadership and expertise, and what are the implications of this to ANR?

## **Collaboration**

- What are your expectations for collaboration? How do we reward and improve collaboration?
- How do things such as competitive grants, the merit and promotion process, and ANR Strategic Initiatives affect collaboration?

## **Program Planning**

- What works well to create opportunities for synergy? How could the existing mechanisms (Strategic Initiatives, Program Teams, and/or Workgroups be improved? Any other ideas?
- How does/should ANR connect its planning process to the campuses?
- What are the strengths and weakness of locating specialists outside of departments?

## **5-B. Programmatic Conversations: Moving Towards Program Clusters for Program Staff**

*Facilitated by Shelley Murdock*

*This session will be available via AdobeConnect for those who cannot attend.*

Goal: To seek broad input from UC ANR program support staff related to roles and responsibilities of program staff to support the UC ANR Mission and Vision

9:15 Welcome and overview of the Session – Linda Manton

9:30 Introductions - Shelley Murdock

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## **Discussion Topics**

### **Roles and Relationships**

What are some of the strengths and weaknesses of the role(s) that program staff have in the development and delivery of programs. What should ANR leaders understand and consider in order to integrate program staff into the network of ANR academics statewide?

1. Are you supported? (by CD/academic/office staff)?
2. Are there conflicting expectations between your direct supervisor(s) and Statewide Programs? What about other county-based supervisors if you are in two or more counties?

### **Collaboration**

How is it working? Do you feel like part of a collaborative team in UCCE? What is working well? What might be improved?

### **Growing Geographic Area(s) of Responsibility**

All ANR staff and academics are being assigned larger geographic areas of assignment as our numbers decline. What are some of the impacts that should be considered to remain relevant to the communities we serve?

1. How will moving towards program clusters affect your work/life balance (nights/weekends)? Is it sustainable for you?
2. What kinds of training would be relevant/useful as we make the transition to programmatic clusters? E.g. time management, delegation, basic Dafis operations, etc.
3. In what ways can your work be streamlined to facilitate a sustainable workload

### **What are the strengths and weaknesses of the following scenarios:**

Managing two programs in one county

Managing one program in more than one county?

### **What factor should be considered in each scenario?**

Open Topic for participants

Wrap-up/Evaluate the meeting

### **5-C. Support Staff Conversations: Impact of Systemwide Changes on ANR for Support Staff**

*Facilitated by TBA*

Administrative support staff provide the glue that binds us and supports our academic programs. Efforts to improve efficiencies and coordinate services directly impacts ANR administrative support staff. This session will allow administrative support staff the opportunity to more fully discuss key issues impacting their work as ANR implements MCPs, addresses UCPATH and more. Members of ARC will develop the key issues with input from their administrative support unit staff to focus on the topics that matter most.

10:45 Break in the lobby and Resource Rooms

## **Concurrent Sessions 6**

11 AM-12:30 PM

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### **6-A. Communication: Forward Looking Concepts in Cooperative Extension Outreach**

**Who should attend:** ANR specialists and farm advisors

Change is happening all around us: ANR program assignments are broader in geographic and disciplinary scope; technology is changing the way people communicate, find and use information; there are fewer of us in ANR trying to reach a growing clientele. The success of ANR depends on our ability to adapt to these challenges by utilizing networks in new ways to gather, connect, synthesize and communicate information to a broader audience. This session will explore ways in which communication specialists are framing this issue and offering solutions for CE in the 21<sup>st</sup> Century.

**Moderator:** *Yana Valachovic, Forest Advisor and Humboldt - Del Norte County Director*

#### **Panel Discussion**

*Anne Adrian, Extension Specialist, Auburn University, Alabama*

*Robert Bertsch, Web Technology Specialist, North Dakota State University*

*James Languster (via Skype), Communications & Marketing Specialist, Alabama Cooperative Extension*

### **6-B. Communication: Forward Looking Administrative Conversations with ANR Leaders**

This is an opportunity to meet with leaders from throughout ANR to discuss coordination of administrative issues.

Subcommittee: [Sherry Cooper](#), [Deb Driskill](#), [Cherie McDougald](#), [Joni Rippee](#),

**6-C. Relationship Building: Working Successfully with Difficult Personalities**

Working with difficult personalities can significantly impact our work enjoyment and productivity. This interactive program will teach you how to identify and work more successfully with these personalities—*Beth Cohen, Ph.D., Director at the UC Davis Academic & Staff Assistance Program (ASAP)*

*Topics include:*

- Optimal and Problematic Personality Styles
- Your Neurobiology and Relationships
- Tools to Manage Difficult Personalities
- Practice Vignettes

**6-D. Work Environment: Community Building: Focus on Cultural Diversity.** This training is designed to assist ANR employees with beginning to understand and develop the skills necessary to work with diverse audiences. Our focus is not to discuss culture in the context of how each cultural group behaves, but to become more aware of how we behave around cultures different from our own, in order to be more competent in our interactions with diverse audiences—*Gregorio Billikopf, CE Advisor in San Joaquin County and Bethanie Brown, UC ANR Staff Personnel Unit*

12:30 Box lunches

1-5 PM Meetings—[Space provided upon request](#). Program Team Leaders, Workgroup Chairs and others must request meeting room space. We'll announce meetings here as they are scheduled.

***The following groups will be meeting during this afternoon:***

1:00-6:00 PM	Academic Assembly Council Personnel Committee	<a href="#">Anna Martin</a>
12:30 PM	Academic Assembly Council Welfare and Benefits Committee	<a href="#">Daniel Marcum</a>
1:00-4:00 PM	California Agriculture Associate Editors	<a href="#">Janet White</a>
12:30-3:30 PM	Environmental Horticulture PT	<a href="#">Janet Hartin</a>
1:00-2:00 PM	Research and Extension Centers, Office Managers Meeting	<a href="#">Marguerite Lewman</a>