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CE advisor salary scale revised

Vice President Gomes announced Aug. 31 that ANR's proposal to correct an inequity between the normative time in the associate rank for advisors and specialists in Cooperative Extension has been approved by the Office of the Provost and Senior Vice President for Academic Affairs. A revised salary scale for Cooperative Extension advisors will be issued along with the other academic salary scales in October 2004. However, ANR has received approval to implement this approved scale retroactive to July 1, 2004.

Highlights of the approved proposal include the following:

- Reduces normal period of service at the associate rank from eight years to six years, which will now be equivalent to that of specialists in Cooperative Extension. The overlapping step at the associate rank will be moved to Associate Advisor, Step IV from Associate Advisor, Step V.

- Increases entry-level salaries for advisors by eliminating the current, initial salary level at Assistant Advisor I of \$38,600. While the proposal only modestly increases the salary for Assistant Advisor I and II, it is a first step in making our salaries for entry-level advisors more competitive.

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ANR Budget Update

Dear Colleagues,

As we reported in the last issue of ANR Report, the fiscal year 2004-05 state budget signed by the Governor on July 31 resulted in a 6 percent overall reduction in the UC budget. Included in the budget reductions was a \$35.3 million undesignated cut to the university as a whole, and a 5 percent cut in state-funded research.

Our share of the University's permanent, undesignated cut was \$470,000, slightly less than 1 percent. ANR state-funded research received just a 2.5 percent one-time cut, equal to \$364,000. The only exception to this was the California Competitive Grants Program in Viticulture and Enology, a special program authorized by the Legislature, which took a permanent 5 percent cut.

We are able to cover the permanent reduction in our base budget with a combination of regional and campus-based Cooperative Extension funds, and a reduction in dollars held for fixed-term projects and personnel. The temporary, one-time cut to the research budget will be taken centrally.

I also have lifted the freeze on hiring for staff positions funded by state general funds. Division administrators are now free to fill staff positions according to the priorities for their respective units and as allowed by their budgets.

Although there is no doubt that California's fiscal crisis has taken its toll on the Division and the University, I hope you will be encouraged by the actions taken by the Office of the President and by recent comments by legislative leaders who are genuinely concerned about the cumulative effects of past state budget decisions. The agreement with Gov. Schwarzenegger on a new compact for higher education provides a foundation for the university to regain its strength in the coming years. I can assure you that I will do everything in my power to ensure that ANR shares in these positive developments.

Finally, I want to thank each of you for your cooperation in addressing these difficult budget issues and for continuing to work to make the Division such an excellent resource for all Californians.

Sincerely,

W.R. Gomes
Vice President

ANR identifies 21 core issues for program priorities

Following the ANR Listening Sessions, held around the state earlier this year, Vice President Gomes and the Executive Council asked the Program Council to develop recommendations to help focus ANR's mission and high-priority research and extension programs in areas that maximize the public good.

To identify and rank core issues, the Program Council started with the 40 critical issues determined by the Program Planning Advisory Committees (PPACs) in 2003. The Program Council

refined the PPAC list to identify issues of greatest relevance and importance to California and appropriate for ANR's mission.

Then the Program Council identified specific research and extension program components within each core issue that either existed or may need to be developed within ANR to effectively address each issue.

Using the following criteria, the Program Council members evaluated each

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ANR identifies issues — continued from page 1

core issue and program component:

- alignment with the overall guiding principle (see [ANR Core Issues and Target Opportunities, 2004](#)),
- current and/or future significance of the issue,
- potential impact of ANR programs on the issue's solution,
- maximization of public good,
- alignment with revised ANR core values (see [ANR Core Issues and Target Opportunities, 2004](#)),
- strength of the research/extension outreach continuum
- ANR capacity,
- ANR's comparative advantage.

The Program Council identified 21 core issues, ranked them as high, medium or low priority, and recommended to the Executive Council

and Vice President Gomes that they be adopted as Division priorities. Executive Council, and subsequently the vice president, accepted the Program Council's recommendations.

"Given recent cuts in state funding and reductions in the ANR workforce, we simply cannot continue doing all of the research and outreach that we've been doing," said Gomes. "We heard that message over and over during the listening sessions and in written comments from our stakeholders that the Division must set priorities so that we can focus our resources on issues within the land-grant mission where we can have significant impact for Californians. These program priorities will be used in the short term as a basis for allocating ANR's discretionary resources."

The lowest priority core issues – although recognized by the Program Council as representing critical needs for California – are areas where ANR is unlikely to invest its limited resources in the near future.

The 2005 ANR Core Issue Grants program (see [ANR launches core-issue grants program](#)) is requesting proposals that address target opportunities related to eight core issues.

For a list of the 21 core issues or more information about the process by which the Program Council developed the list, go to Future Directions on the ANR Web site or <http://ucce.ucdavis.edu/files/filelibrary/5595/16392.doc>. For more information about the 2005 ANR Core Issue Grants program, go to <http://ucce.ucdavis.edu/files/filelibrary/5595/16393.doc>

Salary scale revised — continued from page 1

Assistant Advisor, Step I through Associate Advisor, Step V salary levels will be moved up one level resulting in increased salaries for CE advisors in the assistant and associate ranks.

If you have questions about

the revised salary scale, contact Interim Associate Vice President Lanny Lund at (510) 987-0107 or lanny.lund@ucop.edu. Questions about implementation procedures should be directed to Coordinator

Elizabeth Gomez, (510) 987-0082 or elizabeth.gomez@ucop.edu. Regional offices should make the necessary retroactive salary adjustments for affected CE advisors at this time.

Present salary scale

Cooperative Extension advisor, fiscal year

Rank	Step	Years at step	Salary scale 10/1/2003 Annual \$
Assistant Advisor	I	2	38,600
	II	2	40,600
	III	2	42,600
	IV	2	44,700
	V	2	47,500 Overlap step
	VI	2	50,300
Associate Advisor	I	2	47,600
	II	2	50,400
	III	2	53,100
	IV	2	55,600
	V	3	59,800 Overlap step
Advisor	I	3	59,900
	II	3	64,200
	III	3	70,400
	IV	3	77,000
	V	--	83,000
	VI	--	90,300
	VII	--	99,300
	VIII	--	109,300
	IX	--	118,800

Change in associate rank

Cooperative Extension advisor, fiscal year

Rank	Step	Years at step	Salary scale 7/1/2004 Annual \$	Salary difference \$
Assistant Advisor	I	2	40,600 *	2,000
	II	2	42,600	2,000
	III	2	44,700	2,100
	IV	2	47,500	2,800
	V	2	50,300 Overlap step	2,800
	VI	2	53,000	2,700
Associate Advisor	I	2	50,400	2,800
	II	2	53,100	2,700
	III	2	55,600	2,500
	IV	3	59,800 Overlap step	4,200
	V	3	64,100	4,300
Advisor	I	3	59,900	-
	II	3	64,200	-
	III	3	70,400	-
	IV	3	77,000	-
	V	--	83,000	-
	VI	--	90,300	-
	VII	--	99,300	-
	VIII	--	109,300	-
	IX	--	118,800	-

*numbers in bold blue have changed

Dynes to tour north state

President Dynes will be visiting the Redding area Oct. 14-15 and Napa-Sonoma on Oct. 25-26 as the last stops of his inaugural tour.

In lieu of a traditional inaugural ceremony, Dynes has been holding a series of small regional and campus-based events throughout California since taking office last October.

These regional visits help introduce the new president to Californians, give him a chance to listen to their concerns and expectations for the University, and also share with them the myriad ways UC contributes to California's economic vitality and quality of life. The tour has included a variety of opportunities for students, faculty, staff, community members, alumni, elected officials, business leaders and the public to connect with the new president.

He is interested in meeting leaders in the agricultural and natural resources industries and learning about ANR activities on his visits to the northern part of the state.

In the Redding area, Dynes will join local cooperators, Vice President Gomes and ANR advisors, specialists and researchers for a tour of sites demonstrating salmon habitat restoration, oak regeneration on grazing lands, and UC-developed pest management and irrigation management practices in prune and walnut orchards. In Napa and Sonoma, Dynes will see the effects of vine mealybug and Pierce's disease in vineyards, have a behind-the-scenes tour of a winery, learn about UC's role in helping local dairies meet waste management regulations, and observe the impacts of sudden oak death on coastal woodlands.

There will be various opportunities for UC stakeholders to meet the new UC president. Dynes will be hosting alumni receptions in Redding and Napa, and ANR is planning lunches on Oct. 15 and Oct. 26 that will include stakeholders and the ANR family.

ANR launches core-issue grants program

ANR is soliciting proposals for the [2005 ANR Core Issue Grants](#). A total of \$800,000 is earmarked for core-issue grants.

The Divisionwide competitive grants program has been restructured, says interim Associate Vice President Lanny Lund, "to foster collaborative efforts focused on identified high-priority issues for California and target opportunities, i.e. specific ANR research/extension program components within each issue."

Priority will be given to proposals that utilize collaborative teams of campus-based, statewide and county-based academics (AES, CE or other UC academic faculty) and other ANR cooperators using a "systems" approach to address high-priority core issues and target opportunities identified in [ANR Core Issues and Target Opportunities, 2004](#).

Proposals to address target opportunities related to eight core issues are

requested. The eight core issues are:

- Food safety
- Invasive species
- Obesity
- Pest management
- Sustainability and viability of agriculture
- Sustainable use of natural resources
- Water quality
- Youth development

Proposals must be submitted before **midnight Nov. 15, 2004**, in ANR's easy-to-use web-based system at <http://ucanr.org/grants/>. Funds will be awarded on Feb. 15, 2005, for the period March 1, 2005, through June 30, 2006.

ANR centers, statewide programs and workgroups are encouraged to provide leadership for ANR Core Issue Grant proposals. As research/extension project funding is no longer available through the ANR workgroup process, workgroups are especially encouraged to submit proposals through this grant call.

West Side REC requests research proposals

West Side Research & Extension Center (WSREC) is soliciting proposals for new and continuing research and demonstration projects for the period Jan. 1, 2005, through Dec. 31, 2005.

Located on 320 acres in the San Joaquin Valley, WSREC has land suitable for growing row, orchard and field crops, and turfgrass, landscape and nursery plants.

The center also provides labor, equipment, facilities and technical and management support to UC academics and to personnel from cooperating

non-UC organizations, such as USDA. Approximately 7,000 hours of labor will be awarded to support approved projects.

Proposal forms can be obtained at <http://danrec.ucdavis.edu/rec/form/index.html> and are due by Nov. 1, 2004. Submit forms electronically to Chris Robles at csrobles@ucdavis.edu.

For questions about the research proposal process or about research opportunities, please contact Edwin Scott, Acting Superintendent at (559) 884-6433 or edscott@ucdavis.edu.



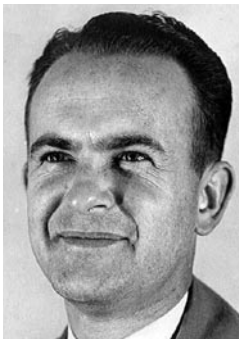
Forest biomass thinning tour

Forest resources managers from western states view biomass thinning treatments at Blacks Mountain outside of Redding. Area forestry specialist Gary Nakamura (on right, wearing yellow hardhat) organized the two-day tour in September to show how harvesting brush and small trees can reduce wildfire fuel and aid forest restoration.

Names in the news

In memoriam: Victor Brown

Victor Brown, UCCE county director emeritus in San Diego County, died on Aug. 5 in Pacific Beach. He died on his 85th birthday of amyotrophic lateral sclerosis, also known as Lou Gehrig's disease.



Brown joined UCCE in 1954 as an Associate Agriculturist and assigned as farm advisor for livestock and rangeland management to San Diego County. He retired in 1982 and was granted the emeritus title.

As county director, Brown oversaw the expansion of 4-H youth development programs into urban areas. He also initiated the local Expanded Food and Nutrition Education Program in the late 1960s to aid low-income families in San Diego County.

"He had a very quiet but effective leadership style for a very diverse staff," says Diane Wallace, a 4-H advisor who succeeded Brown as county director.

He was known for his keen sense of humor. Wallace recalled being tardy in submitting a report. Brown drew a cartoon of Mount Rushmore with her face on it and told her she'd be on the monument when she turned in her report. He also contributed his creative talents to helping advisors develop presentations.

Brown was born and raised in Overton, Neb., where he worked on his parents' farm. He earned a bachelor's degree in agriculture at Nebraska Wesleyan University and a master's in public administration at UCLA.

"Vic was always loyal to the university and his heritage, which was agriculture," says Herb Weisheit, who switched from 4-H advisor to dairy and livestock advisor when Brown became county director.

Brown is survived by his wife, Ruth, and two grandchildren.

Churches named acting regional director

Ken Churches, county director in Calaveras County, has assumed the role of North Coast and Mountain Region acting regional director from Sept. 1, 2004 through Aug. 31, 2005. He will also maintain his current county director responsibilities. Churches is filling in for NCMR Regional Director Kimberly A. Rodrigues, who is on sabbatical leave.

Churches can be reached at cdcalaveras@ucdavis.edu, (530) 754-8509 at the Regional Office or (209) 754-6477 in Calaveras County.



Drake retires

Madeline Drake has retired after 35 years of UC service. Known affectionately as Maggie, Drake retired on Aug. 31, after 33 years with the Natural Reserve System and serving as management services officer for the last 12 years. Throughout her career, Drake has watched the NRS grow from seven original reserves and a handful of staff, to 35 sites and over 60 dedicated NRS personnel.

When Drake joined the NRS in 1971, it was called the Natural Land and Water Reserves System and was administered under the Vice President - University Relations. Prior to joining the NRS, Maggie worked down the hall for another arm of the VP - UR, the Gifts and Endowments Office.

"During the 27 years that ANR was the administrative home for the NRS, Maggie was well-known in the Division as a pillar of the Natural Reserve System," says Chen Yin Noah, NRS Associate Director.



UCCE Santa Clara moves office

UC Cooperative Extension in Santa Clara County has moved. Its new address is:

1553 Berger Drive, Bldg. 1
San Jose CA 95112

The new phone numbers are:

Main office (408) 282-3110
Main fax (408) 298-5160
Master Gardener fax
(408) 275-1954

Aziz Baameur, Farm Advisor
(408) 282-3127

Sheila Barry, Natural Resources
Advisor (408) 282-3106

Sue Cancilla-Conde, Office
Specialist II (408) 282-3110

Maria de la Fuente, County Director
(408) 282-3131

Nancy Garrison, Master Gardener
Program Coordinator
(408) 282-3133

Elizabeth Gong, Program
Representative (408) 282-3103

Rosa Maria Gordillo, Research
Associate (408) 282-3124

Fe Moncloa, 4-H Youth
Development Advisor
(408) 282-3107

Estella West, Nutrition, Family
& Consumer Sciences Advisor
(408) 282-3104

ANR REPORT

UNIVERSITY OF CALIFORNIA DIVISION OF AGRICULTURE AND NATURAL RESOURCES (ANR)

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