

**Welcome**  
**UC ANR**  
**All Hands Meeting**  
**Thursday, February 20, 2020**  
**1:30 – 2:30 PM**



<https://ucanr.zoom.us/j/530365395>

Dial : (based on your location for higher quality)

US: +1 669 900 6333 or +1 646 558 8656

Webinar ID: 530 365 395

# Agenda

UNIVERSITY OF CALIFORNIA  
Agriculture and Natural Resources

## UC ANR IN ACTION

Why We Meet – *Mark Bell*

UC ANR Strategic Plan Update – *Glenda Humiston*

## UPDATES

UC ANR Surveys and Assessments – *John Fox*

Second Street Celebrate – *Joan Taylor Warren*

## LEARNING

Aligning with UC's Sustainable Practices Policy –  
*Jennifer Caron-Sale*

Healthy Habits for Preventing Seasonal Flu –  
*David Alamillo*





## **Why do we meet?**

**We Celebrate  
Meet New Faces  
Laugh  
Inspire  
Build Team  
Learn**

**We are all a part of something bigger...  
All our efforts make a difference!**

# UC ANR Principles of Community (1 of 9)

## 1. Ensure open Communication



# UC ANR Strategic Plan



February 2020

# Why have a Strategic Plan?

## Strategic plans

- Establish a direction
- Help it sharpen focus
- Help everyone focus their efforts for greater impact





**An hour of planning can  
save you 10 hours of doing.**

Dale Carnegie

“ quote fancy

# UC ANR Strategic Plan

Lots of talk – any progress?  
Is it relevant to me?



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**UNIVERSIDAD DE CALIFORNIA**  
Agricultura y Recursos Naturales



# UC ANR Strategic Plan

Jan 28 – Met to discuss

Output?

- Lots of progress – due to efforts across our organization
- New (good) ideas (evolution of a goal or two)
- Should share the progress



# UC ANR Strategic Plan

## Today – Part 1



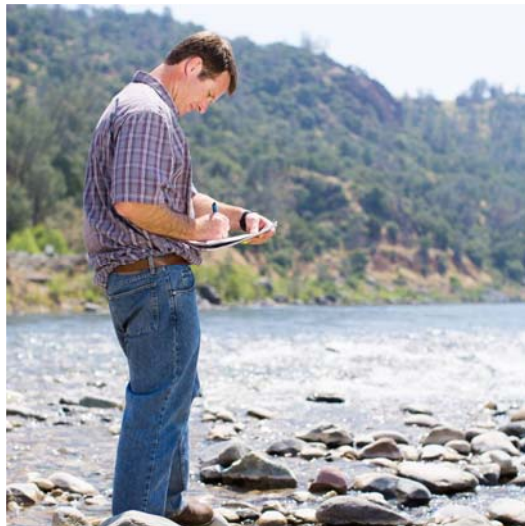


# SITUATION ASSESSMENT

## Where are we today?

UC ANR Strategic Planning Retreat

January 28, 2020



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# UC ANR Today

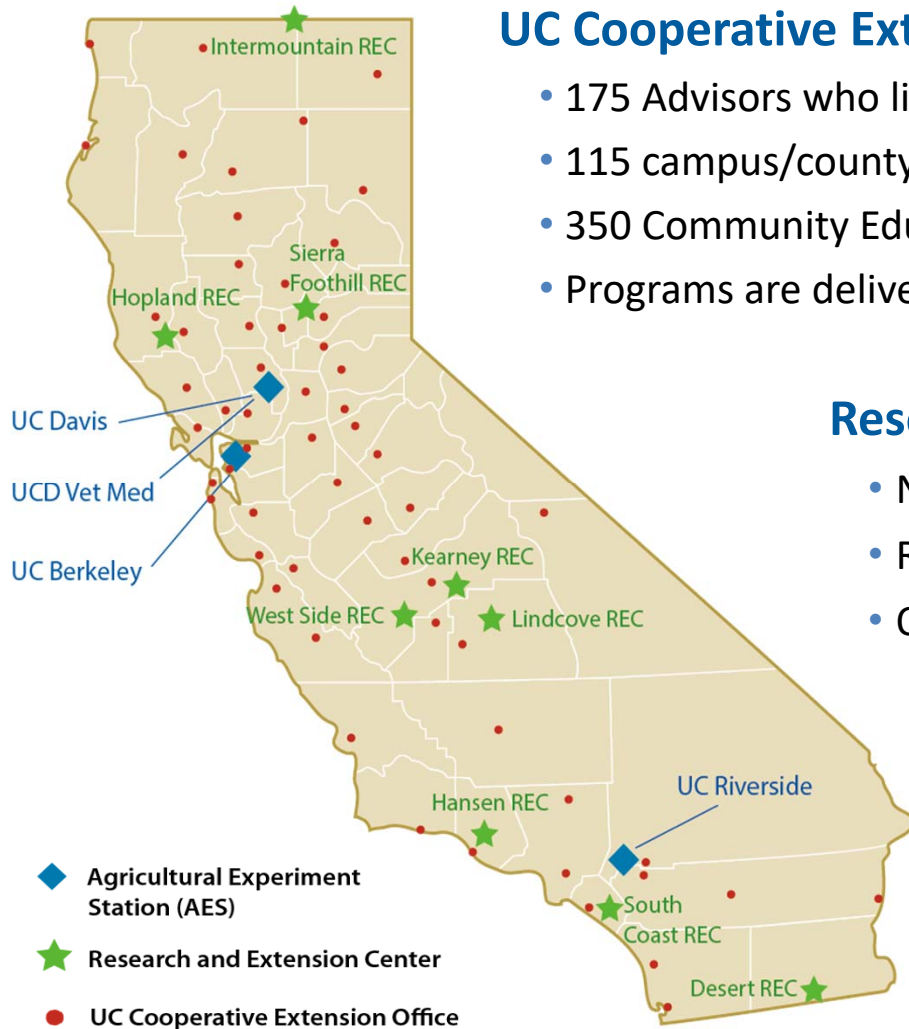
UC ANR brings the power of UC directly to Californians by serving communities in all 58 counties.

UC ANR research & education programs support:

- Sustainable, safe, and nutritious food production and delivery
- Economic success in a global economy
- A sustainable, healthy, and productive environment
- Science literacy and youth development

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## UC Cooperative Extension

- 175 Advisors who live and conduct research in the communities they serve
- 115 campus/county-based Specialists working with campus faculty
- 350 Community Educators sharing information and delivering programs
- Programs are delivered in all 58 California counties

## Research and Extension Center System

- Nine locations statewide; 13,000 acres
- Represents California's diverse ecosystems
- Over 375 research projects annually

## Agricultural Experiment Station

- 600+ researchers located on three campuses
- Over 1,300 research projects annually



## UC ANR Statewide Programs & Institutes

- Nutrition Policy Institute
- Informatics & GIS
- Agricultural Issues Center
- CalFresh Healthy Living
- Integrated Pest Management
- CA Institute for Water Resources
- Expanded Food & Nutrition Education
- Sustainable Ag Research & Education



## Statewide Programs Utilizing Volunteers

- 4-H Youth Development
- Master Gardeners
- California Naturalists
- Master Food Preservers

**Over 26,300 volunteers contribute 1,144 FTE — equivalent to \$71.1 million in donated public service each year**

# UC ANR Snapshot: 2018 Overall Program Metrics

Working for the Benefit of  
All Californians

2018 UC ANR Annual Report



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> 1,000 publications  
and new educational  
materials produced



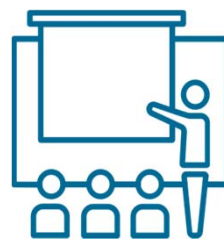
18 novel ideas  
led to patent  
applications filed



820,000 adult and  
youth direct contacts/  
educational exchanges



8.7 million web  
page views for  
UC IPM

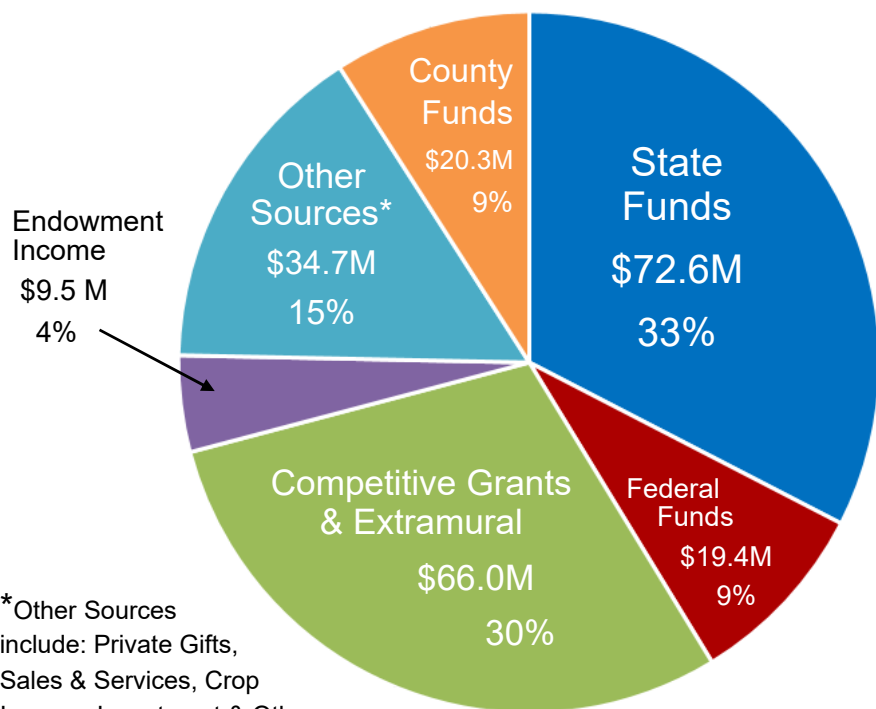


**> 100,000 classes, courses,  
workshops, and field days  
delivered throughout the state**

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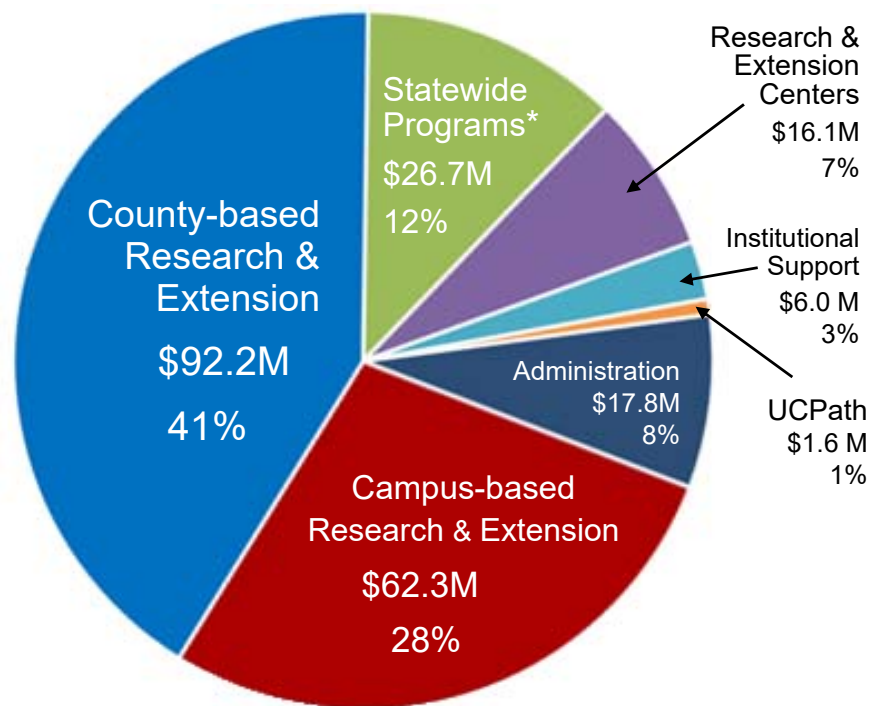
# UC ANR BUDGET FY 2019-20 (in millions)

**FUND SOURCES = \$222.8M**



\*Other Sources include: Private Gifts, Sales & Services, Crop Income, Investment & Other Program Income.

**FUND USES = \$222.8M**



\*Statewide Programs include: 4-H & Youth Development, Agricultural Issues Center, California Naturalist, Expanded Food Nutrition Education, Integrated Pest Management, Informatics & Geographic Information Systems, Master Gardener, Master Food Preserver, Sustainable Agriculture Research Education Program, Nutrition Policy Institute, Water Resources Institute



# Where Were We in 2016?

20+ years of flat or declining budgets

Shrinking UCCE academic footprint

Decades of deferred maintenance

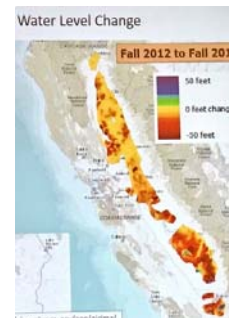
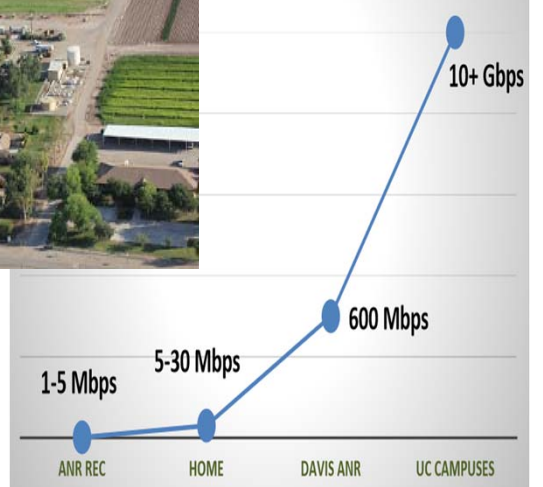
Need to diversify and expand funding sources

Lacking integrated planning process to support prioritizing investments across the Division

Increasing complex challenges facing California



RECs/UCCEs vs Campus Network Speeds



# UCCE Academics in 1990

202 Specialists, 326 Advisors

# UCCE in 2019

123 Specialists

164 Advisors

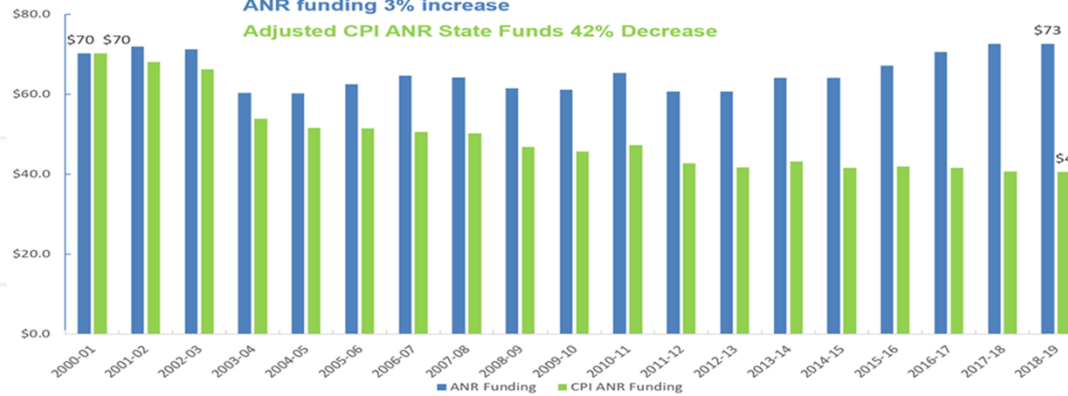
Number of UCCE Academics

The 1914 Smith-Lever Act creates Cooperative Extension

## UC ANR State Funds Unadjusted vs Adjusted for Inflation (in millions)

Cumulative Increase % Change FY 2000 - 2019:

ANR funding 3% increase  
Adjusted CPI ANR State Funds 42% Decrease



Inflation rate uses the California Price Index Source: <https://www.dir.ca.gov/oprt/CAPriceIndex.htm>

Academic counts are rounded

# Where Were We in 2016?

Recent Changes in leadership at UC and UC ANR

Restructuring the UC ANR leadership structures

Expanding Development Services and Grants Support

Rebuilding relations with campuses: updated MOUs on processes and collaboration

Clarification on state funding model for UC ANR



## Looking to the second century of UCCE!



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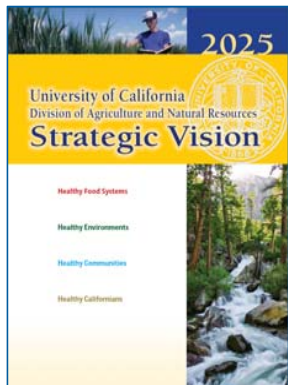
# Opportunities Identified



- ✓ New partners, non-traditional resources, improved visibility
- ✓ Reach more Californians – expand number and diversity of audiences
- ✓ Emerge as a single unified business unit; capitalize on new technology
- ✓ Recapitalize, retool, reinvest in facilities and infrastructure
- ✓ Ensure delivery and services are relevant
- ✓ Remember our mission – be a catalyst



## UC ANR Strategic Vision 2025



Adopted in 2009 from field hearings and input from stakeholders

Five strategic initiatives for programs and research:

- ✓ Endemic and Invasive Pests and Diseases
- ✓ Healthy Families and Communities
- ✓ Sustainable Food Systems
- ✓ Sustainable Natural Ecosystems
- ✓ Water Quality, Quantity and Security

## UC ANR Strategic Plan 2017 – 2022

Designed to enhance operations and delivery of the mission

Research and Extension

People

Financial Stability

Administrative Excellence

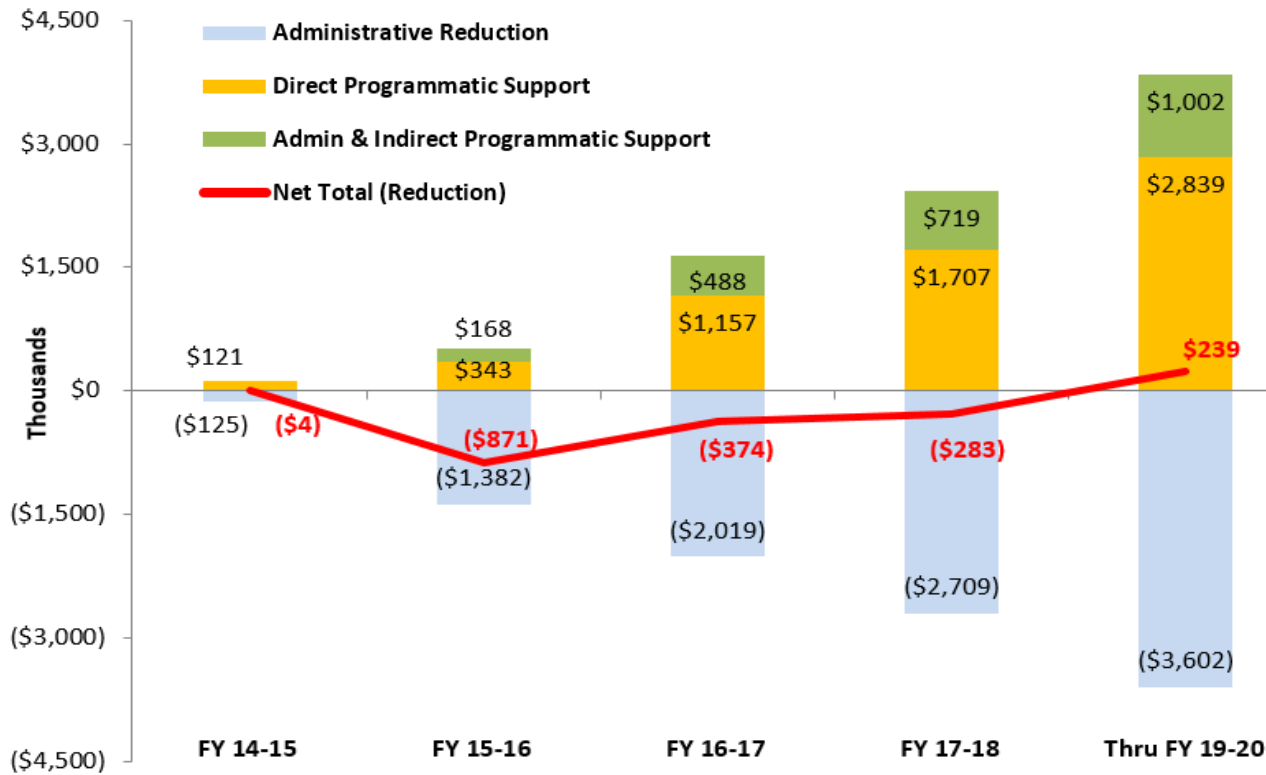
Value of UC ANR

# Steps to Handle FY 2016-20 Budget Cuts

- Slowed hiring of UCCE Advisors & Specialists
- Delay hiring of staff and equipment purchases
- Statewide programs have reduced budgets
- RECS reducing subsidy of research projects
- ANR competitive grants program cancelled 2018 & 2020



# TODAY: Administrative Efficiencies & Savings are Re-invested in Programmatic Support



## Investment Strategies

- Invest in advisor & staff compensation
- Enable technology modernization
- Increased support to UCCE research proposals

## Cost Strategies

- Reorganized units
- Reengineered business processes
- Consolidated functions
- Reduced # of facilities

# Steps to Expand Programs and Serve the Mission

Develop new sources of funding, expand partnerships and leverage resources:

- ✓ Identify opportunities for Fee-for-Service
- ✓ Seek partners to fund Shared Positions
- ✓ Capture and grow Endowments
- ✓ Design and implement New Events
- ✓ Expand Contracts and Grants
- ✓ Build support for Philanthropy

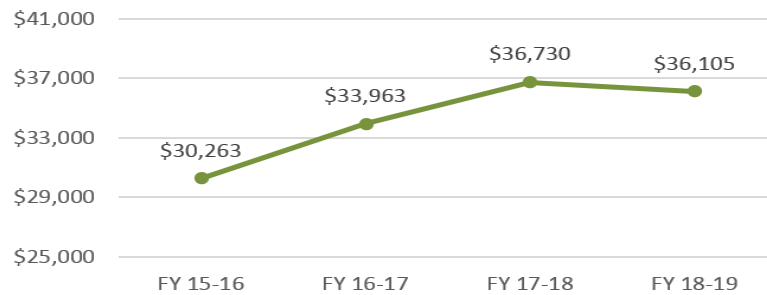




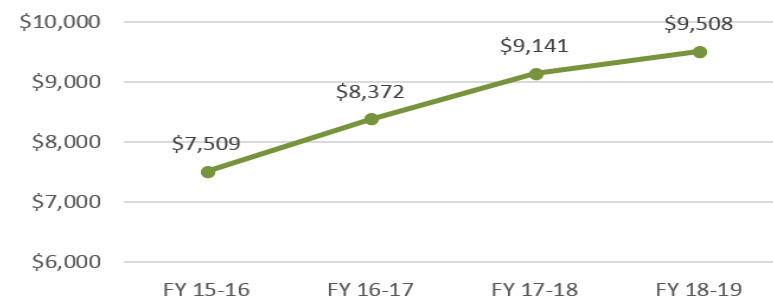
# TODAY: Increases in Key Revenue Categories Help the Overall Budget

Revenue (across target categories) has increased by \$11.2M since FY 2016

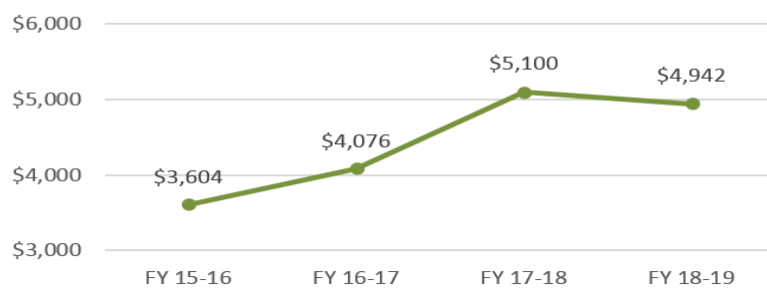
### 19% Growth in Contracts and Grants



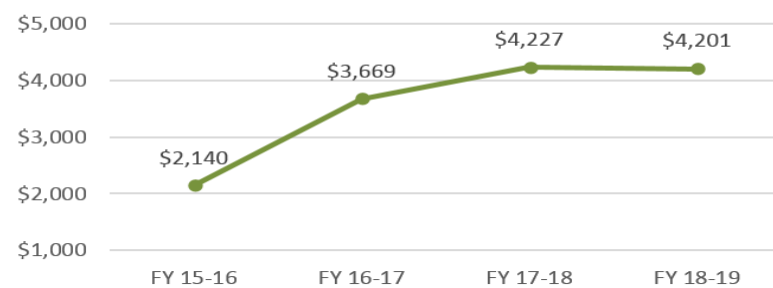
### 27% Growth in Endowment Income



### 27% Growth in Recharge



### 49% Growth in Indirect Cost Recovery



## TODAY: Working to Decrease Reliance on Traditional Funding Sources

Non-traditionally Funded Positions 2017-19		
Position	Funder	Salary Savings
9 Academics	CA Table Grapes Commission (2), CA NRCS (2), UC Merced (1), UC Santa Cruz (1), Santa Clara County (1), San Mateo County (1), Imperial County (1)	\$700K per year for 5 years
14 Programmatic Staff Positions	California Department of Food & Agriculture	\$2M per year for at least 3 years
<b>22 Positions Total</b>		<b>\$2.7M+ per year</b>

# TODAY: Supporting State Agency Missions through Partnerships

- ✓ Joint research projects and subject matter experts
- ✓ Training in pesticide safety, vegetation management, fire suppression, irrigation and more
- ✓ Developing educational materials and programs
- ✓ Mapping future fire probability under climate change scenarios to address public safety
- ✓ Promoting use of agricultural lands for groundwater recharge and drought management
- ✓ Providing evidence-based programs and teaching for SNAP-Ed and Women, Infants and Children (WIC)



CALIFORNIA DEPARTMENT OF  
FOOD AND AGRICULTURE



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# TODAY: Substantial Progress on Many Goals and Initiatives

- ✓ Public Value Statements developed, widely adopted and well received
- ✓ Impact Reporting has greatly improved ability to message delivery of our mission
- ✓ New partners seeking to work with UC ANR
- ✓ Resources developed & trainings provided in Government Relations, Communications and Funds Development to staff and academics
- ✓ Diversity and Outreach has improved across many programs and within personnel



# TODAY: Providing Leadership to Elevate Rural California activities



## CALIFORNIA'S WILDFIRE CRISIS: A CALL TO ACTION

### THE CALL

California's cherished forests are imperiled and our well-being is in jeopardy. The extreme wildfires consuming communities and mountaintops are the catastrophic consequence of a century of inadequate land management, boom-and-bust timber harvests, drought, insects, and climate change.

The threat is so massive and growing so rapidly that we must act with urgency and in fundamentally different ways. In addition to the State's efforts to improve emergency preparedness and response, California communities and entrepreneurs need to be fully engaged to implement sustainable forest thinning strategies and put woody material to ecologically sound and economically viable uses.

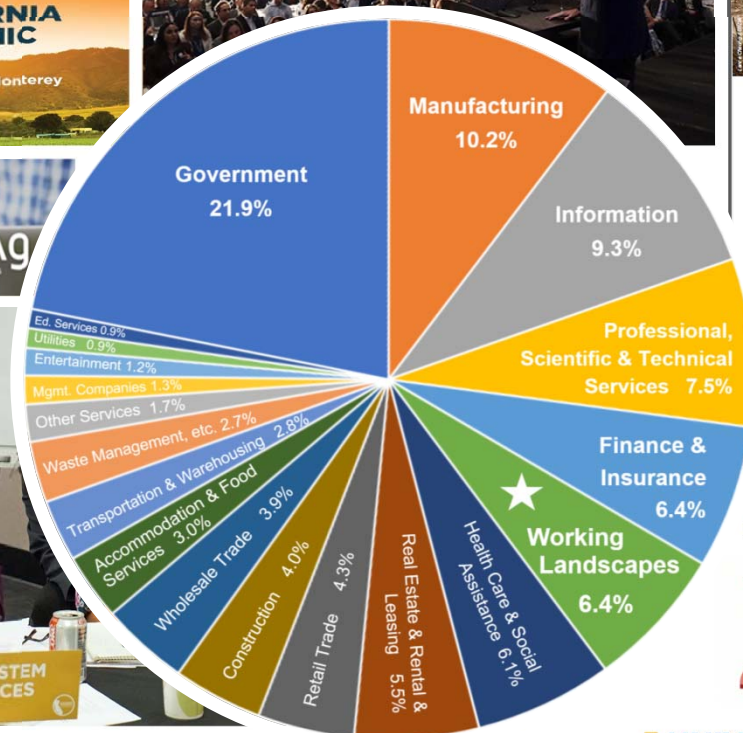


### Ecosystem Services and California's Working Landscapes

**Market Mechanisms to Revitalize Rural Economies**

By Daniel O'Connell, Ph.D., and Adam Livingston

A project of the California State Economic Summit's Working Landscapes Action Team and University of California, Agriculture and Natural Resources



# TODAY: Catalyzing Ag + Food + Health Innovation Community

**Berkeley**  
UNIVERSITY OF CALIFORNIA

**UCSF qb3**  
ucsf-ucsf

**TERRA**  
by RubeBank - RocketSpace

**NASA**

**THRIVE**  
ACCELERATOR

**WESTERN GROWERS**  
Center for Innovation and Technology

**HARTNELL COLLEGE**

**SAN LUIS OBISPO**  
**HOTHOUSE**  
Powered by Our Community and Cal Poly

**COVE @ UCI**

**ChicostArt**

**MARS**  
incorporated

**UCDAVIS**  
UNIVERSITY OF CALIFORNIA

**CITRIS | BANATAO INSTITUTE** | UNIVERSITY OF CALIFORNIA | **MERCED**

**FRESNO STATE**  
Discovery. Diversity. Distinction.

**WEST HILLS COLLEGE**

**UC RIVERSIDE**

**UC San Diego**

**UC CE**

178 Cooperative Extension Researchers and Farm Advisors in 57 counties across the state

**RECS**

9 Research and Extension Centers spanning all relevant climate zones

**Central Valley AgPLUS**  
Food and Beverage Manufacturing Consortium

**BLUETECH VALLEY**

**AgStart**

**The Mixing Bowl**  
CONNECTING INNOVATORS IN FOOD, AG & IT

**THE VINE**  
THE VERDE INNOVATION NETWORK FOR ENTREPRENEURSHIP

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# Summary

- UC ANR benefits all Californians statewide.
- UC ANR collaborates with colleagues throughout the UC system.
- UC ANR is increasing transparency & improving efficiency with enhanced business processes & UC financial systems.
- UC ANR has been solving problems for over 100 years in California and will continue to develop and deliver strategic responses to current and future challenges.

[ucanr.edu](http://ucanr.edu)



# UPDATES







# ANR@Work Survey: March 17 – April 4



*Berry glad to hear your ideas*

- Opportunity for **all academics and staff** to provide feedback about their experience working at UC ANR
- Help us improve our work environment
- Optional raffle for **\$75 thank you gift cards**
- Look for invitation email on March 17 – **do not delete it!**



# *CELEBRATE!*

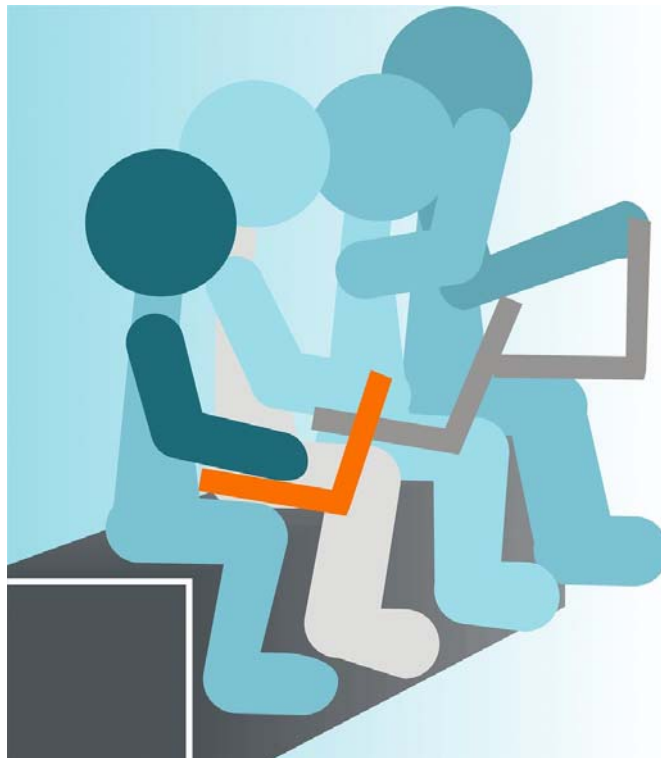
**NEW FACES**

**WELCOME**

*Second Street*

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# LEARNING



# UC's Sustainable Practices Policy

Jennifer Caron-Sale

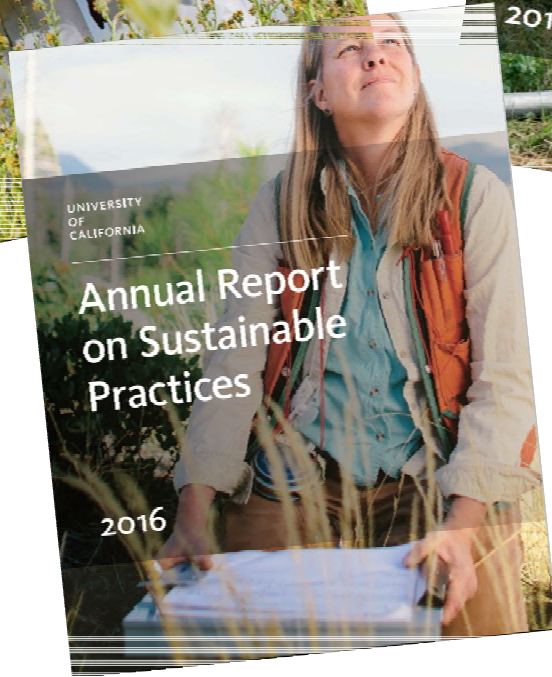
Program Planning and Evaluation Analyst

2/20/2020

# Purpose

- Introduce you to UC's Sustainable Practices Policy
- Share the efforts underway to report on UC ANR's sustainable practices





**UC ANR's contribution:**

**Transitioning away from only sharing impact stories to include examples of sustainable practices and monitoring at our facilities**

# Elements of the policy



**Green Building Design**

Building Operations for Campuses



**Clean Energy**

Procurement



**Climate Protection**

Food Services



**Transportation**



**Zero Waste**



**Water Systems**



# Goals in the policy and UC Progress

## GOAL

## UC System Wide Progress



Climate neutral by 2025

15% reduction in emissions



Reduce water use 20% by 2020

✓ 8 campuses and UCOP



Reduce water use 36% by 2025

✓ 7 campuses and UCOP



90% of waste diverted by 2020


76% of campus waste diverted

# What has been done

 UCOP's Office of Energy and Sustainability has tracked UC ANR's climate data from the RECs, Elkus, and 2<sup>nd</sup> Street

- **Scope 1- emissions combusted/used on site**
  - Vehicle fuel
  - Propane
  - Back-up diesel generation
  - Refrigerant emissions
- **Scope 2- energy generated offsite and purchased**
  - Electricity
  - Gas


## What has been done

-  UC ANR properties, with UCOP's assistance, have participated multiple times in a lottery and become "Direct Access" electricity customers
  - Several RECs receive electricity that has been purchased by UC directly and is 100% renewable energy
  - e.g. the electricity powering some of the REC buildings and 2<sup>nd</sup> Street comes from solar power.


-  UC ANR reports examples of energy efficiency, water savings, waste reductions, and green building and  transportation data in the Sustainability Report



# Examples of what has been reported

- The South Coast REC converted all research and extension projects to use tertiary treated recycled water in July 2011. In 2018-19 SCREC used 54.2 million gallons of reclaimed water for agricultural and landscape research. 

- The Nutrition Policy Institute helped initiate California's inaugural Food Waste Prevention Week. 

- Over the past decade, Kearney REC has made energy efficiency improvements at its facilities, leading to a 32 percent reduction in energy use. 

- Latinx youth participated in the UC ANR 4-H pilot ¡Descubre Outside! Discover Afuera! 97% expressed that they care about the environment, and 80% learned about environmental issues.

# What is in progress

- **Annual water use across all of our sites**
  - Potable
  - Non-potable



- **Annual municipal solid waste, and the percent diverted from waste by being recycled, composted, etc.**
  - Different sites recycle different materials.
  - For most sites waste is paid for by volume, but needs to be reported by weight



## **Additional Resources**

[2019 UC Annual Report on Sustainable Practices](#)

[Sustainable Practices Policy](#)

# Healthy Habits for Preventing Seasonal Flu

David Alamillo – Risk & Safety Services

<https://www.youtube.com/watch?v=CtnEwvUWDo0&feature=youtu.be>

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# Protect Yourself from Germs

- Germs are tiny microscopic organisms that can cause disease.
  - Four major types are: bacteria, viruses, fungi, and protozoa.
- Germs spread through the air in sneezes and coughs, or mix with body fluids like sweat, saliva, and blood.
- The best way to protect yourself is to avoid these things, and to take basic precautionary measures.





# Everyday Preventive Actions

- Avoid close contact with sick people (3-5 ft. buffer)
- While sick, limit contact with others (isolate yourself)
- Stay home if you are sick
- Avoid touching your face (eyes, nose and mouth) with unwashed hands
- Clean and disinfect surfaces and objects that you touch often that may be contaminated with germs
- Wash your hands often with soap and water, for at least 20 seconds. If soap/water are not available, use an alcohol-based sanitizer (with at least 60% alcohol)
- Cover your nose and mouth when you cough or sneeze...


# See Safety Note on Preventing the Spread of Disease

University of California  
Agriculture and Natural Resources  
Risk & Safety Services

Safety Notes


Safety Note # 151

## PREVENTING THE SPREAD OF COMMUNICABLE DISEASES




Each year in the United States, on average, more than 200,000 people are hospitalized and 38,000 people die from seasonal influenza (flu) complications. You can help keep yourself, your family, and your co-workers healthy and prevent the spread of seasonal colds, flu, and other communicable diseases by practicing some simple measures at home and in the workplace. Over the past few years, novel influenza viruses have emerged, including H1N1 (also known as swine flu) and H5N1 (also known as avian influenza). The precautions to protect yourself and others from these novel influenza viruses are the same as those recommended for seasonal flu or other common communicable illnesses.

The Centers for Disease Control and Prevention (CDC) urges you to take the following actions to protect yourself and others from the flu:



### Take time to get vaccinated for seasonal influenza

- CDC recommends a yearly seasonal flu vaccine as the first and most important step in protecting against seasonal influenza. While there are many different flu viruses, the seasonal flu vaccine protects against the three seasonal viruses that research suggests will be most common.
- Vaccination is especially important for people at high risk of serious flu complications, including young children, pregnant women, people with chronic health conditions like asthma, diabetes or heart and lung disease, and people 65 years and older. Seasonal flu vaccine is also important for health care workers, and other people who live with or care for high risk people to prevent giving the flu to those at high risk.
- People who have ever had a severe allergic reaction to eggs may be advised not to get vaccinated. People who have had a mild reaction to egg—that is, one which only involved hives—may receive a flu shot with additional precautions. Make sure your health care provider knows about any allergic reactions.



### Take everyday preventive actions

- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it. If a tissue is not available, cough or sneeze into your sleeve. An informative and amusing video on covering your sneeze can be viewed at: <http://www.coughsafe.com/>
- Wash your hands often with soap and water, especially after you cough or sneeze. Alcohol-based hand cleaners are also effective.
- Avoid touching your eyes, nose, or mouth. Germs spread this way.
- Try to avoid close contact with sick people.
- If you are sick with flu-like illness, try to avoid infecting others. Most healthy adults may be able to infect others beginning 1 day before symptoms develop and up to 5 to 7 days after becoming sick. CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone without the use of a fever-reducing medicine.)
- Visit the CDC website (<http://www.cdc.gov/flu/index.htm>) to find out what to do if you get sick with the flu and how to care for someone at home who is sick with the flu.

### Stay Informed

In addition to the precautions above, it is important that you stay informed, especially during the annual flu season. Health officials will provide additional information as it becomes available. UC ANR Risk & Safety Services has links on our website at [http://safety.ucanr.edu/safety\\_notes](http://safety.ucanr.edu/safety_notes) that lead to up-to-date information from CDC and other agencies. When new diseases emerge, we will keep this site current with national, state, and local guidance about influenza or other communicable disease. Follow public health advice regarding school closures, avoiding crowds, and other social distancing measures.

Revised March 2014 Additional EH&S information may be accessed at <http://saferis.ucanr.edu/>

- The CDC recommends that you stay home for at least 24 hours after the fever is gone except to get medical care or necessities
- The fever should be gone without the use of fever-reducing medicine
- See Safety Note #151

<https://ucanr.edu/sites/safety/files/1400.pdf>

# Resources and References

UC-ANR Safety Notes:

([http://safety.ucanr.edu/Safety\\_Notes/Safety\\_Notes\\_by\\_Number/](http://safety.ucanr.edu/Safety_Notes/Safety_Notes_by_Number/))

- Fieldwork Safety Series (#79, #82, #85, #86)
- #151 Preventing Spread of Disease – Urban Focus
- #181 Food Preparation & Managing Employee Illness

4H Clover Safe Notes: [http://safety.ucanr.edu/4-H\\_Resources/Clover\\_Safe\\_Notes\\_by\\_Project\\_Area/](http://safety.ucanr.edu/4-H_Resources/Clover_Safe_Notes_by_Project_Area/)

- Food preparation, animal care, and disease prevention

UC IPM Pest Notes: <http://www.ipm.ucdavis.edu/PMG/PESTNOTES/>

- Pest management guidelines for invertebrates (mosquito, tick, flea)

# Resources and References

Cal Dept. of Public Health – Center for Infectious Disease (CID):  
<https://www.cdph.ca.gov/programs/cid/Pages/default.aspx>

- Disease information, local disease outbreaks and incidents



Centers for Disease Control and Prevention (CDC)- Disease Information: <http://www.cdc.gov/diseasesconditions/>

- Disease information, traveler's health, emergency preparedness, and healthy lifestyle choices



*Next*  
**ANR All Hands Meeting**  
**March 19, 2020**  
**1:30 PM**

<https://ucanr.zoom.us/j/530365395>

Dial : (based on your location for higher quality)

US: +1 669 900 6333 or +1 646 558 8656

Webinar ID: 530 365 395

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*thank you!*