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Town hall set for 9 a.m. Oct. 6 to discuss restructuring

V^P Dooley will hold a town hall conference call at 9 a.m. on Tuesday, Oct. 6 to discuss the restructuring of ANR to accommodate the Division's reduced state funding while focusing our limited resources on the strategic vision initiatives.

Over the past few weeks, Dooley has announced decisions to restructure the executive office of the Vice President and the Office of Government and External Relations, consolidate administration of CE regions and other administrative and business functions. Links to those announcements are below.

Aug. 26 announcement: <http://ucanr.org/pdfs/8-26-09.pdf>

Sept. 21 announcement: <http://ucanr.org/pdfs/9-21-09.pdf>

Sept. 25 announcement: <http://ucanr.org/pdfs/9-25-09.pdf>

There will be an additional announcement on Oct. 2. During the town hall, Dooley will discuss how we will continue to serve California communities despite our budget constraints, and position ANR to meet the state's future.

While details of implementation of the restructuring are still being worked out, Dooley will answer questions about the actions being taken to cope with these unprecedented budget cuts.

To join the town hall, log on to <https://breeze.ucdavis.edu/anrtownhall/>. Due to the limited number of lines, everyone is encouraged to log on with a group. Click on the URL, select "enter as guest" and type your name. If you are part of a group, use the group's name or location. For audio, turn on your computer speakers or use headphones. There will be no phone connection. Questions can be submitted via the chat box in Adobe Connect.

For people who are unable to participate, the town hall will be recorded and the URL will be posted on the ANR Web site under "For ANR employees." If you have questions about the town hall meeting, contact Pam Kan-Rice at (510) 206-3476 or Lorrie Mandorlao at (510) 987-0063. If you need technical assistance during the town-hall meeting, contact Mike Poe in Communication Services at (530) 902-2058.

Comments sought on revisions to MSP termination policies

Vice President for Human Resources Dwaine Duckett has requested formal review and employee comment on proposed revisions to policies PPSM 65 (Termination of Career Employees—MSP I - VII) and PPSM 67 (Termination of Career Employees—MSP VIII and IX).

The policies have been revised to add the following requirements with regard to severance pay:

- Payment of severance is conditioned upon the terminated employee entering into a written separation agreement approved by the University, which would provide consistency with the Regents' Policy on Settlement of Litigation, Claims, and Separation Agreements.

- If a terminated employee is reemployed at any University location in any capacity during the paid severance period, repayment of severance is required for the time period beginning with the date of hire in the new position to the end of the paid severance period.
- A written repayment plan is to be agreed upon between the employee and the University before the employee begins work.

The policies are posted at http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/prop_rev_policies.html.

Send comments on the policies by Oct. 16 to Mona Litrownik at mona.litrownik@ucop.edu.

ANR announces furlough plan

Beginning Sept. 1, 2009, employees who are subject to the salary reduction/furlough plan will participate for 12 months until Aug. 31, 2010. ANR advisors and staff will accrue a specified number of furlough days determined by their full-time salary rate. Employees will be subject to a corresponding reduction in pay beginning with their September salary. Employees paid monthly will see it reflected in their Oct. 1 paychecks, while those paid semi-monthly will see it in their Sept. 23 paychecks.

The furlough information below may also be found by going to <http://ucanr.org/furlough>, the human resources Web page or by typing "furlough" in the ucanr.org Web site's search box.

Employees subject to the furlough plan:

The plan includes all full and part time employees, including but not limited to:

- Academic Senate faculty
- Non-Senate academics
- Career, limited, floater, per diem, partial year appointments
- Regular status employees and probationary employees
- Full and part-time
- Senior management group members
- Rehired retirees
- New hires

For union-represented employees, implementation of the plan will be subject to collective bargaining agreements and applicable laws. ANR union-represented employees will be subject to plans established at the campus where they are payrolled (Berkeley, Davis or Riverside).

Berkeley and Riverside Campus plans have not been finalized,

information will be sent as it becomes available. Davis campus has indicated that union members who do not agree with the mandatory campus closures will be required to take vacation time or unpaid leave on furlough days.

Employees not subject to the furlough plan:

- Academic and staff whose pay is entirely funded by research and extramural funds.
- Student employees.
- Foreign national employees working pursuant to H visas.
- Employees working reduced hours under the START program if their voluntary reduction is already equal to or exceeds the percent reduction for their respective pay band.

Closure plans:

Campus and units may grant employees up to six vacation days in advance of actual accrual to be used during mandated campus closures. An exemption to PPSM 41 and 43 was approved by VP for Human Resources Dwaine Duckett.

Funding Sources:

ANR academics and staff employees whose pay is entirely funded by research and extramural (government and private contracts and grants) funds are not affected by the furlough. For those whose salaries are partially funded from extramural funds, the exclusion will only apply to that portion of their salary and they will receive pro-rated furlough days. Listed below is a list of ANR funding sources and the impact on the furlough.

Contact Jennifer Bunge at jennifer.bunge@ucop.edu for questions regarding funding sources.

Campus/Unit	# of Days	Dates	Link/Comments
ANR/UCOP	6	Winter Curtailment December 23, 28, 29, 30, 2009 Spring/Summer Curtailment: April 16, June 18, 2010	http://www.universityofcalifornia.edu/budget/
ANR Counties, RECs			County offices and RECs will not be required to follow the mandatory furlough closure dates established by the campuses. County directors will, however, coordinate any full day closures with the regional office. The Research and Extension Centers will coordinate any full day closures with REC Associate Director Bill Frost. For updates, see http://ucanr.org/pdfs/furlough.pdf
Berkeley	11	Winter Curtailment: December 23 – January 6, 2010 Spring Curtailment: March 22, 2010 – March 26, 2010	http://berkeley.edu/news/media/releases/2009/08/20_furlough.shtml
Davis	11	Winter Curtailment: December 18 – January 3, 2010 Spring/Summer Curtailment: March 24 -28, June 14-15, 2010	http://www.dateline.ucdavis.edu/dl_detail.lasso?id=11821
Riverside	7	Winter Curtailment: December 21 – 30, 2009 Spring Curtailment: March 25, 2010	http://budget.ucr.edu/

Employment Opportunity

Budget Office: Principal Analyst

The Budget office is recruiting for the position of Principal Analyst, which provides direct budget and financial management support to the Associate Budget Director. This position is based in Oakland.

This position requires high level analytical support in the management of various fund sources. The Principal Analyst has responsibility for the integrity of budget data collected, analyzed and reported for ANR. This information is critical for decision making and planning by senior management and other leadership positions within the division.

This position requires extensive use of independent judgment in management of assignments, university and federal fiscal data, development and adaptation of computer applications to facilitate analysis and reporting.

To view the complete position description, go to <http://ucanr.org/jobs.cfm#other>. The ANR staff application can be downloaded at <http://ucanr.org/jobs.cfm>. For full consideration applicants need to submit their applications by **Sept. 30**.

West Side REC calls for proposals

West Side Research & Extension Center is soliciting proposals for new and continuing research and demonstration projects for the period Jan. 1, 2010, through Dec. 31, 2010.

Located on 320 acres in the San Joaquin Valley, West Side REC has land suitable for growing row, orchard and field crops, 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 are available to support approved projects.

Project proposal forms are available at <http://danrrec.ucdavis.edu/rec/form/index.html>.

The deadline for applications is **Nov. 16**. All project proposals will be evaluated and support hours allocated at the Research Advisory Committee Meeting scheduled for Dec. 10.

Please e-mail forms as attachments to Chris Robles at csrobles@ucdavis.edu.

For questions about the research proposal process or about research opportunities, please contact Bob Hutmacher, center director, at (559) 260-8957, rbhutmacher@ucdavis.edu, or Edwin Scott, center superintendent, at (559) 618-2818, edscott@ucdavis.edu.



New contact information for ANR HR staff

The Office of Human Resources will relocate from UCOP to the ANR Building in Davis. Below is the contact information for the respective staff members after Oct. 1.

Carolyn Frazier, HR director – (530) 752-7497,
carolyn.frazier@ucop.edu

Robert Martinez, coordinator for staff personnel –
(530) 752-3467, robert.martinez@ucop.edu

Andra Strads, analyst for academic personnel – (530) 752-7532,
andra.strads@ucop.edu

Cathy Christy, administrative specialist – (530) 752-7520,
cathleen.christy@ucop.edu

Doris McCarty, assistant III – (530) 752-7514,
doris.mccarty@ucop.edu

Margaret Leong, principal analyst, will remain at UCOP. She will provide analytical support to Human Resources, Programs and Budget.

ANR's HR staff will handle matters associated with ANR employees, except UCOP-based staff. All UCOP-based employees are being served by HR at UC San Francisco.

Mailing address: University of California, One Shields Ave.,
Davis, CA 95616

For UPS and FedEx delivery: ANR Building, Hopkins Road,
University of California, Davis, CA 95616

Standiford returns to campus

Rick Standiford will be returning to his position on the Berkeley campus as CE specialist in Environmental Science, Policy and Management in the College of Natural Resources. Effective Oct. 1, he can be reached at (510) 643-5428, standifo@berkeley.edu

His office will be 162 Mulford Hall.

Mail can be addressed to Standiford at ESPM, 137 Mulford MC 3114, UC Berkeley, Berkeley CA 94720-3114

No RREA RFP this year

The Renewable Resources Extension Act will not be issuing a call for proposals and student internships this year. Instead, the limited RREA funds will be redirected to support existing UC ANR employees and programs that are addressing high-priority areas for RREA and ANR.

RREA provides for expanded and comprehensive extension education programs for forest and rangeland renewable resources management and sustainability targeting forestland, rangeland, forest products utilization, fish and wildlife, recreation, environment, and public policy.

Farm Business & Market Place Web site launched

A new Web site has been launched with farm management and marketing information for California farmers. The UC Farm Business and Market Place is especially helpful for small and mid-scale farms, whose owners and managers may not have experience in operating a business or marketing its products.

The site at <http://ucce.ucdavis.edu/farmbusinessandmarketplace> was developed by Laura Tourte, county director and farm management advisor for Santa Cruz, Monterey and San Benito counties, with Alex Zangeneh-Azam and Karl Krist of Communication Services.

The Web site includes ANR publications and links to materials from other land grant institutions, government agencies, and agricultural affiliates.

Online narrated presentations on farm management and marketing will be developed by UC researchers. Spanish language materials and presentations will be added in 2010.

Comments on the Web site are welcome.



Enter ANR's Strategic Vision photo contest

One benefit of working in UC Cooperative Extension and UC ANR is the unique perspective it gives of the great state of California. UC ANR staff and academics see sweeping views of California's natural resources, beautiful farming landscapes, the delighted faces of the people we help, the alien-like details of insects, and the colorful fruit, vegetable and fiber crops that are produced by clientele.

Here's a chance to share those experiences and be recognized for your photographic skill. Communications Services is sponsoring a photo contest to give staff and academics a showcase for their work-related artwork.

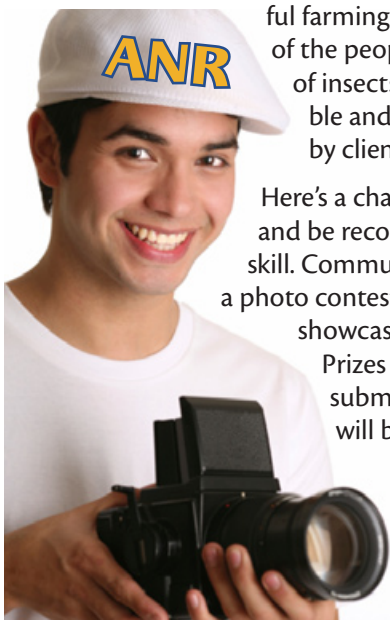
Prizes will be awarded for the best submissions and the winning photos will be published on the Web.

In keeping with the ANR's Strategic Vision 2025, the judges will select winning submissions for each of the nine strategic initiatives in

which ANR plays a role in improving California's future:

- Sustainable, nutritious, safe food
- Clean, healthy, sustainable places to live, work and grow
- Resilient, biologically diverse, healthy ecosystems
- Clean, secure, sufficient water
- Cleaner, more secure energy
- Educated, engaged, resilient people
- Leaders prepared for and capable of making strategic decisions
- Innovative solutions and informed choices
- Economic opportunity and jobs

Each individual may submit as many quality photos as desired. If there are recognizable people in the photo, make sure to obtain for your files a signed [photo release form](#), unless they are ANR employees, Master Gardeners or 4-H members. Photo specifications, details on submitting the photos and contest updates may be found at <http://ucanr.org/blogs/photocontest>. The submission deadline is Oct. 30. All photos submitted to the contest become part of the ANR photo repository and may be used to illustrate ANR activities on Web pages, in newsletters, blogs, brochures and other media.



Names in the News

Burgess joins ANR Budget staff

Andrea Burgess joined ANR as senior budget analyst on Sept. 1. She is responsible for personnel budget administration, benefits budget reconciliation and oversight, and formula funds management, including assisting with Agricultural Research, Extension, and Education Reform Act planning.



Andrea Burgess

Prior to joining ANR, Burgess was assistant vice president, client manager associate for Bank of America. She also worked at UCLA School of Law for 3 years, first as an accounting specialist, then as a budget analyst.

She earned a Master of Business Administration, Finance from USC Marshall School of Business and a bachelor's in political science and sociology from UCLA.

Burgess can be reached at (510) 987-0049 and andrea.burgess@ucop.edu.

Mandorlao joins AVP – Programs staff

Lorrie Mandorlao has been named administrative specialist to Barbara Allen-Diaz, Associate Vice President – Academic Programs & Strategic Initiatives, as of Sept. 1. She will provide analytical and administrative support to the immediate office, coordinate the AVP's calendar and day-to-day operations, assist with divisionwide program planning activities, and will have responsibility for the CRIS reporting system.



Lorrie Mandorlao

Mandorlao began her UC career with ANR in 1975 in the Word Processing Center. Since then she has held positions at Agricultural Publications (since renamed Communication Services), *California Agriculture* magazine, News and Information Outreach and the Office of Governmental and External Relations.

Mandorlao can be reached at (510) 987-0063 and lorrie.mandorlao@ucop.edu.

Federici, Raikhel selected as ESA fellows

Brian A. Federici and Alexander S. Raikhel, UCR professors of entomology have been selected as fellows of the Entomological Society of America.

Selection as an ESA Fellow acknowledges outstanding contributions in one or more of the following: research, teaching, extension, or administration.

Federici's research focuses on the basic and applied biology of pathogens of insects, with the overall aim of developing these and their products as biological, environmentally safe insecticides.

Awards he has received during his career include ESA's Distinguished Achievement Award in Teaching, the UCR Academic Senate



Brian Federici

Distinguished Teaching Award, the Founders' Memorial Research Lecturer Award from the Society of Invertebrate Pathology, the U.S. Department of Agriculture Secretary's Individual Honor Award, the C. W. Woodworth Award for research from ESA's Pacific Branch, and the Cook College Distinguished Alumni Award from Rutgers University.

Raikhel's research focuses on genetic studies of blood-feeding arthropods, especially mosquitoes, which are responsible for transmitting many different diseases to animals and humans. His accomplishments include being among pioneers of genetic engineering of disease-resistant mosquitoes for the purpose of mosquito control.

Raikhel has deciphered in great molecular detail a chemical chain reaction and genes which prompts disease-spreading mosquitoes to produce and mature their eggs. Manipulation of this process may be key to controlling the mosquito populations responsible for the spread of disease.

His laboratory also uncovered how a female mosquito's first blood meal triggers its reproductive system to produce eggs, a finding that could lead to new ways of controlling disease-spreading mosquito populations. His research team recently identified a pathway by which the mosquito's immune system recognizes some pathogens and protects the mosquito from disease.

Federici and Raikhel will be recognized formally, along with eight other ESA Fellows selected this year, in December during the annual meeting of the ESA.



Alexander Raikhel

Cobey receives regional bee award



Eric Mussen, Western Apicultural Society president, presents Susan Cobey with the "Outstanding Service to Beekeeping."

Susan Cobey, UC Davis bee breeder-geneticist, has won the 2009 "Outstanding Service to Beekeeping" award from the Western Apicultural Society.

Cobey received a plaque at the organization's 31st annual conference, held recently in Healdsburg.

Cobey developed the New World Carnolians stock, a dark race of honey bees, in the early 1980s by back-crossing stocks collected from throughout the

United States and Canada to create a more pure strain. A current focus of her research includes selecting and enhancing this stock to show increasing levels of resistance to pests and diseases.

Retirements

Charlene Harris, human resource analyst, will retire on Sept. 30 after 17 years of service to ANR. She joined UC as a temporary employee, then took a career position with ANR as an AAIL in Affirmative Action in 1993. Over the years, she has advanced to a senior analyst in HR.



Charlene Harris

Before coming to UC, Harris helped her family start their own construction company, working there for 5 years.

Prior to that, she served as the secretary and bookkeeper for a church and day care center in Bakersfield for 17 years.

She attended Armstrong Business College and Diablo Valley College.

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.

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Davis, CA 95618-6134
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Academics affiliated with the Agricultural Sustainability Institute gathered Sept. 15 for a program planning retreat. They discussed the emerging priorities within ASI's three thematic areas: food & society; agriculture, resources & the environment; and education & leadership.

Hayden-Smith goes to Washington



Rose Hayden-Smith, left, recently met with USDA Deputy Secretary Kathleen Merrigan in Washington, D.C. to encourage gardening to improve nutrition.

Hayden-Smith also attended a National Food Policy Council Conference and met

with leaders of national organizations who work on food systems issues. She also met with White House Chef Sam Kass to tour the White House garden.

She details the trip on her [Victory Grower blog](#).

In memoriam: Carol Omelich

Carol Omelich, who held several administrative positions in ANR's headquarters, died unexpectedly at her Berkeley home on Sept. 7. She was 69.

The Sacramento native began her UC career in 1974 at UC Berkeley. She joined ANR in 1981 as a statistician for EFNEP for 3 years at UC Berkeley. In 1987, she returned to ANR in a career position as administrative analyst for Affirmative Action. In 1993, she took the early retirement package offered by UC. However, she was rehired as a casual employee in 1994 as an administrative analyst for special projects off and on. She came out of retirement to be rehired as a career employee in 2001 as a coordinator of administrative policies and business contracts in the controller's office until her permanent retirement in 2005.

Omelich earned a B.A. in Slavic languages and literature/history, an M.A. in counseling psychology and a Ph.D. in educational psychology, all from UC Berkeley.

She is survived by her husband, Paul.

A memorial will be held on Sept. 26 at 2 p.m. at 1032 Alvarado Road in Berkeley.



CS Update

ANR computer security training available online

The new ANR policy on Electronic Communications and Information Technology (section 203 of the ANR Handbook) requires everyone in ANR (both UC and county employees) to take training on computer security. This new policy is an important step in getting ANR in compliance with UC policy and with protecting our clients, ourselves and our computing resources.

We've prepared a 30-minute online class to provide that training. You can find the class on your ANR Portal under My Links. You can also access it at http://stream.ucanr.org/anr_sec_train/index.html

There is no set time-frame, but people should plan to take the training within the next couple of months. It is highly recommended for volunteers who work on computers in ANR offices.