

ANR REPORT

University of California ■ Division of Agriculture and Natural Resources

Vice President Gomes provides an update on the new structure and recent implementation decisions

(Editor's note: This letter from Vice President Gomes to the members of the Division was distributed by email on Dec. 3 and also posted on DANR's website.)

Dear Colleagues:

On September 24, I issued the Transition Team's "blueprint" for building a new mission-based organizational structure for the Division of Agriculture and Natural Resources.

Subsequently, the other members of the Transition Team and I met with hundreds of Division colleagues and external stakeholders to exchange ideas about how to ensure the success of the new structure.

In addition to the five "pre-implementation" meetings sponsored by the Transition Team in locations across the state, team members met with county directors, department chairs, the Assembly Council, and other DANR groups. We also received input through email, correspondence, and the Transition Team's website.

I appreciate the many thoughtful ideas offered by Division members and our external stakeholders during

the comment period. The Transition Team carefully analyzed all the input we received and derived key ideas for enhancing the effectiveness of the new structure.

Below is a summary of the refinements we have made in the blueprint and key decisions regarding implementation of the new structure.

What has changed in the blueprint and why

1. The **Program Leader positions have been restructured**. There are still four Program Leaders, but the position of Program Leader for Policy and Integrated Programs (PIP) has been eliminated.

The four Program Leaders are responsible for statewide leadership and coordination of DANR research and extension programs in the following areas:

- Agricultural Policy and Pest Management
- Agricultural Productivity
- Human Resources
- Natural Resources

Each is defined as a 0.75 FTE position.

Rationale: These changes strengthen program leadership by focusing all of the 3.0 Program Leader FTEs on our major program areas. Further, by having a part-time appointment, each Program Leader can remain a

"hands-on" participant in Division programs. This will help ensure that the Program Leader retains a sense of identity with, and shares the perspectives of, DANR researchers and extension professionals in the program area. In addition, the new distribution of FTE among Program Leaders corresponds more closely to the programmatic distribution of academic resources in the Division.

2. The position of **Director of DANR Programs/State Leader, Cooperative Extension has been designated as Assistant Vice President-Programs** (contingent on approval by UC Office of the President).

This position also carries the title of Assistant Director, AES and State Leader, CE. In addition, this position will assume the responsibilities for program integration previously envisioned for the "PIP" Program Leader.

Rationale: The new title better reflects the multicampus and statewide scope of responsibility and strengthens the ability of this position to represent the Division in the University environment.

The Assistant Vice President-Programs is well situated to take on the program integration responsibility because this position oversees and coordinates all DANR program areas.

3. Each **Statewide Special Program and Project (SSPP) Director** reports administratively to a programmatically related Program Leader rather than to the "PIP" Program Leader.

The specific alignment of Statewide Special Programs and Projects under Program Leaders will be determined in consultation with the Assistant Vice President-Programs and the Program Leaders.

Rationale: This change ensures that SSPPs are linked to program leadership in the new structure and fosters coordination of administrative and programmatic functions for SSPPs.

4. The responsibilities of the **Assistant Vice President-Administrative Services** have been expanded to include activities related to the proposed new Development Office.

Rationale: Adding these functions to this position helps ensure that efforts to build DANR's development capability will proceed expeditiously in coordination with UC Office of the President and the campuses.

5. The position of **Director of Academic Personnel, Planning and Budget** has been designated as Assistant Vice President-Academic Personnel, Planning and Budget (contingent on approval by UC Office of the President).

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Rationale: The new title better reflects the multicampus and statewide scope of responsibility and strengthens the ability of this position to represent the Division in the University environment.

6. The **Kearney Agricultural Center** becomes a responsibility of the Assistant Vice President–Programs.

Rationale: The original blueprint did not clearly specify a reporting relationship for the Kearney Agricultural Center, a unique unit of the Division. Because it is a programmatic unit, it is appropriate that the Assistant Vice President–Programs provides oversight of this unit.

7. The **Vice President** has been added to the Executive Council as an ex officio member.

Rationale: Regular interaction between the Vice President and the Executive Council will strengthen overall leadership and advocacy for the Division. Further, this provides an ongoing mechanism for the Vice President to bring the perspectives of internal and external Division stakeholder groups to the council.

Decisions regarding implementation

1. *Filling the positions in the new structure*

In my earlier letter introducing the new structure, I indicated my intent to utilize existing talent within the Division where appropriate. In keeping with this principle, when the new structure becomes fully operational on

July 1, 1999, I expect the following current DANR administrators to serve in roles as specified below:

■ *Henry Vaux Jr.* (currently Associate Vice President–Programs) will serve as Associate Vice President.

■ *Toby Winer* (currently Assistant Vice President–Administration) will serve as Assistant Vice President–Administrative Services.

■ *Milton Fujii* (currently Director of Program Planning and Evaluation) will serve as Assistant Vice President–Academic Personnel, Planning, and Budget.

■ *Alex Glazer* will continue to serve as Director, Natural Reserve System.

■ *Steve Nation* will continue to serve as Director, Governmental and External Relations.

■ *Bob Sams* will continue to serve as Director, Communication Services.

The position of Assistant Vice President–Programs will be filled through internal (UC only) recruitment, which will begin within the next six weeks.

This position will be located in the Oakland DANR office.

Program Leader positions will also be filled through internal (DANR only) recruitment.

These positions will be 3-year appointments subject to renewal. Locations for these positions will be determined at the time of selection.

Recruitment for the Program Leaders will begin in February.

Decisions regarding the **Regional Director positions** for the three regions remain pending, subject to ongoing consultation with the current Regional Directors.

Recruitment for the permanent Statewide 4-H Director will begin after the Assistant Vice President–Programs and the Program Leader for Human Resources are appointed.

Effective immediately, *Dan Desmond* will serve as Interim Director–Statewide 4-H Youth Development Program, with responsibility for startup of the new statewide program framework for 4-H. As Interim Director, Desmond reports to Associate Vice President Vaux.

The permanent Director will report to the Program Leader for Human Resources.

Recruitment for the Director, Research and Extension Centers will begin after the Assistant Vice President–Programs is appointed.

In the meantime, *Fred Perry* will continue to serve as Interim Director of the Office of Facilities Planning and Management, which currently oversees the RECs.

2. *Location and staffing of regional offices*

The three regional offices in the new structure will be located at Davis, Parlier, and Riverside to provide administrative services and advocacy for county programs.

In consultation with the current Regional Directors and Regional MSOs, we will develop plans for staffing

the new offices and making a smooth transition to the new structure. It remains our intention to utilize existing talent within the current regional offices to the maximum extent possible.

Many more decisions and actions will be required over the next several months.

In future articles of *ANR Report*, I will keep you informed of other implementation activities, including filling positions, ensuring adequate support staff for the regional offices and program units, realigning financial services and personnel support for counties, developing budgets for the transition year, launching the workgroup process, and creating a process for evaluating the new organizational structure.

On behalf of the Transition Team, I would like to thank all those Division members and external stakeholders who participated in our three-year strategic planning process. Your ideas guided the development of an organizational structure that will enable us to fulfill our land-grant mission and better serve the people of California.

Achieving our mission will require a concerted effort by all members of the Division. I will emphasize in my charge to the Executive and Program Councils their responsibility to promote effective partnerships of AES and CE members in workgroups. I look forward to your commitment to forging the partnerships essential for generating and delivering knowledge to solve critical problems in agricultural, human, and natural resources.

In memoriam

■ *J. Brian Mudd*, former director of the Air Pollution Research Center and professor emeritus, department of botany and plant sciences, UC Riverside, died Nov. 4 of complications from kidney disease. He was 69.

Memorial contributions may be made to the UC Riverside Foundation Office, 250 Highlander Hall, Riverside, CA 92521. Please write "J. Brian Mudd Fund" in the memo section of the check.

Mudd was a leading researcher in the field of plant lipid biochemistry. He studied the biochemical basis for air pollution toxicity and the function of fats in plants, particularly as they relate to the access of pollutants to cells.

Mudd had a long and distinguished career at UCR. He arrived in 1961 and served for 20 years as a professor in the department of biochemistry. After a stint in private industry, he returned to UCR to lead the Air Pollution Research Center from 1990 to 1993. During his tenure as director, he was also a professor

of plant physiology. He retired in 1993, but continued to research the reaction of ozone with plant cell membranes until recently.

A native of Darlington, England, Mudd earned a bachelor's degree in natural science from Cambridge University, a master's in plant sciences from the University of Alberta in Canada and a PhD in biochemistry from the University of Wisconsin.

■ *Don Andrew Petersen*, agriculturist emeritus and former county director for Merced County Agricultural Extension, died on Saturday, Nov. 21, at the age of 91 in Merced.

Petersen was born in Bear River City, Utah, and was raised on a farm. He earned undergraduate and graduate degrees in animal husbandry from the University of Idaho before joining the U.S. Army in 1941.

In November 1945, one month after leaving the service as a captain, Petersen became an assistant county agent in Shasta County. He was appointed county director and livestock advisor for Merced County CE in 1953. He retired in 1973.

"Don was active with the beef cattle industry locally and throughout the state," says County Director *Jim Farley*, who moved into the livestock advisor position when Petersen retired.

After retirement, Petersen raised cattle in the foothills near Merced and traveled widely in Europe and Latin America.

The family designated the Merced County 4-H Memorial Fund as one of the places to which memorial contributions can be made.



Kathy Keatley Garvey

Working to reduce farm injury

At a recent breakfast involving Cooperative Extension farm advisors and center investigators, Marc Schenker, director of the Agricultural Health and Safety Center at UC Davis, discussed cooperative efforts among researchers at the UCD School of Medicine, College of Agricultural and Environmental Sciences and College of Engineering. During the meeting, the two groups probed the ways they can work together to protect the health and safety of farmers, farmworkers and their families.

UC proposes making changes in staff policy

A formal review period is under way during which people can comment on proposed revisions to staff policies in the areas of nondiscrimination in employment (staff policy 12) and affirmative action (staff policy 14); administrative leave (staff policy 46); reduced fee enrollment (staff policy 51); layoff and reduction in time from professional and support staff career position (staff policy 60); and reasonable accommodation (staff policy 81).

Most of the proposed revisions are applicable to all staff members.

A copy of the proposal is available from *Eugene Britt*, the Division's affirmative action and staff personnel services director. Contact him at 510/987-0096.

Comments are due to Britt by Jan. 4.

Funding alert

SAREP issued the following three requests for proposals: ■ Sustainable Agriculture Research and Education Grants for researchers at California public and private institutions of higher education or at California nonprofit organizations.

Proposals are due Jan. 6.

■ Biologically Integrated Farming Systems (BIFS) projects for individuals and institutions in California to lead large, collaborative demonstration projects on biologically integrated management of field crops, row crops, orchards, vineyards or livestock. Optional pre-proposals are due Dec. 11; **full proposals are due Mar. 15.**

■ Research to develop alternatives to methyl bromide. Grants for California researchers and institutions. Optional pre-proposals are due Dec. 11; **full proposals are due Feb. 17.**

Visit SAREP's website at <http://www.sarep.ucdavis.edu> for more information.

Implementation information is available online

Visit DANR's website to keep up-to-date on information related to the implementation of DANR's new mission-based organization. Simply log on to <http://danr.ucop.edu> and click the "implementation" menu item.

Updates will also be published in *ANR Report*.

CAES presents Distinction awards to 11 honorees

The College of Agricultural and Environmental Sciences at UC Davis presented its 1998 Award of Distinction to 11 individuals whose contributions and achievements have enriched the image and reputation of the college and enhanced its ability to provide public service.

The recipients were:

- **Donald E. Brock**, president of Brock Asparagus.
- **Randall L. Brown**, chief biologist, environmental services, California Department of Water Resources.
- **Robert M. Hagan**, UCD professor emeritus and former statewide extension specialist.
- **Robert P. Hartzell**, former deputy director of CDFA and past president of the California Association of Winegrape Growers.
- **Heidi H. Haugen**, Elk Grove Unified School District's 1997 Teacher of the Year and California's 1997 Outstanding Biology Teacher.
- **Ralph S. Moore**, who developed and named more than 350 varieties of plants, 90 of them miniature roses.
- **Dewey J. Raski**, professor emeritus and first chair of the former statewide department of plant nematology at UC Davis and UC Riverside.
- **Hal Sconyers**, retired president and founding CEO, Modesto Banking Company, and **Carol Sconyers**, a devoted supporter of the college and UC Davis.
- **Fred Swanson**, superintendent of the Kearney Agricultural Center.
- **Peni Wilson**, interior designer of healthcare facilities, living facilities for the aging.

Division announces annual call for PPAC nominations

Dear Colleagues:

On an annual basis, the Agricultural Resources, Human Resources and Natural Resources Program Planning Advisory Committees (PPACs) identify high-priority statewide programmatic issues, develop three- to five-year Divisionwide research and extension goals that address the high-priority issues, and recommend approaches and actions to attain these goals. I would like to invite nominations of your DANR colleagues and/or self nominations for service on one of the three PPACs, beginning with the 1999 cycle in January.

Each PPAC is composed of 15 DANR academics, representative of the diversity of DANR disciplines and program areas, from all Division-affiliated campuses and from county offices throughout the state. Members serve for a three-year term, and in keeping with the iterative nature of program planning, the PPAC process promotes continuity over time through the staggered rotation of the membership. Approximately one-third of each of the PPACs turns over each year. To accomplish their work, the PPACs hold two joint meetings each year (April and September) as well as individual meetings, the need for which is determined by each group.

Nominations should be sent to *Pat Day*, coordinator of program planning support in my office, by Jan. 8. Nominations can be sent by mail (1111 Franklin Street, 6th floor, Oakland, CA 94607-5200), fax (510/832-8612), or email (pat.day@ucop.edu).

Sincerely,



Henry J. Vaux, Jr.

Associate Vice President - Programs

University's budget plan for 1999-2000 contains partial restoration of funding cut from CE programs in early '90s

The University is submitting a 1999-2000 operating budget plan to the governor that contains a \$2 million appropriation to partially restore funding cut from Cooperative Extension programs in the early 1990s.

The Regents on Nov. 20 approved a \$2.7 billion state-funded budget plan for UC. This is a \$144 mil-

lion, or 5.7 percent, increase over the state funding the University received this year.

The Regents also adopted a \$210 million capital budget for 1999-2000. This funding will be provided by Proposition 1A, the education facilities bond measure approved by California voters on Nov. 3.

Having been approved by the Regents, the budget plan now goes to the governor.

The governor presents his state budget plan to the Legislature in January.

Final University spending decisions for 1999-2000 will not be made until the governor and Legislature complete the state budget process later in the year.

Many DANR sites off campus now have high-speed access to Internet

By Ann Senuta

A two-year project begun in April to bring high-speed Internet connectivity to more than 60 Cooperative Extension offices and research and extension centers (RECs) is ahead of schedule.

“As of mid-November, 36 offices are connected and running through UCNet, or a county system or a local UC campus,” said *Claudia Myers*, DANR Communication Service’s information technology manager and coordinator of the DANR Connect project. “I expect we’ll have six other sites up within the next two months.”

Sixty-four off-campus DANR sites are scheduled to have a high-speed connection to the Internet installed by December 1999.

Vice President *Gomes*’ office and DANR Communication Services undertook the project because most off-campus DANR offices were utilizing phone modems — a slow and often frustrating link to the Internet — to get online.

Hanging in Myers’ office is a grid that lists the 64 sites in the project, details on their computer equipment and Ethernet wiring, and their progress toward a scheduled hookup date. Each row is a piece of a puzzle that must fit together before Myers and her three-person team can successfully link an office to the Net.

“The offices are responsible for Ethernet wiring — until that’s in place, we can’t order the lines,” Myers said.

“Then we can go on-site and install the network cards, hub and router. And we get the Internet connection going while we’re there.”

Not all hookups have gone as smoothly as Myers wished. “Every office has different equipment, different computers, different setups and different problems,” she explained. “If everyone in an office has a brand new Pentium, for example, it tends to go really well. But we’ve had some problems when equipment has been upgraded and changed over time.”

Sometimes the problems can be traced further out, literally to the phone lines leading from the building. “At Sierra Foothill REC we found out that the distance to the PacBell central office was too far for either a 56k frame relay or ISDN,” Myers said. “They also suffer from poor phone lines out there.” With a little digging, she found that PacBell could install a higher bandwidth T-1 line and while they’re at it, lay new cable out to the office to improve the phone lines.

Myers added that this project couldn’t have gone as well without the help of *John Hess*, UCOP network engineer, who has served as the project’s main contact for UCNet system, the UC-wide area network between campuses.

For more information about DANR Connect, contact Myers (530/754-8537; email: camyers@ucdavis.edu).

Names in the news

■ The Milton D. and Mary M. Miller Plant Science Award has supported the continuing education of many advisors. The 1998 awards were no exception, with three advisors receiving funds to pursue specialized study during their sabbatical leave.

Bruce Roberts, county director and farm advisor in Kings County, says the Miller award is “a real help.” He’s completing a PhD in agricultural ecology and will use the funds during the last leg of his sabbatical at UC Davis this January. “I hope more advisors take advantage of this award for retraining and preparing themselves for changes in agriculture,” Roberts says.

Barbara Reed, dairy and irrigated forages farm advisor in the North Region, began a one-year sabbatical on Oct. 1 and will use the funds during the summer portion of her studies when she travels to Ireland. She’ll study grass-based dairy management systems and research that may be adopted by grazing dairies here. She is focusing on sustainability

and integrated systems.

Holly George, livestock and natural resources farm advisor in Plumas and Sierra counties, starts a one-year sabbatical in January. She will use her award to travel to Oregon State and Montana to work with experts on the watershed impact of livestock.

■ The Marin Coastal Watershed Enhancement Project — coordinated by County Director *Ellie Rilla* and Livestock Advisor *Stephanie Larson* — received the 1998 CF Industries National Watershed Award. The project developed a ranch plan workbook and other materials now used throughout California to help landowners voluntarily implement water quality improvement practices on their ranches. Larson accepted the award for the project team at a ceremony held Oct. 8 at USDA in Washington, D.C. (see photo below). The team includes UCCE, USDA Natural Resource Conservation Service and other natural resource and agricultural agencies.



Stephanie Larson accepts the 1998 CF Industries National Watershed Award on behalf of the Marin Coastal Watershed Enhancement Project. Also shown are (left) Robert C. Liuzzi, president, CF Industries Inc., and John Turner, president, The Conservation Fund.



COMING UP

DECEMBER

Executive Seminar on Ag Issues

Dec. 8; Sacramento; Ag Issues Center (530/752-2320; agissues@ucdavis.edu)

7th Biennial Nat'l Onion Research Conf.

Dec. 10-12; Sacramento; David Visher (530/752-1748)

Prune Workgroup Meeting

Dec. 14-15; Sacramento; Steve Southwick (530/752-2783)

1999

JANUARY

Nutrition Issues in Substance Abuse and Recovery

Jan. 6-7; Pleasant Hill; Mary Lavender Fujii (925/646-6540)

*S. Sacramento Valley Processing Tomato Production Meeting

Jan. 7; Woodland; G. Miyao, M. Murray, M. Cahn, K. Brittan, J. Orr (530/666-8143; emmiyao@ucdavis.edu)

*Sugarbeet Workgroup

Jan. 14; UC Davis; Steve Kaffka (530/752-8108)

*Sugarbeet Research Review

Jan. 15; UC Davis; Steve Kaffka (530/752-8108)

FEBRUARY

DANR Statewide Conference (open to all DANR members)

Feb. 9-10; Sacramento; Karen Nephew (krnephew@ucdavis.edu)

Small Grains Workgroup Meeting

Feb. 10; Sacramento (in conjunction with the statewide DANR Conference) Lee Jackson (530/752-0701)

Varietal Winegrape Production

Feb. 17-19; UC Davis; Sharon Munowitch (530/757-8899)

MARCH

*4-H Center for Youth Development Annual Spring Conference

March 16-17; Pomona; Charlene Logan (530/754-8433)

Pomology-Extension Continuing Conference (PECC)

March 25-26; Modesto; Joe Connell (530/538-7201)

29th California Nematology Conf.

March 29; Yuba City, Debbie Roberts (530/757-8899)

* New listing

To list events, call 510/987-0631 or send to ANR Report

■ On the move

■ *Sergio Garcia* has been appointed the livestock, range and agronomy advisor for Monterey, San Benito and Santa Cruz counties.

Working with livestock has been a part of Garcia's role since he joined CE in 1974 as the counties' 4-H youth development advisor. While on sabbatical leaves, Garcia returned to Fresno State to work on graduate courses in livestock production, range science and agricultural world trade.

■ *Mario Moratorio* has moved from El Dorado County to Sonoma County for one year to cover a critical vacancy in pest management.

Bill Frost began serving a two-year term as El Dorado county director on Oct. 1. He will also continue with his natural resources advisor duties.

■ On Jan. 1, *Frank Laemmlen* assumes the county director responsibilities in Santa Barbara County. *Wayne Jensen*, CD since 1991, will expand his program responsibilities to include livestock, range and natural resources for both Santa Barbara and San Luis Obispo counties.

■ *Shirley Peterson*, nutrition, family and consumer sciences advisor in Ventura County transfers to San Luis Obispo County on Jan. 1.

■ **New area code:** On Nov. 14 the part of the state that had been using the 209 area code split into two sections. The southern section was assigned a new area code, 559. So please change the area code for the following DANR offices from 209 to 559:

- South Central Region - Parlier
- Fresno CE - Fresno
- Madera CE - Madera
- Kings CE - Hanford
- Tulare CE - Visalia
- Kearney Ag Center - Parlier
- Lindcove REC - Exeter
- West Side REC - Five Points

Thankfully, there's a six-month grace period in which both area codes may be used.

Printed on recycled paper

Mark your calendar for UC-DANR Statewide Conference in February

The UC-DANR Statewide Conference, being held Feb. 9-10 in Sacramento, is open to all DANR members.

The theme of the conference is "UC DANR: Changing in Step with California's Future."

Registration flyers have been sent to deans, regional directors and program heads for distribution throughout the Division.

The flyer describes the tentative program agenda, how to participate in the poster session and hotel information. Reservations must be made by early January.

For more information, contact *Karen Nephew* or *Linda Manton* at 559/456-7285.

Please note

■ Communication Services wants everyone to know their offices will be closed from Dec. 23 to Jan 3. They send this greeting, "From each of us to each of you, best wishes for a joyous and safe holiday season."

■ **New address:** The Indio Office of Riverside County CE has moved to 82-675 Highway 111, Room 118, Indio, CA 92201-5635.

ANR REPORT

DIVISION OF AGRICULTURE AND NATURAL RESOURCES: Serving California through the creation, development and application of knowledge in agricultural, natural and human resources.

Send news items and comments to Gabriele Kassner, ANR Report editor, Office of Governmental & External Relations, 1111 Franklin St., 6th Floor, Oakland, CA 94607-5200. Telephone: 510/987-0631; fax: 510/465-2659; email: gabriele.kassner@ucop.edu

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