



Program Team Leadership

Conference Call

January, 2012

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Agriculture and Natural Resources

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Review Of Program Team Concept

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Workgroups

Workgroups continue to provide value to ANR

Workgroups, as previously constituted, will continue to be supported under a new structure



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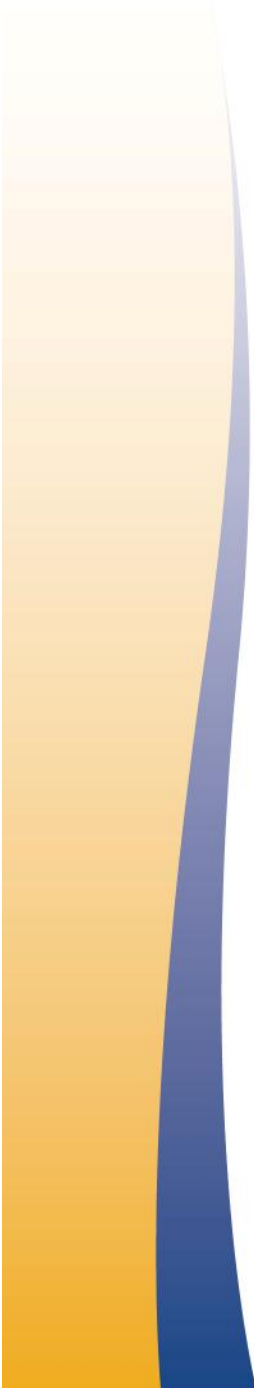
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Some Workgroup Functions

- Communication and networking
- Contemporary statewide needs assessment about critical issues, gaps in programmatic coverage, etc
- Planning and implementing collective research and extension programming

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- Subject matter in-service training
 - Subject matter outreach for clientele audiences

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Program Team Development

- ANR recognized the value of workgroups and the potential for greater value with increased inter-workgroup interaction
- ANR could no longer afford to fund 90+ individual workgroups
- Many workgroup chairs stated that handling the arrangements and logistics for meetings was beyond their capacity

Program Team Development

- Program Council discussed many approaches and convened a subcommittee that developed the Program Team concept
- Concept was vetted by sharing the information with workgroups chairs and soliciting their input and guidance

Program Teams

- An “umbrella structure” under which workgroups will align
- Workgroups are free to select the Program Team or Teams with which they will align
- Program Teams are free to select which Strategic Initiative Conference or Conferences with which they will align

Program Team

- Objectives
 - Provide an efficient means for workgroups to meet and carry out their essential functions
 - Enhance inter-workgroup communication and collaboration
 - Reduce administrative burden on workgroup chairs

Program Teams

- Youth Science Literacy in Nutrition, Agriculture and Natural Resources
- Youth Development
- Healthy Behaviors for Preventing Childhood Obesity
- Consumer Food Safety
- California Communities

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Program Teams

- Pomology & Viticulture
- Agronomic Crops
- Vegetable Crops
- Ornamental & Environmental Horticulture
- Integrated Pest Management
- Water Resources
- Forest and Rangeland Systems

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Program Teams

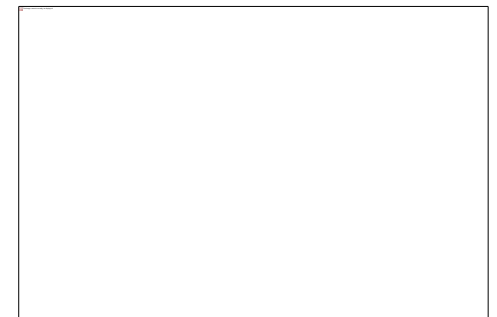
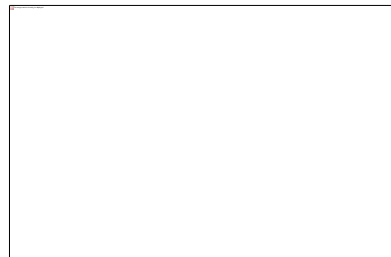
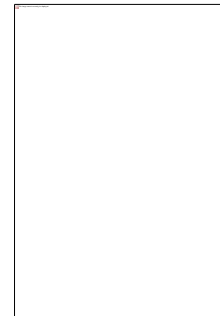
- Agricultural Production Management Systems
- **Wildlife & Fish**
- Milk Production & Food Safety
- **Meat Production & Food Safety**
- Animal Production Waste Management

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Pomology and Viticulture Program Team

- Almond
- Cling Peach
- European Pear
- Integrated Grape Production
- Pistachio
- Prune
- Sub Tropical
- Walnut



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Forest and Rangeland Systems Program Team

- Fire
- Forest Ecosystems and Communities
- Oak Woodland Conservation
- Rangeland Watershed
- Woody Biomass Utilization



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Program Teams

- Key Functions
 - Strengthening communication and networking among affiliated workgroups
 - Melding statewide needs assessments from member workgroups into a broader statewide needs assessment
 - Planning and implementing integrated and multidisciplinary research and extension programming

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Program Teams

- ANR will support the Program Teams through:
 - Support from Program Support Unit for planning and logistics of meetings
 - Providing funding for meeting needs and travel of ANR members to the meetings

ANR Will

- Support Program Team meetings at Strategic Initiative Conferences each year
 - Majority of time spent on Initiative matters with some time provided for Program Teams to meet
- Support a separate Program Team meeting for each Program Team each year
 - Majority of time spent in individual workgroup meetings with sessions at beginning and end of each meeting for entire group (workgroup interaction)

Supplemental Call for Positions

- All previous proposals stay in the pool for consideration (more than 120)
 - They will need to be updated with a “justification section” to provide Program Council with more targeted information on critical issues to be addressed and impact of the position
- Online system will open on February 1 for both new positions and updating previous submittals

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New Position Proposals

- Program Team Leaders among those that will be able to submit position proposals via the online system
 - Proposals should be developed with broad input

New Position Proposals

- Program Teams and their affiliated workgroups have connections to a wide array of clientele
- Clientele should be consulted when identifying critical issues and developing ideas for position proposals
- Meaningful discussion will greatly benefit the position proposal development as well as support from our clientele

New Position Proposals

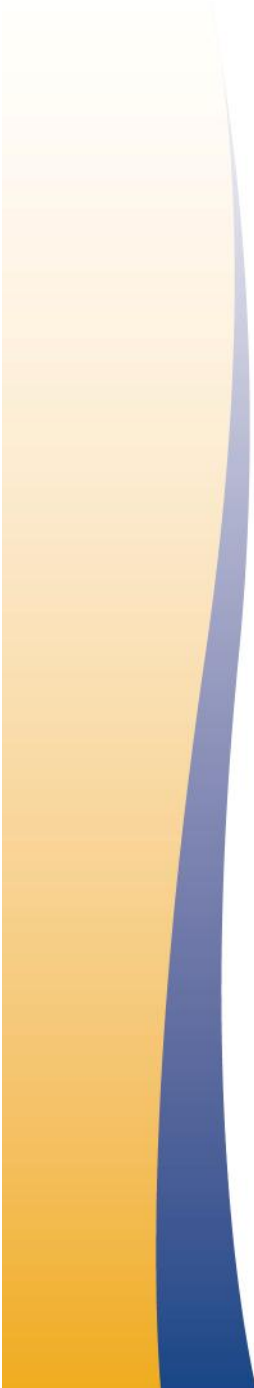
- Details for submittal of position proposals is available and will be posted.
 - Template for proposals
 - Timeline (May due date)
 - Etc
- You will have access to the online system via your ANR portal.
 - Details will be sent to you via email

Position Review Process

- Program Teams to review positions related to their program area
 - Seeking prioritization from Program Teams for positions in their program area
 - Information will be provided to Program Council as one source of information for their discussion and development of recommendations
 - Program Teams should develop a process that works best for them and provides meaningful information to Program Council

Positions

- Budget situation is uncertain
- Only available fund source for new positions are those available due to retirements
- “Unfunded mandates” will have an effect
 - Merits
 - Retirement contribution required from ANR
 - Potential repeat of 3% increase for academics and non-represented staff
 - Etc
- Intent – hire as many academics as possible
 - From last call – more than 20 positions released for recruitment

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- Looking for Program Teams to provide leadership and meaningful information in this important process
 - Your willingness to provide leadership is greatly appreciated

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