



OFFICE OF THE VICE-PRESIDENT —
AGRICULTURE AND NATURAL RESOURCES

OFFICE OF THE PRESIDENT
Division of Agriculture and Natural Resources
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Dear Colleagues,

This is the second of three announcements detailing major restructuring decisions being made to achieve \$9 million in permanent budget reductions and position the Division to implement the strategic vision. I know that these announcements stir uncertainty and concern among us. Many questions have yet to be answered. However, we want to announce key decisions as early as we can out of respect for the people involved.

In that spirit, let me state clearly that we will **not** lay off any CE advisors or CE specialists to achieve these budget savings. While delivery modes will change, the work we do in the field and in the community is at the heart of our mission and central to our vision. Achieving our vision also depends on the program innovation and creativity of advisors and specialists, especially new CE professionals who are essential to our future. The staff that support the advisors and specialists are also critical to the success of our endeavors.

The existing regional offices will be replaced by centralized business operation and academic program support offices. This will be accomplished over the course of the remainder of the fiscal year. Initially, the North Coast and Mountain regional office will be closed by January 1, 2010, and support for the advisors will be provided by expanding the role of the Central Valley regional office. The transition to the new structure will be completed by June 30, 2010, when the new business operation and academic program support structures will be fully implemented and the remaining regional offices closed.

We anticipate that the new structure will consist of a business operation unit co-located at the Kearney REC site and an academic programs support office located at Davis.

This transition will ensure that specific day-to-day, short- and long-term business operations occur in an orderly manner. Timelines may have to be adjusted to prevent business interruptions during key processes such as the merit and promotion cycle and fiscal close. We will provide necessary service during this transition to support our academics and programs. Our current business relationship (payroll, travel processing, etc.) with the Davis campus will continue.

These difficult changes are being made with care to minimize disruption and will be guided by the Administrative Review Council (ARC), led by AVP Kay Harrison Taber. To ensure continuity, all three regional office chief administrative officers are members of ARC along with the controller, budget director, representatives from statewide programs, and other key individuals. ARC will also work closely with Program Council.

The sheer scale of state funding reductions and additional costs (merits and promotions, restart of contributions to the retirement program, increased energy costs, higher personnel costs associated with union contract agreements, etc.) challenge all of our assumptions and structures. Not

withstanding these challenges, we must move to implement our strategic vision. Working from ideas contributed at our statewide conference, at county director and statewide program meetings, and by our stakeholders, options to build for the future while achieving savings were developed by Program Council, the Administrative Review Council, and the Senior Leadership. These options have been reviewed by the Executive Council and provide the basis of my decisions.

These changes and those that follow will be difficult for many in the ANR family. We have considered the recommendations and worked to minimize those impacts while meeting the stark realities of a reduced budget and the necessity of preparing ANR to evolve to a stronger fiscal position. Your research, extension and education programmatic efforts are vital to the success of our demand-driven mission and to the future of California.

Daniel M. Dooley
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