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See the Special Edition of ANR Report covering the ANR State-wide Conference at <http://danr.ucop.edu/anr-report/report09/rptpdf09/mayspecial-2009.pdf>

ANR launches Leadership Institute

ANR academics are invited to participate in the new ANR Leadership Institute.

The Leadership Institute will

- increase your individual, organizational and professional effectiveness;
- develop your problem prevention and problem solving skills;
- enhance your ability to lead and work with teams, including research teams;
- improve your skills and effectiveness in contributing to and influencing group outcomes;
- increase your personal leadership capacity and success; and
- create more satisfaction and enjoyment in your university career.

The ANR-oriented training is designed to develop skills for any leadership situation, not just for aspiring department heads and county directors. Although the inaugural class will be comprised of academics, the program will be opened to staff as well in the future.

“This institute will offer the opportunity to make close friendships and to foster skills that are useful not only in advancing your career, but to enhance your personal and family relationships as well,” said Sonya Varea Hammond, Monterey County director and one of the institute’s organizers.

The first residential session of the nine-month course will be held in Granlibakken, near Lake Tahoe, on Oct. 19-21, 2009. The two subsequent two-day sessions will be held on the Central Coast and in Southern California.

Experts on various leadership topics will be brought in to complement the ANR academics and institution leadership development core members who will be providing the training.

For more information about the Leadership Institute, contact Linda Marie Manton at lmanton@uckac.edu or Sonya Varea Hammond at slvareahammond@ucdavis.edu.

The deadline for applications is **June 5**. To apply, go to <http://ucanr.org/leadership2009>.

PAC discusses budget, drought and perceptions of ANR

The UC President’s Advisory Commission met April 27-28 in Sacramento, joining ANR members at the Statewide Conference for the poster session and to learn about the Strategic Vision.

During their meeting, President Yudof described UC’s budget as “grim and grimmer,” adding that there may be furloughs and layoffs if Proposition 1A fails.

In the face of dwindling state funding, Yudof said he will seek increased federal support for UC research and to enroll low-income students. “I don’t see how we will have a workforce unless we reach out to these people,” Yudof said. “I don’t know that we’ll be successful in increasing funding, but we’ll be looking to Washington for help.” He noted that other countries view university support as a matter of national security.

The commissioners discussed ways that they could assist Yudof in his efforts to increase federal support.

Drought impacts

Richard Howitt, UC Davis professor of agricultural economics, gave a presentation on the economic impact of the drought on California and findings from a Giannini Foundation on Agricultural Economics research project that he is conducting in the Central Valley.

Howitt estimated that 25,400 jobs will be lost in 2009 as a result of the drought and irrigation water delivery cuts, accompanied by reductions of \$512 million in farm revenue and \$692 million in total income.

Howitt said, “20,000 jobs will be lost by workers in the lowest income groups. These will be hitting the people least able to cope, those living right at poverty level.”

He noted that the severity of the economic impacts on farms and workers in 2009 could be lessened by growers pumping more groundwater and through water trading, but that these alternatives are mostly short-term.

In the future, even in the absence of a drought, Howitt expects water to be constrained by diversions for delta smelt and long fin smelt, and said that salmon could also be a factor. Climate change and urbanization of the Central Valley will create more competition for water as well as increase the salinization of water and soil. However, on a positive note, Howitt said, “Due to the types of crops grown in California, growth can continue.”

“First-rate scientists”

Dooley reported on the results of the Provost’s Review, comparing ANR to the rest of

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university and similar institutions. “The quality and performance of our academics meets or exceeds that of the university generally,” Dooley said. “Regardless of campus or county, we have first-rate scientists, doing first-rate science.”

He said that ANR has a higher percentage of National Academy of Sciences fellows (3.4%) than UC as a whole (2.5%). Over 10 percent of UC’s NAS members have ANR appointments.

4-H SET

Sharon Junge, interim statewide 4-H director, and Richard Mahacek, Merced County director and 4-H advisor, gave a presentation on the 4-H Science, Engineering and Technology (SET) initiative. This new program seeks to engage 150,000 young people over the next five years using hands-on, inquiry-based teaching to improve their knowledge, skills and abilities in science, engineering and technology and increase SET literacy in California.

Junge told the commission that California’s youth are not competitive in science literacy with counterparts in other states. “Only Mississippi scored lower than California,” she said.

Mahacek, who is a member of the national leadership task force responsible for developing 4-H SET, described how the 4-H activities complement what is being taught in schools. He said implementing 4-H SET will require a “retooling” for many adult volunteers and that 4-H will be reaching out to an even more diverse group of volunteers to help with this ambitious effort. Among the new volunteers recruited for 4-H SET are engineering students from UC Merced.

Pistachio recall

Commissioner Stuart Woolf, whose family grows pistachios, gave an update on the voluntary pistachio recall, which was implemented before any illness was linked to the product. He called the pistachio situation an opportunity for UC food safety research. “Compared to almonds or walnuts, there is not a lot of pistachio research,” Woolf said. “It’s an area where we need the university’s expertise.”

Perceptions of ANR

Commissioner and marketing consultant Kerry Tucker, who conducted interviews of more than 100 opinion leaders last fall as

part of ANR’s strategic planning process, presented a summary of his findings.

Tucker explained that the objectives of the interviews were to engage opinion leaders in agriculture, natural resources, nutrition and human development in the strategic planning process, identify 2025 issue themes, and reveal current perceptions about ANR and UC.

For agricultural leaders, the top concern was water, Tucker said. For the more diverse group involved in natural resources, the major themes were climate change, water, increased population and erosion of farmland. Those involved in nutrition said that obesity and its related diseases will continue to be a major challenge and that California agriculture can create better linkages between the food produced and public health. Human and workforce development leaders expressed concern about aging farmers, the loss of small family farms, the lack of student engagement in science and technology, and fewer people prepared to work in agriculture and managing natural resources in the future.

On their perceptions of ANR, Tucker said that the people interviewed consider UC to be a source of credible and objective research. However, they also view UC as arrogant, disconnected from the “real world” and lacking in funding. He added that when people think of UC, they tend to focus on the campuses. When asked if ANR was on the right or wrong track, the responses leaned toward the right track, but most people said they didn’t know.

Tucker concluded, based on the interview results, that ANR could make the greatest contributions by

- helping industry anticipate/respond to environmental challenges,
- providing research to guide choices for managing land and natural resources,
- providing research, science and technology to make California agriculture more competitive,
- strengthening the connections from UC back to the field/communities,
- marrying technology of agriculture/food with good science and public policy, and
- creating a venue to better understand human resource needs.

The PAC will meet again in the fall.

Invasive Eurasian mussel workshop to be held at Lake Tahoe

Sea Grant and ANR will host an invasive Eurasian mussel workshop at the Granlibakken Conference Center and Lodge in Lake Tahoe on Oct. 21-23.

The workshop is for western Cooperative Extension advisors, campus academics, government agencies, and members of the private sector. ANR, Cooperative Extension, and Sea Grant have critical resources to contribute to invasive Eurasian mussel science, management, and rapid response strategies. A collaborative regional approach is vital to preventing and managing introductions because Eurasian mussels are easily transported across state boundaries by waterbodies and recreational boaters. The goals of this workshop are to educate participants, identify Eurasian mussel outreach and research needs, and to explore the potential for collaboration within ANR. Academics from a variety of disciplines (4-H, agriculture, IPM, etc.) are encouraged to attend.

Invasive Eurasian mussels (zebra and quagga mussels – *Dreissena polymorpha* and *Dreissena rostriformis bugensis*, respectively) are a major threat to California’s environment and water systems. Zebra and quagga mussels disrupt aquatic ecosystems by competing with native organisms for food and habitat. Both species also attach to and clog water delivery pipes and other water infrastructure, making it more difficult and/or expensive to transport and deliver water. Since the discovery of the quagga mussel in Southern California in 2007, the Metropolitan Water District of Southern California has spent \$20 million in research and control efforts. Officials estimate future costs of \$10 million to \$15 million per year, which will likely be passed on to consumers and water users.

Some travel support is available. For more information, visit http://ucanr.org/em_workshop or contact Annie Pierpoint, (510) 622-5048, apierpoint@ucdavis.edu.

The workshop planning committee is composed of Jodi Cassell, Sea Grant, Contra Costa County; Leigh Johnson, Sea Grant, San Diego County; Carrie Culver, Sea Grant, Santa Barbara and Ventura counties; Greg Giusti, CE, Lake and Mendocino counties; Ted Grosholz, CE/UC Davis; Monique Myers, Sea Grant, Ventura and northern Los Angeles counties.

Employment opportunities

Office of Assistant Vice President-Programs (two staff positions)

Senior Administrative Analyst

The Office of the Assistant Vice President-Programs (AVPP) is recruiting for the position of Senior Administrative Analyst. Deadline to apply is **May 22**. This position is based in Oakland and open for internal recruitment of current UC staff only.

AVPP provides programmatic leadership for the Division and is responsible for the conduct of all ANR programs. The AVPP is responsible for statewide leadership of the county Cooperative Extension programs, Research and Extension Centers, Statewide Programs and the ANR Program Leaders. The AVPP oversees the ANR Core Issue Grant and Workgroup process and chairs the Program Council. The AVPP is responsible for a budget of about \$3 million. The budgets for other units that report directly to the AVPP total another \$25 million.

The senior administrative analyst will report directly to the Assistant Vice President-Programs and provide broad divisionwide assistance with analytical, programmatic, and administrative support in managing and coordinating program projects that fall under the AVPP. The position will also provide budget and/or financial analysis and high-level administrative support related to university funds allocated to programs, departments and units. The incumbent will be a valuable member of the AVPP team, working with the coordinator and the Program Planning staff.

To view the complete position description, go to <http://ucanr.org/jobdescript/ProgramsAdmin.pdf>. The ANR staff application can be downloaded at <http://ucanr.org/jobs.cfm>.

Administrative Specialist

The Office of the Assistant Vice President-Programs (AVPP) is recruiting for a Administrative Specialist, based in Oakland. The Office of AVPP provides programmatic leadership for the Division and is responsible for the conduct of all ANR programs. This an internal recruitment, open to current UC staff only. Deadline to apply is **May 22**.

The administrative specialist provides primary administrative and accounting support to the AVP-Programs. Responsibilities include maintaining tracking systems; coordinating the day-to-day operations of the AVPP's immediate office; providing logistical support for regular and ad hoc meetings for which the AVPP's office has responsibility; independently drafting documents on a broad range of subjects; performing high-level administrative support for special projects, recruitment searches and meetings of ANR Divisionwide groups; handling travel arrangements,

meeting registrations, travel and expense reimbursements for AVPP; the day to day operations of federally mandated Current Research Information System (CRIS); and serving as ANR liaison with the CSREES CRIS office in Washington and campus deans' offices on project submissions and approvals.

As part of a team, the person will assist with the development, implementation and refinement of internal budget and financial processes that are consistent with universitywide principles, policies and procedures and that meet the needs of the AVPP. Working with the AVPP staff, he or she will assist with the collection and analysis of data and narratives for the Federal Plan of Work and Annual Report submitted to USDA.

To view the complete position description, go to <http://ucanr.org/jobdescript/ProgramsSpecst.pdf>. The ANR staff application can be downloaded at <http://ucanr.org/jobs.cfm>.

Desert Research & Extension Center and Imperial County: Director

A search is under way for the (80%) joint Imperial County CE and Desert Research and Extension Center (DREC) Director and (20%) CE academic. The appointment will be for an anticipated term of six years, subject to continued renewal after administrative review of the incumbent's performance. The position will be located in El Centro.

The county director is responsible for leadership, direction and supervision of the academic and program staff within the county. The center director will provide UC researchers and educators with managed and sustainable resources to conduct quality research and education programs on high priority issues. As county director/center director, the incumbent will administer personnel, staff development, budget, liaison activities, and physical facilities.

The incumbent will maintain relationships with outside agencies, governing bodies, community organizations and clientele as well as provide and promote coordination and collaboration with campus- and county-based academics to facilitate successful delivery of research and educational programs. As a CE academic, the incumbent will maintain an academic program involving applied research and education programs relevant to issues of the county, center and region.

A minimum of a Master of Science degree from an accredited college or university in a discipline related to the UCCE mission such as agronomy, weed science, small grains, feedlot cattle management, biofuels, among others is required. A Ph.D. is preferred. Candidates should have experience in conducting applied research and managing education programs. They must be skillful in personnel and budget management, oral and written communication, understanding and appreciating research and extension programs and effectively working closely with Experiment Station and CE personnel, public agencies, industry representatives, grower cooperatives, and the general public. Candidates who

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have a current education extension research program consistent with the DREC research and outreach emphasis are preferred.

Compensation will be commensurate with qualifications and experience. The position includes an annual stipend. If applicable, the appointee may maintain his/her current ANR academic appointment. If the candidate is not currently an ANR academic, the position will be in the Advisor series.

Please send nomination or application materials for job number DREC09-02 to Karen Ellsworth, ANR Research and Extension Centers, One Shields Avenue, Ag Field Stations Bldg, Davis, CA 95616-8593; or fax to (530) 752-1391; or e-mail to kaellsworth@ucdavis.edu.

Go to <http://ucanr.org/jobdescript/DesertRECDir.pdf> to view the complete position description for DREC09-02. The Academic Application form can be downloaded at <http://ucanr.org/jobs.cfm> or contact Karen Ellsworth at (530) 752-0128.

The position will remain open until filled. The search committee will begin reviewing applications on **July 1** and continue until the position is filled.

Kearney Research & Extension Center: Director

ANR is seeking a recognized leader to be director for the Kearney Research and Extension Center (KREC) located in Parlier. The position will be open until filled. To assure full consideration, applications should be submitted by **June 15**.

The director will provide leadership, direction and operational management of the KREC to provide UC researchers and educators with managed and sustainable resources to conduct quality research and outreach programs on issues critical to the region and state. KREC is comprised of 320 acres, contains laboratory, greenhouse and postharvest facilities in addition to cropland, and has an annual budget of almost \$2 million. KREC currently employs 27 career staff employees and hires an additional 10 FTE in seasonal labor annually. The director will also develop and conduct research and educational programs relevant to local, regional and statewide issues as well as provide and promote coordination and collaboration with campus- and county-based UC academics to initiate, facilitate and assist in successful research and educational programs at KREC.

Minimum of a master's degree in an agricultural, biological, or natural resources science from an accredited college or university is required; a Ph.D. is strongly preferred. Experience in working on and/or managing a research and extension center or agricultural industry experience is highly desired. Demonstrated competence in personnel management and management of budgets and understanding of, and appreciation for, research and extension programs is required. Must be able to communicate clearly, both orally and in writing, in order to plan, organize, and coordinate programs effectively. Demonstrated ability to work closely with Agricultural Experiment Station and Cooperative Extension personnel, public agencies, industry representatives, grower cooperators, and the public in general is essential.

Compensation is commensurate with qualifications and experience. If the successful candidate is currently an ANR academic, the appointee will maintain his/her current academic appointment (25%). If the candidate is not currently an ANR academic, the position will be in the Advisor series.

The appointment will be for an anticipated term of six years, subject to continued renewal after administrative review of the incumbent's performance. An administrative stipend will be provided.

Send nominations or application materials via e-mail or hard copy to GERALYN UNTERBERG, Office of the Associate Vice President, Agriculture and Natural Resources, 1111 Franklin Street, 6th Floor, Oakland, CA 94607-5200; e-mail geralyn.unterberg@ucop.edu.

The Academic Application form may be downloaded at <http://ucanr.org/jobs.cfm> or contact GERALYN UNTERBERG.

For application instructions and to view the complete position description for REC-09-01, go to <http://ucanr.org/jobdescript/KRECDir.pdf> or contact GERALYN UNTERBERG.

Call for proposals

The Kearney Foundation of Soil Science invites ANR faculty, advisors and specialists to apply to its research project grant program for the upcoming cycle. Proposals are due **Aug. 28**.

The RFP and proposal submittal requirements can be found at the Kearney Web site <http://kearney.ucdavis.edu/KearneyCall%202009.pdf>.

The goals of the current mission, "Understanding and Managing Soil-Ecosystem Functions across Spatial and Temporal Scales," are as follows:

- Investigate how ecosystem properties, processes, functions and services are controlled by soil biophysical and biochemical processes across spatial and temporal scales;
- Conduct multiscale basic and applied research that demonstrates clear relevance to land management decisions and policies;
- Examine transitions between scales at which important soil-ecosystem processes occur and interact; and
- Examine the relationships between the scale of management decisions and the scale of investigation, assessment and monitoring.

For more information, please contact V. Ana Balogh, Kearney Foundation program manager, at (530) 754-9668 or kearney@ucdavis.edu.

The Kearney Foundation of Soil Science also offers funding opportunities for undergraduate internship support, short courses and outreach activities, graduate course development and seminar support. For more information about these funding opportunities, e-mail Kearney@ucdavis.edu or visit <http://kearney.ucdavis.edu>.

Names in the news

Davy named livestock & natural resources advisor

Josh Davy has been named the livestock, range-land, and natural resources advisor for Tehama, Glenn, and Colusa counties, effective May 1.

For the past 4.5 years, he has been working as a livestock and natural resources program representative for Tehama, Glenn and Colusa counties.

Davy was raised on a beef cattle ranch in Fortuna. During his high school years, he worked for a Fortuna ranch that operated two dairies, produced beef cattle and grew hay and potatoes. Davy earned his MS in Animal Biology from UC Davis and his BS in Agriculture Business at California State University, Chico. Before joining UC Cooperative Extension, he was ranch manager for a Humboldt County beef cattle ranch.

Davy can be reached at (530) 527-3101 or jsdavy@ucdavis.edu.

Leff named agritourism coordinator

Penny Leff started April 20 as the statewide agritourism coordinator with the UC Small Farm Program.

In 2007, Leff earned a bachelor's degree from UC Davis in Managerial Economics with an emphasis in Agricultural Economics.

She worked most recently as regional manager for the California Growers' Collaborative, a local farm-to-institution produce distribution business owned by Community Alliance with Family Farmers. While a student, she co-authored a direct marketing study with Small Farm Program director Shermain Hardesty. Leff previously worked with the Ecology Center for 10 years as the statewide coordinator of the California farmers market electronic benefits transfer (EBT) project, making it possible for consumers with food stamps



to make purchases at farmers markets. She also spent eight years managing the Ecology Center's Berkeley farmers markets.

As agritourism coordinator, her primary duties include working with the UC Agricultural and Nature Tourism workgroup; coordinating agritourism-related education; developing a statewide network of agritourism operators, organizers and promoters; and maintaining the CalAg-Tour.org agritourism database.

"We're excited to have Penny join our team," said Shermain Hardesty, Small Farm Program director. "She has extensive experience in coordinating statewide efforts and a thorough understanding of the marketing environment that small farmers work in."

Leff is based on the Davis campus and can be reached at (530) 752-7779 or paleff@ucdavis.edu. – Brenda Dawson

Ellstrand honored by BSA

Norman Ellstrand, a UC Riverside professor of genetics, has been elected one of this year's four Botanical Society of America (BSA) Merit Award recipients.

The BSA Merit Award is the society's highest honor, granted for "outstanding contributions to botanical science," recognizing truly exceptional scientists in plant biology.

Ellstrand studies plant population genetics and is one of the country's foremost experts on plant gene flow, the movement of genes from one organism to another. His research has involved the study of the possibility of escape of genes from genetically engineered crops into their wild relatives as well as the potential consequences of that escape.

His work has shown that crops can mate with their wild relatives at rates and distances much higher than previously supposed. He also has shown that the hybrids are often more fit than suspected, suggesting that once transgenes occur in hybrids they will spread readily. Ellstrand has warned that if transgenes confer an advantage to a weed, such as herbicide resistance, that weed will become more difficult to control.



His recent research has come to focus on the evolution of invasiveness in plants. He was among the first to suggest that invasive species could evolve from relatively innocuous progenitors.

"Dr. Ellstrand's long and productive career sets him apart from the majority of our membership, and the awards committee was enthusiastically unanimous in naming him as one of this year's honorees," said Karl J. Niklas, the Liberty Hyde Bailey Professor of Plant Biology at Cornell University and the president of the BSA.

The 2009 BSA Merit Awards will be presented at the society's annual meeting, scheduled to take place in Snowbird, Utah, on July 29. – Iqbal Pittalwala

Human Resources Conference set for June 23-24

The Human Resources Coordinating Conference will be held on June 23-24 at the Woodfin Suites Hotel in Emeryville (next to Berkeley).

This conference, "Building on Our Strengths through Evaluation," will provide perspectives on program evaluation and policy change, programmatic updates, and strengthen the campus to county continuum. Keynote speakers include Marc Braverman, Oregon State University associate dean and family and community development program leader, and Dale Blythe, assistant dean and director for the University of Minnesota Center for 4-H Youth Development.

To secure the group rate at the Woodfin Suites Hotel in Emeryville, reserve lodging by May 24.

A primary purpose of continuing conferences is to strengthen the campus-county continuum and build collaborations among academics. Academic faculty, including AES faculty, specialists, advisors, academic coordinators, academic administrators and statewide program directors are invited to participate.

Registration is online at <http://ucce.ucdavis.edu/survey/survey.cfm?surveynumber=3620>.

In memoriam

Richard D. Teague

Richard David "Dick" Teague, Cooperative Extension North Region director emeritus, passed away on March 25 at his Winters home. He was 84.



"Dick was the person who offered me my position in Cooperative Extension here at UC," recalled Rick Standiford, associate vice president. "He was a warm man who cared deeply about the people who worked for him and for the people we serve. He was one of the first to be able to link strong natural resource programs with agricultural and human resource programs. He was a first-rate wildlife biologist and never lost his love for the natural world. I learned a lot about leadership from watching Dick in action and will miss him a lot."

Teague entered the U.S. Navy in 1943, and was a member of the Navy Air Corps serving in World War II as a Navy pilot and flight instructor. After his honorable discharge in 1946, he received his bachelor's degree in Zoology from Colorado A&M and his master's in Wildlife Biology from Colorado State University.

Teague began his career with the Colorado Department of Fish and Game, Fish and Parks in 1949, as a research wildlife technician and big game biologist and worked his way up to Regional Manager.

In 1963, he joined UC Davis Cooperative Extension as a wildlife specialist. In 1970, he became assistant statewide director of Cooperative Extension. In 1977, he became the regional director for CE in Northern California. Teague retired in 1989.

His daughter, Diane, said Teague thought one of the most rewarding aspects of working at UC was that it accommodated employees caring for ill family members. "Dad knew that was a difficult task and of top priority for those families."

He is survived by Diane and her husband Stan of Winters; his son, Richard, and his wife Lynn of Cottonwood; and four grandchildren and five great-grandchildren.

Carl M. Wick

Carl M. Wick, Butte County farm advisor emeritus, died March 24. He was 77.

Wick received his BS in Agronomy from Oklahoma State University in 1954. After graduation he entered the US Army as a Second Lt., and emerged two years later as First Lt. He went to work for the U.S. Department of the Interior as a range conservationist in South Dakota. In 1960, he earned an MS in Agronomy from Oklahoma State, then returned to South Dakota to work in range conservation.

In 1962, Wick moved to California to work for the UC Agricultural Extension Service (now Cooperative Extension). His first assignment was at Tulelake, in northern California. After about a year, he was transferred to San Joaquin County where he filled in for a 4-H advisor on sabbatical leave, before being assigned to Shasta County as farm advisor. In 1965 he was reassigned to Butte County as a farm advisor where he was responsible for rice education and research until his retirement in 1993. His other responsibilities included wheat, oats, barley and range research.

Wick authored or co-authored many UC publications and scientific journal papers on rice. His educational emphasis was on rice disease control and economics of production. He also evaluated new rice varieties developed at the Biggs Rice Field Station in cooperation with researchers at the Biggs Rice Research Station and from UC Davis and the USDA.

Wick received numerous awards including the California Rice Industry Award; the national Distinguished Service Award, and "Outstanding Research and Extension Team Award" from the Rice Technical Working Group. He received the "Service to Ag" Award from The Farm City Week group in Butte County.

"Carl was active in helping form the Butte County Farm, Home and 4-H Support Group before he moved to Houston in 2003," said Jerry Smith, Butte County director emeritus.



AAC elects new officers

Academic Assembly Council announced that the AAC president-elect is Gideon Zeidler, CE specialist in the UC Davis Department of Animal Science and located at UC Riverside. The president-elect serves for one year beginning July 1, then succeeds the president in 2010.

Craig E. Kallsen, citrus and pistachio farm advisor for Kern County, was elected the Central Valley Region member of the AAC Rules and Elections Committee. Kallsen's



Craig Kallsen

three-year term will begin July 1.

The Rules and Elections Committee appoints members as required, considering equitable representation from all program and regional areas, to all standing and special committees of the Assembly, and fills any committee vacancies as directed by Council.

It also solicits members for potential committee appointments. The committee also initiates, conducts, receives and certifies AAC elections, then forwards the results to the secretary and council for notification and approval.

ANR REPORT

UNIVERSITY OF CALIFORNIA Division of Agriculture and Natural Resources (ANR)

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