

# Town Hall

## Agenda 1:30-2:30

Start at 1.30 pm!

Vision & News – Leadership (15 min) (Wendy moderate)

ANR in action (15 min) (Mark B moderate)

Strategic theme - Opportunities to Engage with Leadership and Your Colleagues on Improving the Future of ANR (15 min) (Kathy Eftekari & John Fox moderate)

Q&A (10 min) (Wendy P, Kathy Eftekari & John Fox moderate)

Close

July 16, 2020

Note: Please use...

1. Chat for sharing: “panelist” or “panelist and everyone”
2. Q&A for questions

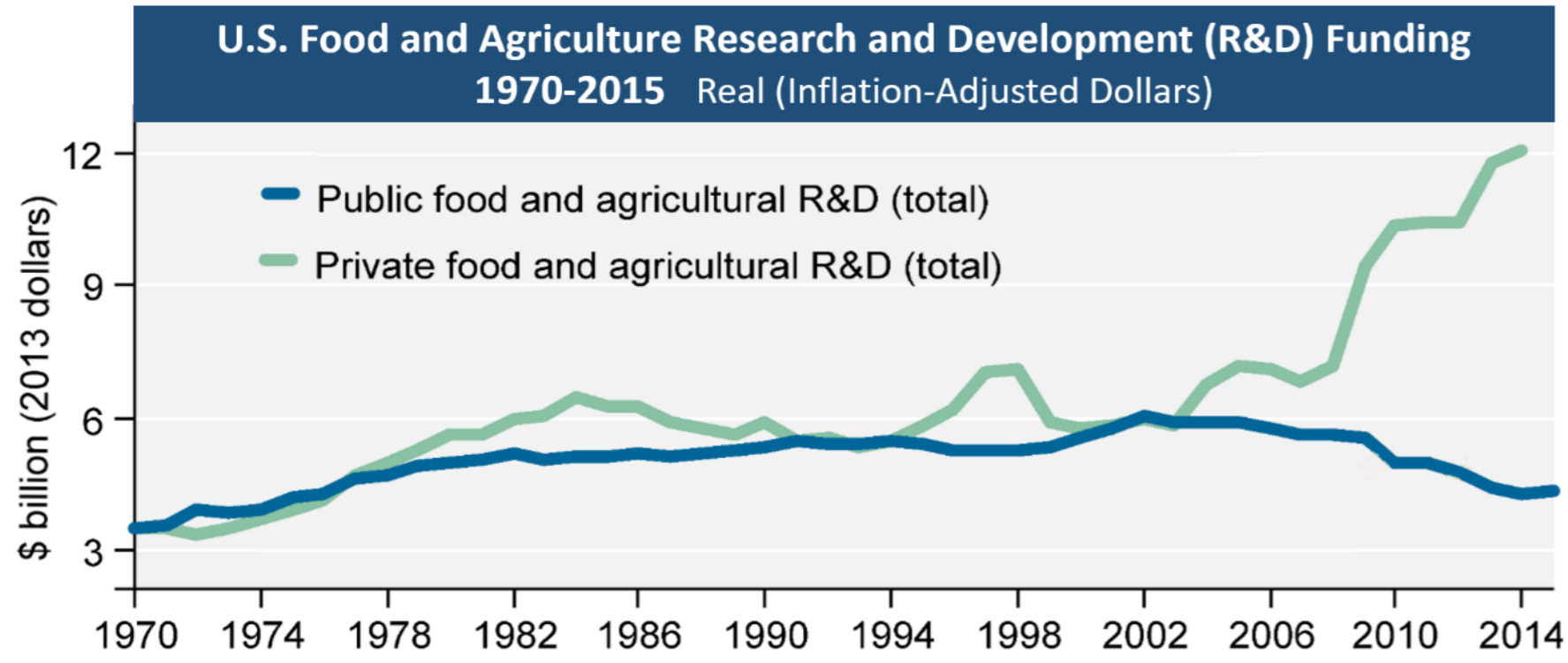
**“UC ANR – Making a positive difference in the lives of All Californians”**



# Vision & News

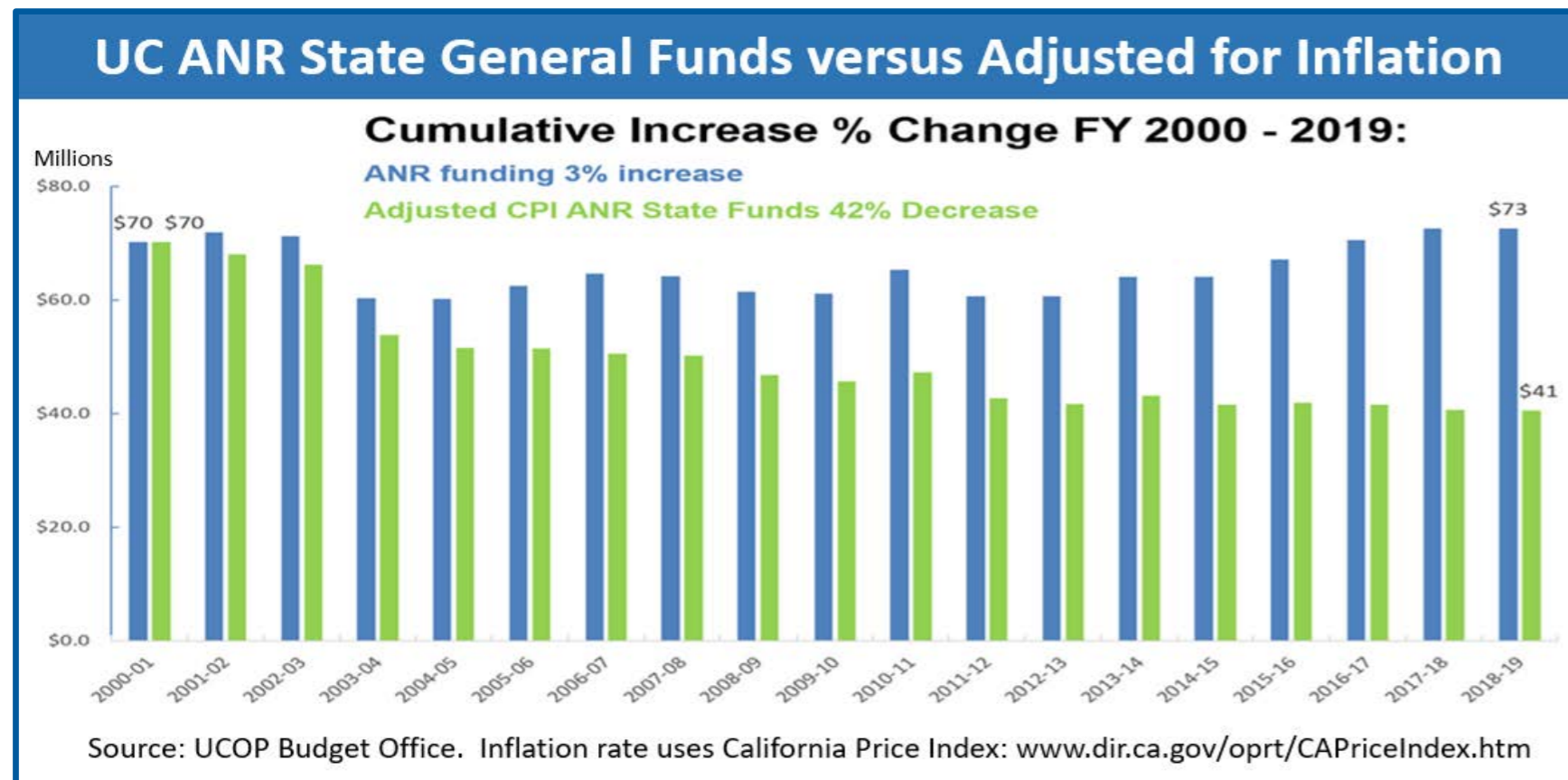
## Updates from Leadership





Source: USDA ERS using data as of February 2019 from USDA, NFS and various private sector sources.

Federal and state public funding for agricultural research and extension has been declining for the past two decades.



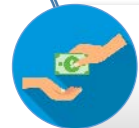
While fighting this decline, UC ANR has also worked to develop and expand new sources of funding.

# 2016-2020 Budget and Funding Accomplishments

## New Revenue and Cost Savings



Over \$6M in new endowments; \$650K gift to initiate Climate Stewards program



Revenue from contracts, grants, recharge and ICR increased over \$11 million



Partners funding \$3.2 million annually for 10 Academics and 18 Programmatic Staff



8% increase in giving (versus 1.5% nationwide); 20% increase in number of donors



\$3.6 million annual savings from administrative efficiencies and cost savings

## Infrastructure and Capital Improvements



\$30.6 million in capital projects approved; 22 projects moving forward in 2020-21



\$7.8 million to deferred maintenance; over \$2 million to improve broadband access



Over 85% of UC ANR employees successfully transitioned to UC Path

# Status of FY 2020-21 State General Funds Budget for UC

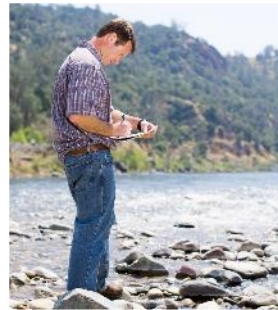
## Current status without additional federal funding:

- UC campuses budget **reduced up to 7.6% (\$257.6 million)**
- UCOP and UC ANR are appropriated separately and differently from the campuses
  - January proposed 5% increase in state funds for UC ANR was eliminated
  - \$250K in unspent FY2019-20 UC ANR deferred maintenance funds was swept and redirected to student support services on campuses
  - UC ANR state funds for Cooperative Extension will be **reduced 12.7% (\$9.2 million)**



## Best case scenario if full amount of additional federal funding is received:

- If amount to CA is \$14 billion, campuses will receive **4.6% increase (\$171 million)**; however, UC ANR state general funds would be **held flat at FY2019-20 levels**
- If a lesser amount is received, levels will be prorated



# UC ANR Budgetary Guiding Principles

- **Prioritize job stability for ANR's employees;** prevent layoffs where possible
  - Selectively apply various approved personnel cost strategies (voluntary reduction in time, voluntary early retirement, reduction of workforce through attrition/hiring freeze, and reassign staff to fill critical openings)
- **Maintain most programmatic deliveries** for our various stakeholders – recognizing that we can not do more with less
- **Grow and diversify ANR's revenue streams** – prioritizing development of contracts and grants, gifts, and other independent revenue sources
- **Strategically invest in key areas,** as identified in the strategic plan, to strengthen delivery of extension, enhance research initiatives, and improve operational efficiency to further our mission

# UC ANR Key Budget Strategies FY 2020-22



- **Deploy conservative fiscal practices**

- Only approve mission critical FY 2020-21 Budget Call requests
- Position control hiring of new staff and vacant staff positions (hiring freeze)
- UC system suspended merit increases for unrepresented staff and academics
  - Step increases earned through normal academic peer reviews will be maintained
- Identify other areas for reductions: travel, meetings, operational support, etc.

- **Utilize available reserves**

- Strategically deploy reserves to complement other cost mitigation strategies

- **Implement permanent budget reductions incrementally**

- Reduce UC ANR's permanently funded and ongoing expenditures across all units
- Utilize reserves for 1-2 years to partially backfill reductions; give units and managers time to develop new resources and reduce expenditures

# Details on Permanent Budget Reductions with Backfill

Key Budget Strategies Examples	Current Fund Level \$	Proposed Reduction %	Proposed Reduction \$	Temporary Backfill Funding from Reserve %	Temporary Backfill Funding from Reserve \$	Net Reduction \$
Suspend Hiring of Vacant Staff Positions & Staff Retirements		0%	2,178,000	0%	-	2,178,000
Programmatic Operational Support Reduction	6,714,000	20%	905,000	60%	(542,000)	363,000
Administrative Operational Support Reduction	515,000	20%	103,000	60%	(62,000)	41,000

Permanent budgets of all units reduced 20%; however...

- Utilize reserves for 1-2 years to partially backfill these reductions temporarily
  - **Develop administrative efficiencies:** business process engineering, shared services, etc.
  - **Support funds development:** contracts, grants, gifts, endowments, co-funding positions and/or activities, fee-for-service, new partnerships, etc.



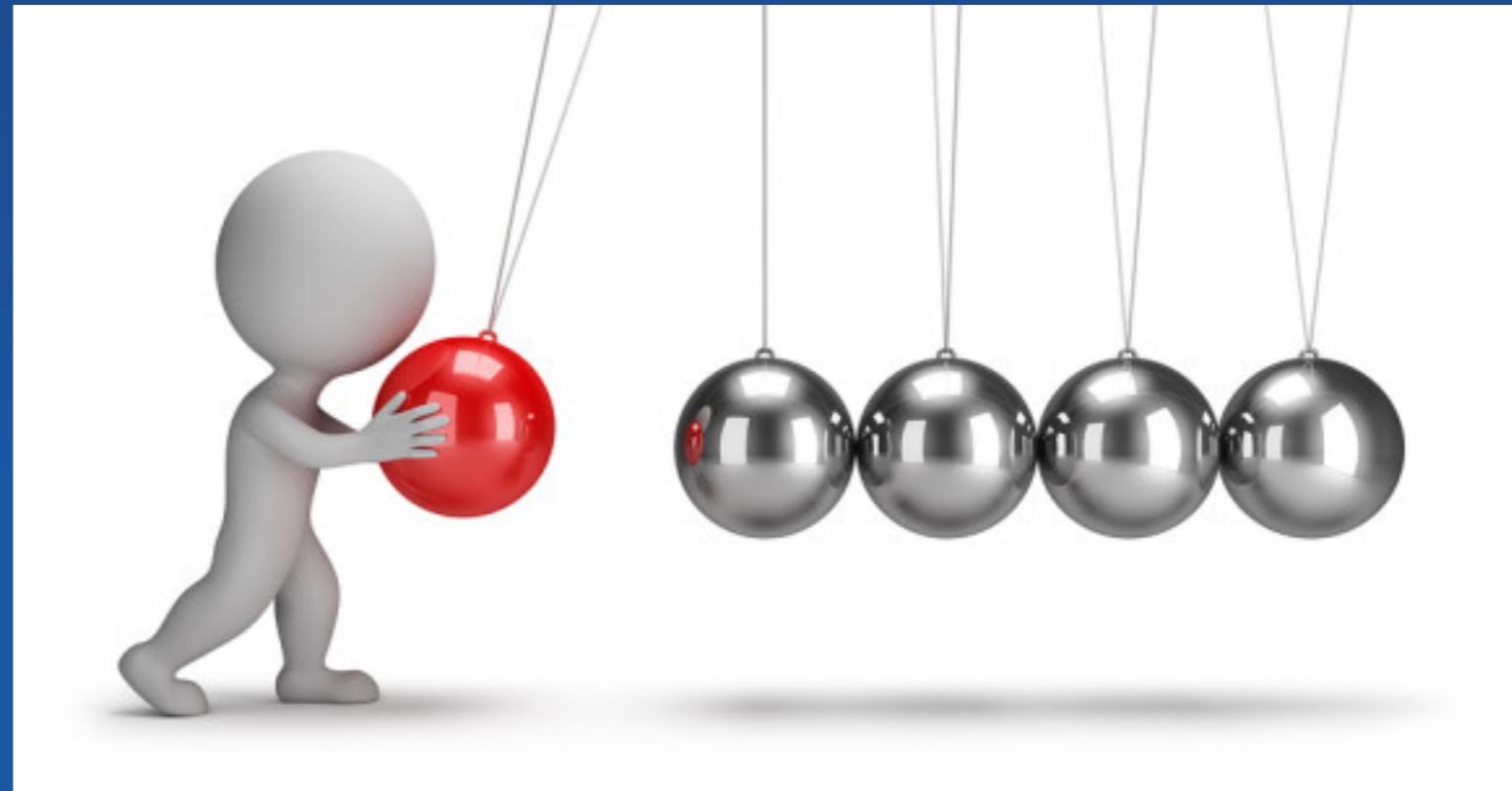
## Exciting Opportunities

- **PAC Emerging Issues Committee – building a Resilient Food Systems Network**
- **eXtension – agreement finalized for online course and exploring options to expand regional efforts with eXtension**
- **Finalizing an agreement with UCB and a private donor to expand food systems work**
- **Part of a national effort to increase investment in Cooperative Extension through private-public or public-private partnership, with CA as a pilot state**



# ANR in Action

- Our Values
- Sharing success & innovation
- Promoting wellness



# Our values - Principles of Community



UC ANR Principles of  
community  
#4: Appreciate and celebrate  
differences and diversity

# Our Values - Public Value Statements



(poll)

**#2 - Developing a qualified workforce for California**

# Sharing success & innovation

Recognizing & Promoting the work of our colleagues

# Success & Innovation

Sharing two stories.....

(move to Siavash screen)



# Saving Californian kids from fire ant sting



## Stories from the Field

Siavash Taravati - IPM advisor

UCCE-Los Angeles County

7/16/2020



(Siavash to share screen)

# The Problem

Red imported fire ants (RIFA)





# The Problem



# The problem

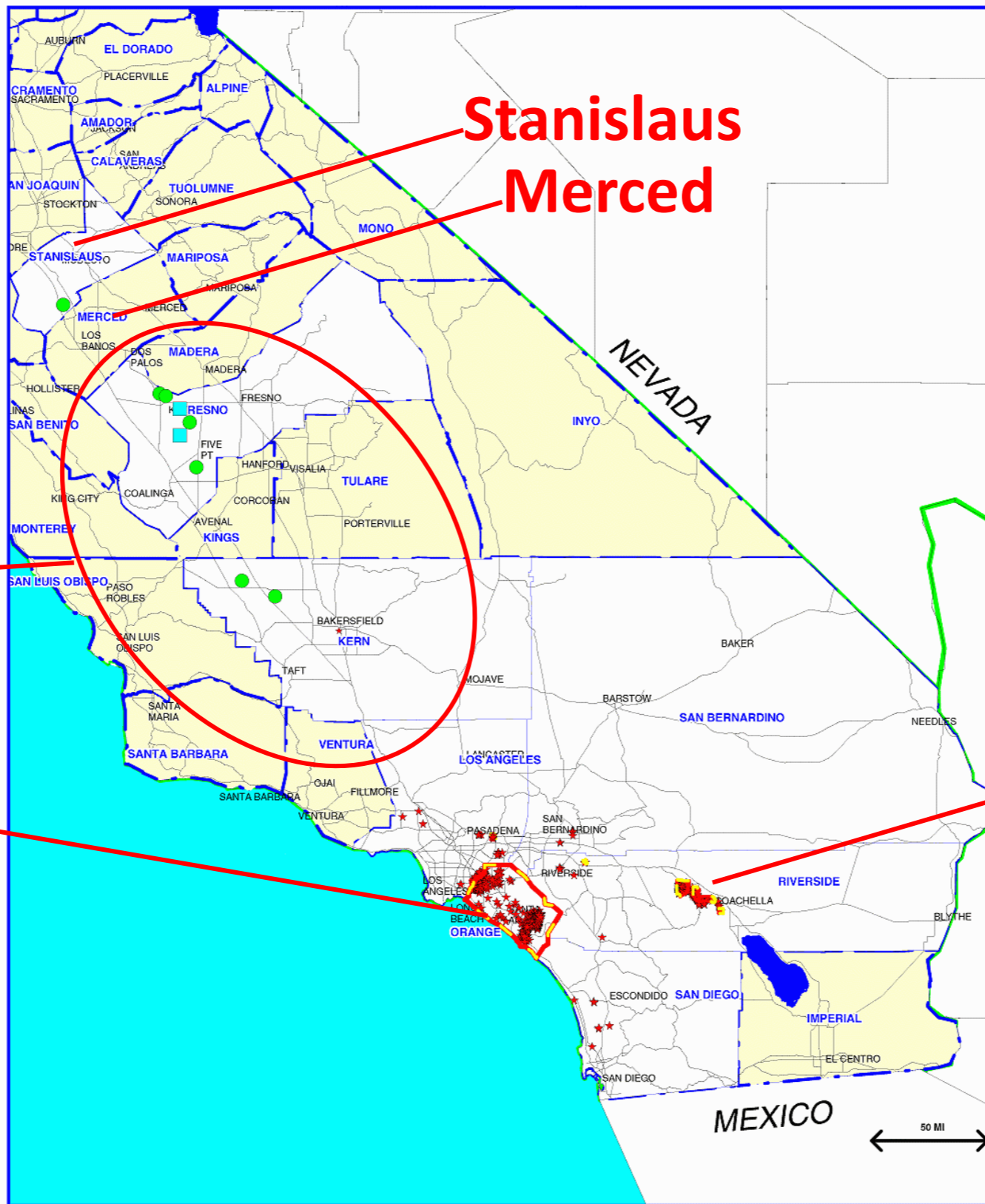


Hidden enemy

# The problem



RED IMPORTED FIRE ANT  
2000



Stanislaus  
Merced

Central valley

Los Angeles Basin

Coachella



- ★ FIND SITE
- ORCHARD UNDER TREATMENT
- POST TREATMENT MONITORING
- QUARANTINE BOUNDARY

# The Problem

## Symptoms



# The problem



- Pain and discomfort
- Secondary infections
- **Anaphylactic reaction**

# The problem

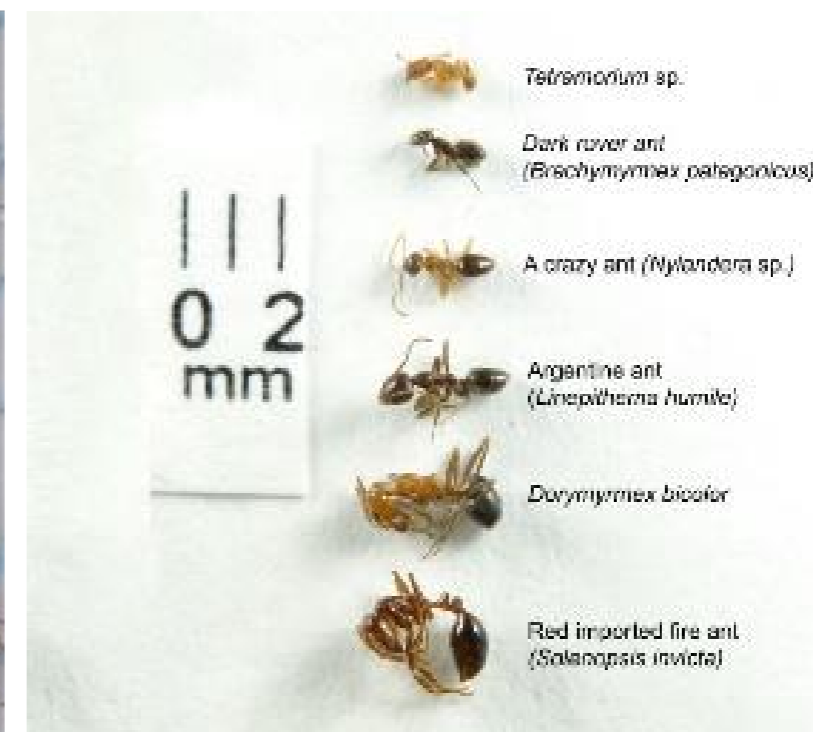


Amy Spurlock-Kunz

- School for the deaf – Riverside
- 70 acres
- Over 500 students
- Problems:
  - Kids and teacher getting stung constantly
  - Many fire ant mounds
  - Repeated application of liquid insecticides with little success

# My efforts

## Identification



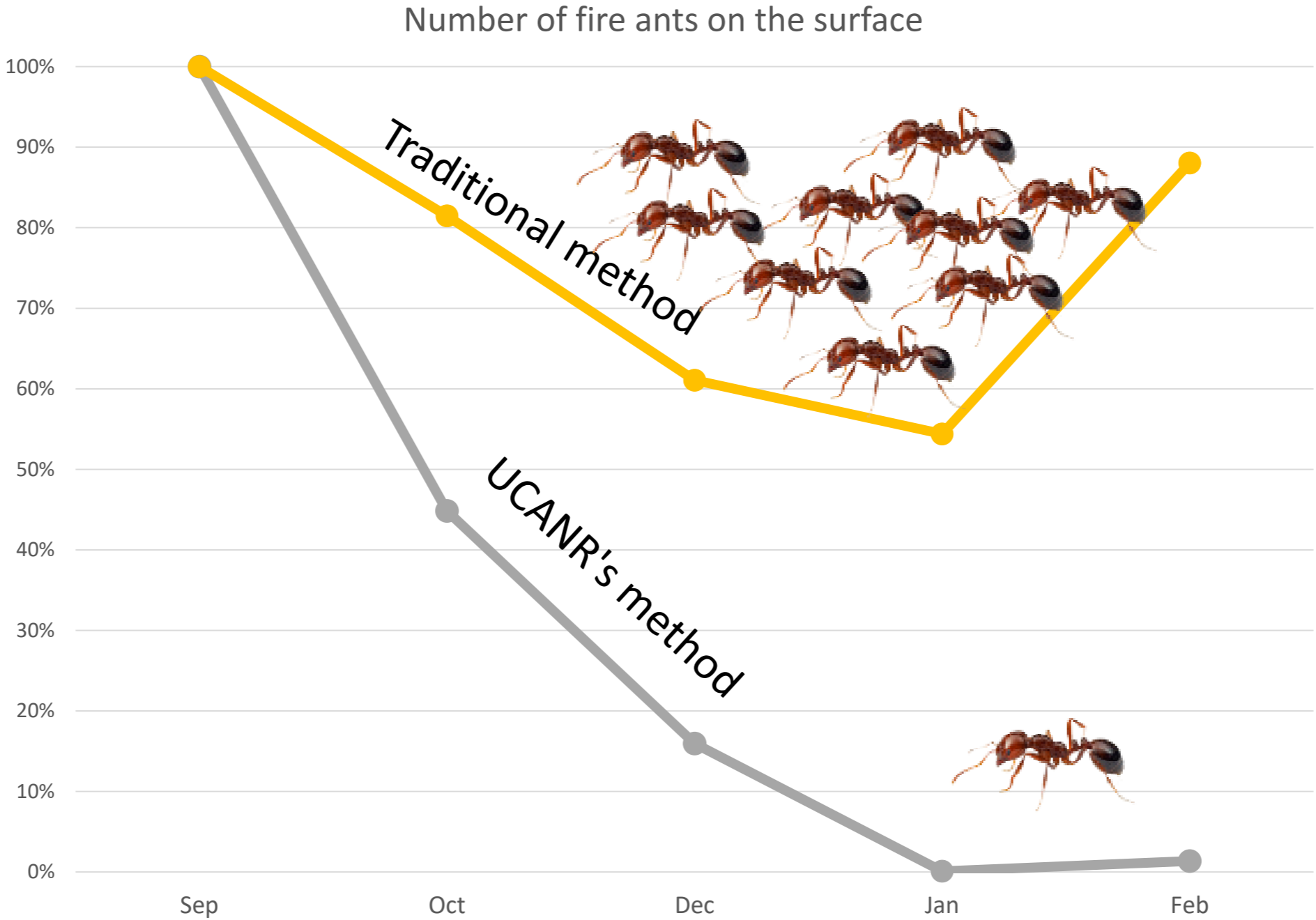




# My efforts

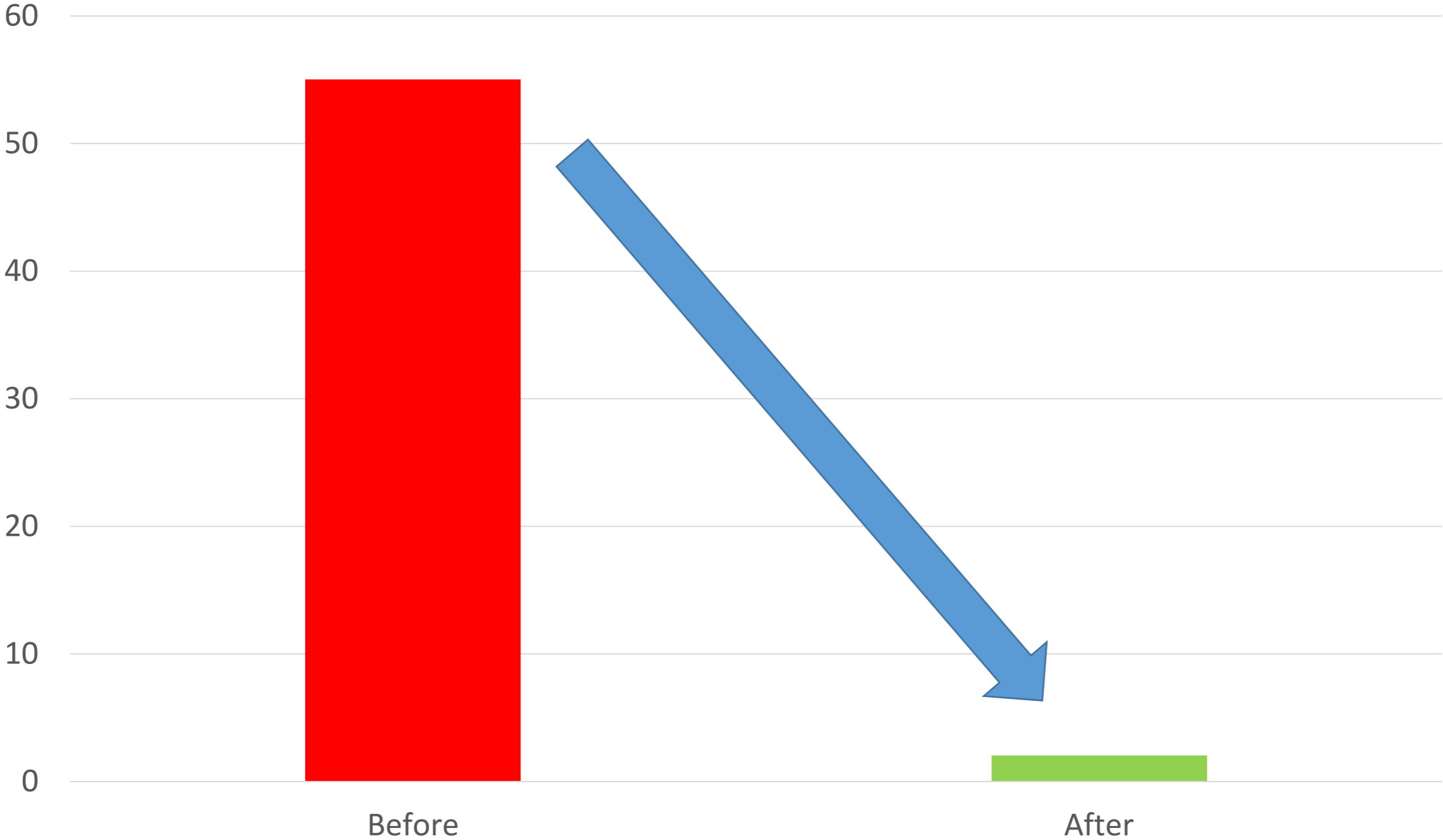


# My efforts



# My efforts

Number of mounds in the softball field



# Impact

- **Testimonial from a grounds crew:** I really want to thank you for your great help. It was nice to have help with the fire ants. There aren't many places to get free help for fire ant control. **Your work helped us to protect our school kids from being bitten during your reach for sure. We really liked your method of granular bait application and adopted it for better and more efficient fire ant control.** Thanks
- Complete adoption of our methodology by the grounds crew
- Worked with DPR to cover many more school districts
- Future plan: Create a new educational resource for public schools

**Have a wonderful, fire ant-free day!**



# Oak Woodland Fire Education and Stewardship in Northern California

## Stories from the Field

Presented by:

Ali Stefancich, Hannah Bird, & Rebecca Ozeran

July 16, 2020



(Central screen share)

# Fire in California Oak Woodlands





# Northern California Oak Woodlands Curriculum

## FireWorks Curriculum For Middle School

Featuring Oak Woodlands of N California  
COMING SOON: August 2020



Kate Wilkin  
Ali Stefancich  
Hannah Bird  
Rebecca Ozeran

Goals:

1. To increase student understanding of wildland fire science  
  
“transmit a clear message about the important role of fire as a natural process.”
2. To enhance scientific literacy and critical thinking about science-related social issues
3. Increase alignment with NGSS & Utilize 5E Learning Cycles
4. Further inclusion of Traditional Ecological Knowledge
4. To give students agency and knowledge to change their families’ outcome in a wildfire

Produced by:

U.S. Forest Service, Rocky Mountain Research Station, Fire Sciences Laboratory,  
Missoula, Montana

University of California Cooperative Extension, Davis,  
CA

# Teacher Trainings



- In-person trainings
- Virtual trainings and introductions
- Upcoming VIRTUAL Training August 4,6,&7 from 10am-12pm
  - Mixed format Zoom meetings and pre-reading/viewing
  - To sign-up head to: <https://bit.ly/TeachFire>

# Classroom Visits and Field Days with Students

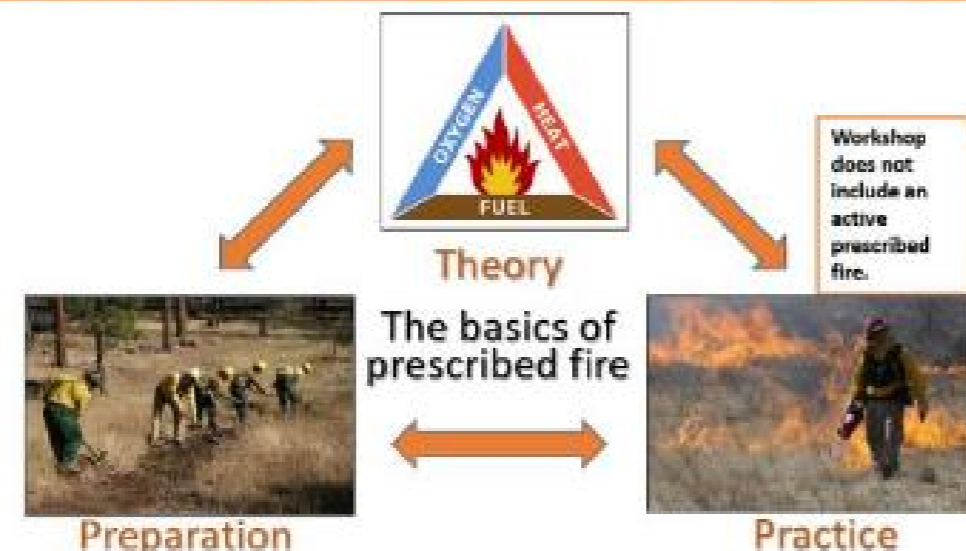


- Start fire education YOUNG!
- Give students a sense of agency in their community's fire preparedness
- Trial runs of new curriculum
  - Field days at Sierra Foothill REC and Hopland REC
  - Classroom visits in Mendocino County School
  - Virtual offerings

# California Naturalist Advanced Training Managing our Fire-shed

**Managing our Fire-shed:  
Using Prescribed Fire to address a fuels crisis**

A two day California Naturalist workshop  
**October 26** – Fire theory and fuels thinning (9am-2pm)  
**November 9**- Prescribed Fire Tour on the San Juan Ridge (9am-2pm)



Presentations by UCANR Sierra Foothill Research Station, Ananda Village, Yuba Watershed Institute, and fire science PhD's Kate Wilkin and Jo Ann Fites! Bring gloves, workboots, and hat. Workshops are bag lunch events. **Please note workshop participants will not participate in an active prescribed burn.**

**Workshop fee (sliding scale)**

CA Naturalist Alumni \$30  
General public \$40

Limited space- sign up today!

<https://bit.ly/2ksBX13>

For more information contact Sol Henson: 530 477-7132 x207 [cnssi@sierrastreams.org](mailto:cnssi@sierrastreams.org)



- Leveraging partnerships to increase reach
- Educating landowners with education about fuels management

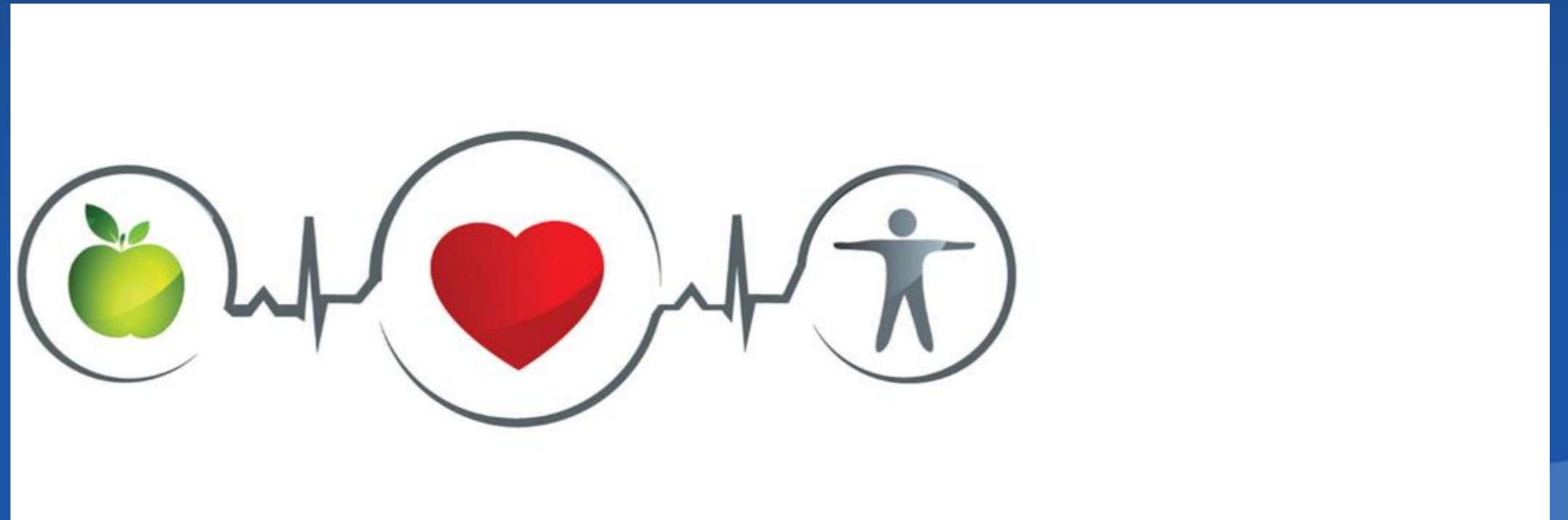
# Partnerships with Fire Safe Councils



- Organizing workshops on land management and fire scaping near homes/structures
- Fire resiliency meetings in Spanish and additional translation services for informational brochures

# Promoting Wellness

David Ritz



# ARE YOU 2 in 5?

David Ritz, Vocational Rehabilitation Counselor, UC  
ANR Staff Personnel Unit

July 16, 2020

# ARE YOU 2 in 5?



**2** in **5**

2 in 5 Americans are expected to develop type 2 diabetes in their lifetime.



- UC ANR is now part of the UC System-wide Diabetes Prevention Program (DPP).
- Virtual DPP cohorts are now forming.



# Take the Prediabetes Risk Test

## Prediabetes Risk Test



1. How old are you? Write your score in the boxes below

Younger than 40 years (0 points)  
 40–49 years (1 point)  
 50–59 years (2 points)  
 60 years or older (3 points)

2. Are you a man or a woman?

Man (1 point) Woman (0 points)

3. If you are a woman, have you ever been diagnosed with gestational diabetes?

Yes (1 point) No (0 points)

4. Do you have a mother, father, sister, or brother with diabetes?

Yes (1 point) No (0 points)

5. Have you ever been diagnosed with high blood pressure?

Yes (1 point) No (0 points)

6. Are you physically active?

Yes (0 points) No (1 point)

7. What is your weight category?  
 (See chart at right)

Total score:

Height	Weight (lbs.)		
4'10"	119-142	143-190	191+
4'11"	124-147	148-197	198+
5'0"	128-152	153-203	204+
5'1"	132-157	158-210	211+
5'2"	136-163	164-217	218+
5'3"	141-168	169-224	225+
5'4"	145-173	174-231	232+
5'5"	150-179	180-239	240+
5'6"	155-185	186-246	247+
5'7"	159-190	191-254	255+
5'8"	164-196	197-261	262+
5'9"	169-202	203-269	270+
5'10"	174-208	209-277	278+
5'11"	179-214	215-285	286+
6'0"	184-220	221-293	294+
6'1"	189-226	227-301	302+
6'2"	194-232	233-310	311+
6'3"	200-239	240-318	319+
6'4"	205-245	246-327	328+
	1 Point	2 Points	3 Points
	You weigh less than the 1 Point column (0 points)		

Adapted from Bang et al., Ann Intern Med 151:775-783, 2009. Original algorithm was validated without gestational diabetes as part of the model.

Follow along on the ensuing slides to find your score.

Write down your score and input it on the poll at the end.

*Test is available online at*

[https://ucanr.edu/sites/anrstaff/Personnel\\_Benefits/Wellness/](https://ucanr.edu/sites/anrstaff/Personnel_Benefits/Wellness/)

# HOW OLD ARE YOU?

- Younger than 40 years (0 points)
- 40–49 years 1 point
- 50–59 years 2 points
- 60 years or older 3 points

# ARE YOU A MAN OR WOMAN?

- Man 1 point
- Woman 0 points

# IF YOU ARE A WOMAN, HAVE YOU EVER BEEN DIAGNOSED WITH GESTATIONAL DIABETES?

- Yes      1 point
- No      0 points

# DO YOU HAVE A MOTHER, FATHER, SISTER OR BROTHER WITH DIABETES?

- Yes      1 point
- No      0 points

# HAVE YOU EVER BEEN DIAGNOSED WITH HIGH BLOOD PRESSURE?

- Yes            1 point
- No             0 points

# ARE YOU PHYSICALLY ACTIVE?

- Yes      1 point
- No      0 points

# WHAT IS YOUR WEIGHT CATEGORY?

<b>4'10"</b>	119-142	143-190	191+
<b>4'11"</b>	124-147	148-197	198+
<b>5'0"</b>	128-152	153-203	204+
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<b>5'5"</b>	150-179	180-239	240+
<b>5'6"</b>	155-185	186-246	247+
	<b>1 Point</b>	<b>2 Points</b>	<b>3 Points</b>

<b>5'7"</b>	159-190	191-254	255+
<b>5'8"</b>	164-196	197-261	262+
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<b>6'4"</b>	205-245	246-327	328+
	<b>1 Point</b>	<b>2 Points</b>	<b>3 Points</b>



# WHAT ARE WE?

- Learn more by attending the DPP Information session

Friday, July 17, at 3:30 PM

*Link to follow*

- Visit DPP online at [https://ucanr.edu/sites/anrstaff/Personnel\\_Benefits/Wellness/](https://ucanr.edu/sites/anrstaff/Personnel_Benefits/Wellness/)

# Opportunities to Engage with Leadership and Your Colleagues on Improving the Future of ANR

**UC ANR Strategic Plan  
Strategic Plan + Diversity, Equity & Inclusion Engagement Dates  
Q&A**

**(15 min - Kathy E & John F)**

(Kathy E to share screen)

# Fostering a Positive Work Environment

## Areas of Opportunity from ANR@Work Survey

- I have a voice to provide my ideas and suggestions on how to improve UC ANR
- I feel senior leaders have adequately communicated long-range goals and strategic direction
- I feel valued as a member of the UC ANR community

# 2020

## UC ANR Strategic Plan Refresh

UC ANR Town Hall  
July 16, 2020

**UNIVERSITY OF CALIFORNIA**  
Agriculture and Natural Resources



# UC ANR Mission and Vision

## UC ANR Mission

Engage UC with the people of California to achieve innovation in fundamental and applied research and education that supports

- 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 programs

## UC ANR 2025 Strategic Vision (April 2009)

UC ANR envisions a thriving California in 2025 where healthy people and communities, healthy food systems, and healthy environments are strengthened by a close partnership between the University of California and its research and extension programs and the people of the state.

The University remains connected and committed to the people of California, who enjoy a high quality of life, a healthy environment, and economic success in a global economy.

# UC ANR “Big Audacious Goal” – *Draft Revision*

UC ANR will be recognized by EVERY Californian for having made a positive difference in their lives.

## *Vivid Description:*

*Our commitment to building an inclusive and equitable society will contribute to a stronger California; our people will mirror the diverse populations we serve. We will be proud, inspired, and motivated, knowing that our work has tangible local and global impact. We will develop a youth and adult population of science-minded critical thinkers with 21<sup>st</sup> century skills who are leaders in their communities. We will be a key player in California’s workforce development and economic prosperity. We will fearlessly catalyze both rural and urban partners to make California the world’s leader in agricultural production, food safety, security and distribution, and natural resource management. Through engagement with our communities, we will strengthen California’s preparedness and resilience – to disease, climate change, fires, and drought. Others around the world will emulate the UC ANR model and implement its practical and affordable solutions.*

# UC ANR Strategic Objectives

The following five strategic objectives are broad-based, long-term aims that will move UC ANR towards actualizing its vision. All UC ANR goals support one of these objectives.

## *Executing the Mission:*

### Research and Extension

Advance and encourage forward-thinking, science-based solutions through discovery and engagement with Californians to address local issues with global impact

## *In Support of the Mission:*

### People

Attract, develop and retain diverse, highly productive, talented, and motivated people who exemplify our core values and thrive in a culture of equity and inclusion, service, innovation, and change

### Financial Stability

Ensure financial strength of the University through sustainable and innovative financial models with efficient and effective financial management practices

### Operational Excellence

Optimize delivery of programs and services through systemwide implementation of best practices that promote efficiency, effectiveness, health, safety, confidence, and quality

### Policy & Advocacy

Advance UC's mission by marshalling the institution's expertise and external partners to effectively advance public policy issues and communicate the value of UC to our stakeholders, California, and the world

# UC ANR Division *Draft* Goal Snapshot – 2020-2025

Strategic Objective	Goal #	Owner	Goal Topic
Research and Extension	1	Powers	Strengthen Research and Extension Partnerships
	2	Bell	Increase UC ANR's Virtual Reach
	3	Humiston	Build Sustainable Economies for Working Landscapes
	4	Youtsey	Scale-up the Innovation and Entrepreneurship Program
	5	Forbes/Bell	Modernize Digital Information Delivery System
People	6	Fox	Improve Diversity, Equity, and Inclusion
	7	Brown	Recruit, Develop and Retain People
	8	Gable/Miner	Support Volunteerism
Financial Stability	9	Tran	Generate Revenue and Optimize Resource Deployment
	10	Krkich	Expand and Diversify Fund Development
Operational Excellence	11	Tran	Improve Efficiency and Strengthen Infrastructure
Policy & Advocacy	12	Forbes/Megaro	Strengthen Communication and Advocacy



# Opportunities for Input

- Strategic Plan
- Diversity, Equity & Inclusion

# Strategic Plan Engagement



## 2020-2025 Plan Refresh Engagement

**January** Retreat with 29 Systemwide Stakeholders + Goal Owners

### May – August

**Stakeholder Group Input Sessions** Governing Council 5/12, 6/17, 8/5 (Goal 1 especially)

- VP Council (includes Statewide Program and Institute Directors) 6/29
- Program Council 7/8
- PAC 8/30
- DEI Alliance
- Academic Assembly Council Executive Committee
- External Stakeholder Groups – **TBD**

**7/16 - UC ANR Town Hall** – Overview Strat Plan & Opportunities for Input

**August - 4 Input Sessions** for all UC ANR Employees (2 hrs each)

**Goal Owners Seek Input** from Staff/Colleagues **during Goal Development**

**Draft Plan to be Circulated** for Feedback in **Late Sept**

- CDs, REC Directors, SWP/I Leaders, and Administrative Directors (engage their own teams and submit one response per location)
- Governing Council
- PAC

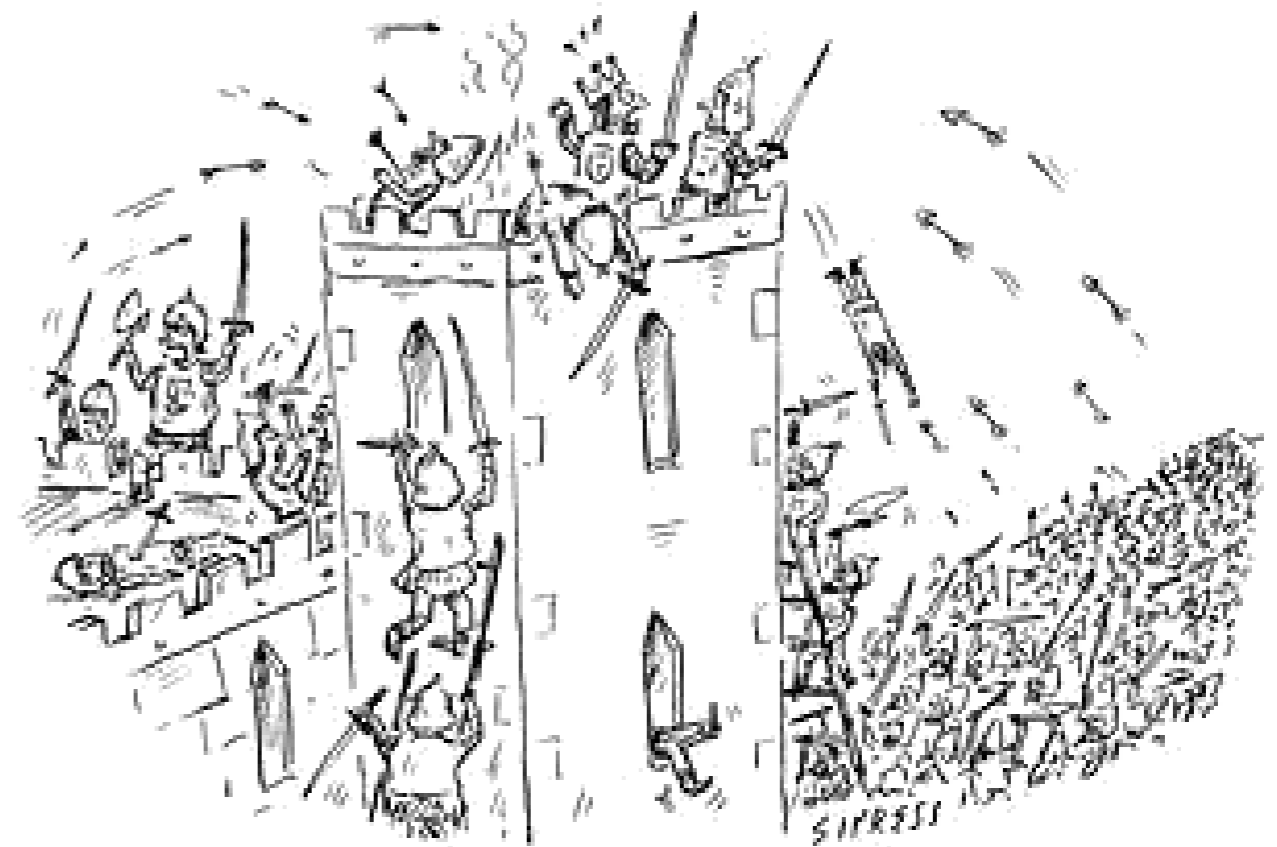
**Post-Completion Communication/Engagement** **TBD**

# Strategic Plan Input Sessions

Session	Topic
8/4 (10-12)	Increasing Program Resources (Goals 9, 10, 11, 12)
8/11 (1-3)	Strengthening Partnerships (Goals 1, 3, 4)
8/18 (10-12)	Fostering a Positive Work Environment (Goals 6, 7, 8)
8/25 (1-3)	Expanding Virtual Reach (Goals 2 and 5)

## Input Session Agendas:

- Strategic Plan High-level Overview
- Specific Topic Area Engagement:
  - Challenges
  - 2016-2020 Accomplishments
  - 2020-2025 Proposed Actions
  - Breakout Group Discussion
  - Group Comment/Q&A



*“What do you mean, ‘we never got around to developing a strategic plan’?”*

# Work Environment - Diversity, Equity and Inclusion

- Priorities from 2016-2020 Strategic Plan
  - UC ANR Principles of Community
  - Salary Equity Programs for Staff and CE Advisors
  - Staff Mentorship Program
  - People Management and County Director Training
  - 2020 ANR@Work Survey
    - Survey overview during August 20 Town Hall
- Emerging Priorities for 2020-2025
  - Required training to address implicit bias and improve cultural competency
  - Review how we respond to complaints of harassment and discrimination



# Work Environment - Diversity, Equity and Inclusion

## *Update on DEI Alliance:*

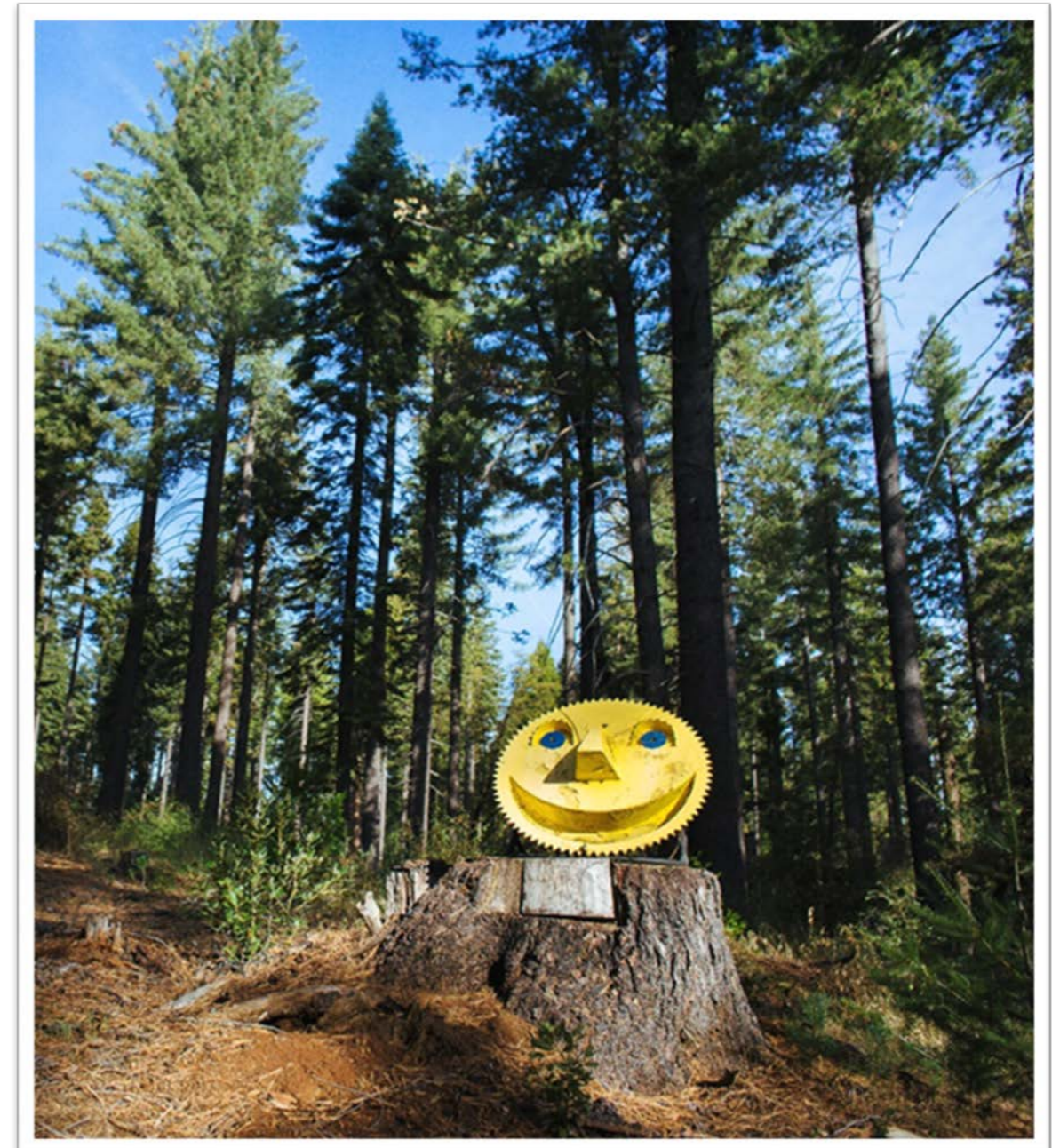
- Informal group of ANR personnel self-identified as being committed to promoting Diversity, Equity and Inclusion within UC ANR
- Curated anti-racism Resources: [ucanr.edu/anti-racism](https://ucanr.edu/anti-racism)
- Call for Action
  - An institutional commitment to anti-racism at all levels
  - Distribution of power and resources for DEI work
  - Accountability and transparency
  - Positions and personnel time dedicated to equity improvement



# Work Environment - Diversity, Equity and Inclusion

How you can get involved in shaping our work environment:

- DEI Alliance Coordination & Outreach Committee contacts
  - Shosha Capps (sacapps@ucanr.edu)
  - Elaine Lander (elande@ucanr.edu)
- Strategic Plan Input Session:  
Tuesday, August 18



# Discussion/comments

**Time for a few questions.**

Please use Q&A for questions

Chat for sharing



# Wrap –up

A silhouette of a person sitting cross-legged on a beach, with their hands raised in a prayer position (Anjali Mudra) above their head. The person is facing away from the camera, looking out at a calm sea under a sunset sky. The sun is low on the horizon, creating a bright glow behind the person's head and casting a long, soft light across the water. The sky transitions from a pale yellow near the horizon to a deep blue at the top. In the distance, a range of mountains is visible against the horizon line.

**Stay safe & well**

**What can you do?**

**[ucanr.edu/covid19](https://ucanr.edu/covid19)**



# Next meeting

August Town Hall - UCANR@work

**Please provide feedback on today  
through the survey**

**Note:** Hispanic Heritage Month runs from Sept 15 to Oct 15. Ricardo Vela and his team Sept 17 Town Hall to highlight the month-long campaign.

