



UNIVERSITY of CALIFORNIA
Division of Agriculture & Natural Resources



University of California Agriculture and Natural Resources
Academic Assembly Council

MINUTES

June 3-4 2008

725 Granlibakken Road, Tahoe City, CA 96145

Members Attending

Fe Moncloa, President
Paul Vossen, President Elect and Chair North Coast and Mountain Region Committee
Chris Greer, Immediate Past President and Chair Welfare and Benefits Committee
Leigh Johnson, Secretary
Aziz Baameur, Chair Personnel Committee
Sue Manglallan, Rules and Elections Committee
Kris Lynn-Patterson, Academic Coordinators Committee
Ramiro Lobo, Past Chair Program Committee

Guests Attending

Rick Standiford, ANR Associate Vice President
Lucia Kaiser, ANR Program Leader Human Resources
Rachel Elkins, North Coast and Mountain Region

Meeting Objectives:

Understand California budget implications for UCANR
Understand how administration uses DANRIS-X information to make decisions
Increase understanding of activities of standing, campus, academic coordinators and regional committees
Identify when AAC election will be held
Determine membership needs of AAC committees

Motions, Action Items and Highlights

Motion: February 2008 AAC Minutes were approved.

Highlight: AAC commended President Fe Moncloa on her accomplishments on behalf of Academic Assembly members.

Highlight: Program Committee reported that an Outstanding Leader category has been added to the Distinguished Service Awards this year and \$4,000 additional budget is needed to support it. The monetary component of the award is contingent upon ANR approval.

Action Item: Program Committee will search Professional Society Travel award records to determine trends in where people are traveling, i.e. state, national, international destinations. By June 30 a report will be forwarded to AAC via Collaborative Tools.

Action Item: Welfare and Benefits Committee will ask Regional Committees to poll constituents on their understanding of the language of the consulting policy and whether they have questions on how it has been implemented. Welfare and Benefits Committee will report findings of this poll by September 2008 to AAC. Once the info has been gathered, Welfare and Benefits Committee will ask Regional Directors and Jake McGuire for clarification of the consulting policy for Advisors and questions on how it has been implemented.

Action Item: Rules and Elections Committee will conduct the election for President Elect and the Rules and Elections Committee seats for Central Coast and South Region, North Coast and Mountain Region, and for Specialist or Academic Coordinator, certify the results and send to AAC via Collaborative Tools for notification and approval by June 30, 2008.

Motion: Standing Committees will communicate directly with Representative Committees to seek input on specific issues. Representative Committees will communicate with Standing Committees and among each other to share input on issues.

Action Item: North Coast and Mountain Region will be a pilot for using Collaborative Tools to obtain input on AAC issues.

Highlight: AAC members developed handbooks for Standing, Regional and Academic Coordinators Committees. When completed the handbooks will be posted on the AAC website at <http://groups.ucanr.org/aac/>

Highlights: AVP Rick Standiford and Human Resources Program Leader Lucia Kaiser presented updates, respectively on the UC budget and how DANRIS-X is used to justify ANR budget and on future directions for the Human Resources Program. See notes from their presentations near the end of the Minutes.

Action Item: Next Meeting

October 7-8, 2008 at Bodega Marine Laboratory; invite VP Dan Dooley, AVP Rick Standiford, Keith Gillis, UCB Dean for Natural Resources and PL Tim Paine

February 10, 2009 a video-conference meeting

June 2-3, 2009 at TBD; invite AVP Rick Standiford, Asst.VP Barbara Allen-Diaz and the new Program Leaders
We will invite local CE academics to participate in AAC meetings.

President's Report

President Fe Moncloa reported that AAC has now implemented opening Professional Society Travel funds to Academic Coordinators; this is now acknowledged on AAC website. Patrick McGuire is an Academic Coordinator who will be interning with Carolyn Frazier on academic policy measures pertinent to Academic Coordinators. He will address merit and promotion issues and several issues that were included in the Academic Coordinators *ad hoc* Committee report.

A Leadership Institute will be developed to foster a culture of leadership in ANR. To that end a Leadership category will be added to the Distinguished Service Award.

Shelia Barry has agreed to chair the Central Coast and South Region committee and Fe Moncloa will help to find Human and Agricultural Resources representatives.

Fe Moncloa suggests that AAC hold future meetings at County Extension offices and invite local County Directors to attend in order to increase awareness of AAC.

Discussion:

Possibly for 2009-2010 budget ask for funds to support participation of a few new Advisors in each AAC meeting.

We need to increase publicity of AAC among Assembly members.

We could send an AAC tutorial or news item each month to educate members on aspects of AAC, e.g. types of committees and what they do, when opportunities for service arise, how committees are constituted, numbers of Professional Society Travel awards, etc.

Add a waiting list sign up for AAC committees with a link to it on each monthly report. Provide opportunities to list 1st, 2nd, 3rd, etc. preferences.

We need to educate on accomplishments of AAC, for example:

Brought need for salary equity adjustments to attention of ANR administrators

Streamlined merit and promotion process

Created policy and procedures handbook of the Personnel Committee

Updated bylaws to provide representation to Academic Coordinators and streamline regional representation

Worked with ANR administrators to expand consulting policy for Advisors

Highlight: AAC commended President Fe Moncloa on her accomplishments on behalf of Academic Assembly members.

President Elect Report

President Elect Paul Vossen would like to have clarification of the consulting policy and to increase Assembly awareness of AAC. Welfare and Benefits Committee will address this issue; see Action Item.

He will contact people who have volunteered for AAC committees but were not selected to determine their interest in serving as AAC Secretary. He will advise via Collaborative Tools so that the Secretary can be appointed by AAC by June 30, 2008.

Past President Report

Past President Chris Greer reported on his Western Extension Leadership Development project on intergenerational issues. He believes that ANR needs to address the career goals of the Millennial Generation in terms of how position descriptions are written, other communications during recruitments, and mentoring new hires. He recommended a book by Jean Tuerge of San Diego State University: *Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled...and More Miserable than Ever Before*.

Chris Greer would be willing to continue as AAC webmaster.

Standing Committee Reports

Personnel Committee:

Chair Aziz Baameur reported on current membership and that 4 new members are needed, including 2 NR, 1 HR and 1 Specialist. He will provide names of candidates to Rules and Elections Committee who will review the list and make appointments to Personnel Committee.

Ad hoc Program Review Committee reports will have space at the top for the decision on advancement, so it is easy to find. Next will be an overall review, comments on each criterion and affirmative action, and recommendations for furthering the candidate's career.

Program Committee:

Representative Ramiro Lobo reported that all Professional Society Travel funds were used in the past year. 29 of 35 applications have been approved for the next cycle; 1-2 others must be discussed with Joni Rippee. We need to at least maintain and preferably increase Professional Society Travel funds because we anticipate increased requests and because presentations to Professional Societies are a career requirement. Discussion: has there been an increase in foreign travel to professional societies?

Action Item: Program Committee will search Professional Society Travel award records to determine trends in where people are traveling, i.e. state, national, international destinations. By June 30 a report will be forwarded to AAC via Collaborative Tools.

Highlight: Program Committee reported that an Outstanding Leader category has been added to the Distinguished Service Awards this year and \$4,000 additional budget is needed to support it. The monetary component of the award is contingent upon ANR approval.

Program Committee needs new members from Central Coast and South Region and for North Coast and Mountain Region. Names of volunteers will be forwarded to Rules and Elections Committee for review and appointment.

Welfare and Benefits Committee:

Chair Chris Greer reported that questions have arisen on the consulting policy for Advisors.

Action Item: Welfare and Benefits Committee will ask Regional Committees to poll constituents on their understanding of the language of the consulting policy and whether they have questions on how it has been implemented. Welfare and Benefits Committee will report findings of this poll by September 2008. Once the info has been gathered, Welfare and Benefits Committee will ask Regional Directors and Jake McGuire for clarification of the consulting policy for Advisors and questions on how it has been implemented.

Chris Greer's Western Extension Leadership Development project was on intergenerational differences; he is Generation X which wants to be left alone to do their work. Generation Y (born 1980-1995) needs praise. The next group, Millennials, want work to be fun. He believes that we need to work to keep newer staff interested in Extension work by understanding the psychology of their respective generations.

Rules and Elections Committee:

Committee member Sue Manglallan reported that no nominations have been received for AAC President Elect nor for the Specialist-or-Academic Coordinator seat on Rules and Elections Committee. Sue Manglallan and Jim Downer have nominated themselves to run for Rules and Elections Committee representing Central Coast and South Region. Fe Moncloa nominated Leigh Johnson to run for President Elect and she accepted. Kris Lynn-Patterson nominated herself to run for the seat on Rules and Elections Committee representing a Specialist or Academic Coordinator.

Action Item: Rules and Elections Committee will conduct the election for President Elect and the Rules and Elections Committee seats for Central Coast and South Region, North Coast and Mountain Region, and for Specialist or Academic Coordinator, certify the results and send to AAC via Collaborative Tools for notification and approval by June 30, 2008.n

Representative Committee Reports

Academic Coordinators Committee: Committee Representative Kris Lynn-Patterson reported that the Academic Coordinators were pleased that the Bylaws changes have given them representation on AAC. Kris Lynn-Patterson, Joyce Strand, and Daniel Hagillih will serve on the new Academic Coordinators Committee. They will decide on a chair and how to stagger their terms and report this information to Rules and Elections Committee so they can be added to the list of AAC committees. They will advise President Elect Paul Vossen of their budgetary needs for committee meetings. Joyce Strand has volunteered to serve on Personnel Committee and Kris Lynn-Patterson has volunteered to run for election to Rules and Elections Committee. Patrick McGuire will begin a 6-month internship with Carolyn Frazier in July 2008 to address personnel issues of Academic Coordinators. There is a need for ANR to more fully understand the existence, capabilities and needs of Academic Coordinators; Patrick McGuire's internship should help to address this.

UC Berkeley Committee: No report.

UC Davis Committee: No report.

UC Riverside Committee: No report.

Central Coast and South Region: No report.

Central Valley Region: No report.

North Coast and Mountain Region: No report.

ANR Administrators' Reports

Rick Standiford, ANR Associate Vice President:
AAC Draft Minutes
June 3rd, 2008

Rick Standiford, ANR Associate Vice President:

AVP Standiford reported that ANR Executive Council includes VP Dooley, AVP Standiford and the 4 Deans of Agriculture. Program Council includes Asst. VP Barbara Allen-Diaz, 4 Program Leaders, 3 Regional Directors, and 4 Associate Deans.

Asst. VP Allen-Diaz is responsible for the Program Council members and the Research and Extension Center Directors. She is working to integrate the RECs more closely with the rest of ANR.

AVP Standiford also reported on how DANRIS data and information from Program Reviews is utilized to show how ANR is helping to solve problems in many areas. This is very helpful in communicating with clientele leaders and with policy makers.

The May 2008 revision of the Governor's budget provided approximately \$100M increase in revenue increase to UC from his earlier January budget. About \$28M will be saved from UCOP efficiencies and restructuring. However, this would still leave UC around \$240M behind in addressing high priority items identified by the Regents.

ANR funded Advisor salary equity and COLA increases last year and has approved five priority positions for this year. About 11 positions are at the top of the list for the next hiring round. There are many important positions.

UC will review ANR in the next year; ANR will show the importance of CE hopefully improve the status of CE academics within UC. AAC can help ANR put the story together.

Lucia Kaiser, ANR Human Resources Program Leader:

PL Kaiser reported that American children have a shorter life expectancy than their parents; this is the first time this trend has occurred. Obesity and diabetes are a major reason; women and low income groups are particularly affected.

Core Issues for Human Resources: Childhood obesity, youth development, community development, food safety and security, human nutritional status, family and consumer well being.

Diabetes is increasing in California, primarily in people 45-64 years old. Also, there is much concern about increased Type II (formerly called adult onset) diabetes among teens.

Income gap for diet quality has narrowed since early 1970s, mostly because more affluent groups have adopted poorer diets. Whole grains, fruits/vegetables, dairy are often left out of daily diets. All socio-economic groups have become heavier over time.

We need to create communities in which people can be more active:

- A study found that mortality rate from all causes decreased by 50% over 10 years for people who ate a Mediterranean diet, did not smoke, increased physical activity and consumed moderate alcohol.
- Another study found that lifestyle improvements were more effective than the medication Metformin in reducing diabetes risk.

Lucia Kaiser: “Human Resources builds bridges across disciplines, organizations, and people for the open exchange of ideas and creation of sustainable environments that promote health and well-being of diverse populations.”

She proposes that we increase emphasis on informing policy-makers and examining impact of policy options. VP Dooley has connections to help us do so.

How do we get going? Environmental scan, visioning

Nutrition Advisors recommend: wellness education, disease-specific education, safe food systems, family financial literacy, environmental and community health, workforce development, aging, disaster preparation and response, food security

Packing List for the Future:

Assess trends, identify gaps

- National 4-H Initiatives:
 - Science, Engineering & Technology (SET) funded by private donations
 - Healthy Living
 - Civic Engagement
- 4-H is expected to increase enrollment by 100K nationally via the SET initiative.

Develop inter-disciplinary teams

- AAC: we need to go for 50-100 new positions instead of 1-2 here and there.
- Lucia: ANR could develop cross-disciplinary teams to address issues, e.g. include youth education as part of a team to address an agricultural, natural resource or human resource issue.
- AAC: we need to include an ethics person on nutritional, social-marketing campaigns to be sure health status privacy is respected
- AAC: we need to consider educating all income groups, given data presented above and to address social justice concerns about singling out low income groups for social marketing campaigns
- Lucia: USDA funding stream specifies working with low income groups; we need to expand funding sources to reach all consumers. Educating in schools is effective in reaching all income groups.
- UCCE staff led Alisal H.S. students in developing a *fotonovela* project. As a result, salad bars were provided for 14,000 students in Monterey County.
- A quarter of children aged 1-5 receive assistance via the WIC program. In 2007 the packages were updated to include fresh fruits and vegetables. This creates potential new markets for small farmers via WIC-only stores. WIC now includes education on selecting, storing, preparing produce.

Calendars of Activities and Operational Guidelines for Standing and Representative Committees

Highlight: AAC members developed handbooks for Standing, Regional and Academic Coordinators Committees. When completed the handbooks will be posted on the AAC website at <http://groups.ucanr.org/aac/>

The following people drafted the new handbooks for the following committees:

Regional and Academic Coordinators: Paul Vossen, Rachel Elkins and Kris Lynn-Patterson

Program Committee: Ramiro Lobo and Aziz Baameur

Rules and Elections: Sue Manglallan and Leigh Johnson

Welfare and Benefits: Chris Greer, Fe Moncloa

Specialists: TBD

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Respectfully submitted,

Leigh Taylor Johnson, AAC Secretary