ANNUAL EVALUATION

To be used by all Academics in all titles not seeking an advancement.
For the Period October 1, 2019– September 30, 2020
Due by deadline set by your supervisor. Recommended to be completed in autumn 2020.
Uploaded into Interfolio by February 1, 2021

The annual evaluation process provides an academic and their supervisor an opportunity to discuss the academic's annual activities, progress towards realizing goals and objectives, and future directions. For guidance in completing the Annual Evaluation, see "Guidelines for Preparing Annual Evaluations" at http://ucanr.edu/aeguidelines. Delete italicized text, save your Annual Evaluation as one PDF document, and upload to Interfolio.

Name:	
Academic Title:	Academic Coordinator
County/Program:	Forest Stewardship Program
Current Rank/Step:	

I. Position Description

II. Progress Towards Last Year's Goals and Objectives

Specific Goals and Objectives	Anticipated Collaborators	Anticipated Outcomes and Impacts	Progress (including any new collaborators or outcomes/impacts)
Theme 1 (Goal): Fostering forest stewardship to protect California's natural resources			
Objective: Educate private forest landowners on basic forestry and	Susie Kocher, Mike Jones, Ryan Tompkins, Yana	Increase knowledge of management activities for forest health, wildfire resilience,	Between January 2020 and October 2020, six workshops were completed or nearly completed (132 active participants), with an additional six in various planning phases. Multiple pre-post surveys during the workshop sessions, after completion of the entire workshop series, and ~6 months after,

| forest ecology concepts | Valachovic, Ricky Satomi | wildlife habitat, and other values;

Development of basic forestry skills and terminology necessary to support development of forest management plans;

Create positive attitudes towards forest management activities | have demonstrated an increase in participant knowledge in forest/fire ecology concepts. For example:
- 92% of all workshop participants express some to expert level of knowledge around trees/silviculture
- 95% of all workshop participants express some to expert level of knowledge around fire
- 96% of all workshop participants express some to expert level of knowledge around vegetation management
- 100% of all workshop participants express some to expert level of knowledge around prescribed fire and Prescribed Burn Associations.

"(I) already have a plan, but this course greatly improved my ability to understand the details of the content and gave insight into the process of beginning a timber harvest plan." – workshop participant

Helping workshop participants develop basic forest inventory skills is done through the in-person field day. Modifications to the field day, such as total numbers of participants, have been made to ensure we follow all UC and county COVID protocols. During the in-person field days, participants learn how to measure tree diameter and height using clinometers and Biltmore sticks; learn how to set up inventory plots and why this is important; practice simple mapping features with Avenza (an online mapping tool); discuss management units and vegetation management activities; and engage in hypothetical discussions about possible management activities in various forest settings.

"Really enjoyed the Blodgett visit, and felt very comfortable with the COVID 19 safety measures." – Workshop participant
"The Blodgett visit was indispensable for the "hands on" field training." – Workshop participant |

			To facilitate the development of basic forest inventory skills among the workshop participants, we have developed a California Tree Stick (similar to a Biltmore) based on the Oregon State University Woodland Stick. Designed to help landowners measure the height and diameter of their trees, estimate log volumes, measure downed fuels, and provide a management guide for CA tress species (among other things), the CA Tree Stick will be given out to all workshop participants. Expected delivery of the stick from the manufacturers is February 2021. *"Overall the workshop was very insightful and provided a roadmap for helping private timber landowners think holistically about managing their forests."* – workshop participant
Objective: Assist private forest landowners in the development of a management plan	Susie Kocher, Jason Wells, Mary Mayeda	Increase awareness of the importance of having a forest management plan; Increase knowledge of CCFMP, cost-share programs, grants, and resource agencies and general forest management activities; Show progress towards completion of CCFMPs;	Multiple pre-post surveys during the workshop sessions, after the completion of the workshop, and ~6 months after, have demonstrated an increase in knowledge: • 97% of all workshop participants express some to expert level of knowledge around management plans. 87% of workshop participants very much or definitely will develop a management plan. 60% have made progress on developing their plans and 66% have written out their management goals since attending the workshop. • 93% of all workshop participants express some to expert level of knowledge around cost-share programs. 79% of workshop participants very much or definitely will apply for cost-share funding. 15% have begun the CFIP or EQIP cost-share process since attending the workshop.

| | | Increase awareness of permitting requirements, options, and agencies, and introduction to professionals available for permitting assistance;

Increased numbers of private landowners completing CCFMPs and conducting forest management activities;

Chart landowner and RPF interactions and outcomes;

Collect information on landowner barriers and success;

Improved land management | • 87% of workshop participants very much or definitely will work with their local RCD/NRCS offices.

• 81% of workshop participants very much or definitely will work with their local Cal Fire units. 57% have made contact with their local Cal Fire office.

• 92% of workshop participants very much or definitely will work with an RPF. 39% have made contact with and RPF since attending the workshop.

• 83% have begun implementing some management activities on their forestland since attending the workshop.

• 90% of all workshop participants express some to expert level of knowledge around conservation easements.

"I appreciated the discipline in the program which directed me to a more solid goal recognition and lead into scheduling. I was impressed in the readings at the range of topics opened to students, and the ability to pursue more depth, in most cases." – Workshop participant.

Between March and October 2020, 6 workshop participants completed their initial site visits, consulting with 4 RPFs, including 1 with a local Resource Conservation District. Plans were developed to treat 357 acres of forestland using various methods such as mechanical or hand thinning, prescribed fire, mastication, and mechanical or hand piling.

"I made a good forester connection through the workshop, and I see a path forward that wasn't clear to me a few months ago." – Workshop participant |

| Objective: Increase program visibility and relevance | Susie Kocher, workshop steering and planning committees | Modify curriculum to increase effectiveness;

Continuation of workshop funding and development of online curriculum | Due to COVID restrictions, the workshop's original format of three, in-person days was adjusted to a nine week, online format, with the option of one, in-person field day. The change in format was facilitated by revamping an existing online curriculum (CA Family Forest, originally developed by UC Berkeley), instituting a flipped classroom learning method, and adjusting the evaluation process to reflect the new format.

Evaluations from our first online workshop rated the workshop excellent (77%), very good (8%), and good (15%). Successive workshop have yielded similar results which illustrates the modifications we made to the workshop format, structure and learning method, were successful.

"The online sessions in terms of questions were good, the speakers knowledge and personable, and the reading matter very helpful. I enjoyed the class. Would definitely recommend this class to my neighbors." – Workshop participant

Additional workshop sessions have been added based on relevance to the workshop co-hort, such as 'Recovering from wildfire' and 'Traditional Ecological Knowledge (TEK)' sessions.

Follow-up workshops have been planned with surveys sent to gather information on what topics workshop participants would like additional knowledge on, as well as identifying barriers that are preventing them from moving forward with their plans and site visits. Topics for continued learning include prescribed fire and PBAs; a review of fuels treatment types; and conservation easements. Barriers to success were identified as lack of time; |

			lack of money; inability to connect with an RPF; and inability to take advantage of cost-share programs. Increasing the visibility of the program has also occurred through my presentations to the Forest Management Task Force Coastal Regional Prioritization Group.
Objective: Support the use of social media through various ANR outlets	Susie Kocher, Rose Hayden-Smith	Connect and provide additional resources for landowners to increase success	Between November 2019 and September 2020, 4 Forest Stewardship newsletters, 4 UC Forest and Outreach blogs, 1 UC Knowledge Stream article, and 4 submissions to other natural resource organizations publications have been submitted and shared through various social media outlets. I have also utilized FaceBook and YouTube to share stories, information and workshop information.
Objective: Ensure access of forest stewardship information and workshops to all Californians	Susie Kocher, Ricky Satomi, workshop planning committees	Develop collaborative relationships between participants and partners;	Each workshop has a unique planning committee made up of professionals located within the workshop's primary location. Committee members include representatives of UC ANR and UC campuses, Cal Fire, the NRCS/RCD, local stewardship networks, Boards of Supervisors, private consulting groups, tribal representatives, Fire Safe Councils, and other statewide/national resources management organizations. The diversity in planning partners helps to ensure that we are reaching out to as wide an audience as possible, addressing the needs of the local communities, and helping to establish relationships between workshop participants and their local resource management experts *"The Cal Fire day (speaker) on rules and regulations was great."* – Workshop participant. *"I enjoyed the workshop and hope to continue learning more about fire safe councils in my area."* – Workshop participant Workshop participants come from a variety of backgrounds including private landowners, non-profit organizations, county

			parks and open space districts, natural resource consultants, and tribal lands.
General/Other: Diversity, Equity and Inclusion			
Objective: Facilitate learning and discussions within ANR on DEI topics	Kit Alviz, Dorina Espinoza, DEI Alliance members	Increased awareness of DEI and its effect on our work within UC ANR and in our personal lives; Develop a co-hort of participant committed to personal and professional learning and growth around DEI topics; Provide a mechanism within UC ANR to address and provide solutions to DEI issues	Based on the Coming Together for Racial Understanding training Dorina Espinoza and I attended in 2019, along with Kit Alviz, we developed an 8 month workshop series to explore foundational racial issues at the personal, institutional and community level. Beginning in July 2020, 25 academic and staff ANR employees met monthly as a large group to engage in conversations and increase awareness and understanding. Between each monthly session, participants were asked to journal and meet in pairs to further reflection. Between July and October, we explored our own ethnic backgrounds and how socialization leads us to think and act certain ways. We also explored inequalities that exist at the national and local level and why they continue to this day. *"Thank you! Today's session was cathartic and inspirational."* – Workshop participant *"It's incredibly valuable for ANR to be having these tough but crucial conversations. Taking a deep dive into our history reveals much about today's present issues. We have to acknowledge that where we exist in space and time is a result of violence and genocide. We cannot allow our organization to continue feeding and facilitating social inequities."* – Workshop participant I am also a member of the DEI Alliance, including the Learning sub-committee and the Policy sub-committee. Through these groups, we work to address and provide solutions to DEI issues with ANR. This has included assisting John Fox with Strategic Plan Goal 7 revisions, vetting resources for the Anti-racism web page, and providing feedback on UC ANR harassment policies and other DEI related trainings and events.

III. Barriers or Obstacles in Accomplishing your Goals and Objectives *(narrative)*

Describe barriers/obstacles experienced in the past year and summarize progress made to overcome them.

COVID-19 was the most significant obstacle for the Forest Stewardship Program this year. Like so many UC ANR programs, we were forced to restructure our 3 day, in-person workshops (3 of which were fully scheduled out over the first 3 months of 2020) into an online format within a relatively short time period. We were fortunate to have at our disposal an interactive, online website (CA Family Forest) that was originally developed through UC ANR, which I was able to update and revamp to accommodate the workshop. Between CA Family Forest and the UC Forest Research and Outreach website, we were able to make available all learning materials. Utilizing Zoom, we moved the workshop to a weekly online session (9 weeks total) and changed the learning format to a flipped classroom method.

Though we have received very positive evaluations of the workshop (both content, structure and learning method), the numbers of participants taking advantage of the free initial site visit is low. In part this can be explained by the general issues and restrictions the pandemic year has forced people to operate under, including travel and meeting restrictions. The magnitude and severity of the 2020 wildfire year also played a part in that many of our participants were forced to evacuate at various times or had their properties burned through. The availability of Registered Professional Foresters (RPFs) to work with our participants was challenging due to the relatively few numbers available and the fact that they are quite busy responding to all forestland property owners across the state impacted by the fires. Through various surveys, workshop participants identified for us several barriers to their success of developing a management plan including lack of time, lack of money, and the inability to coordinate with RPFs. We have attempted to address some of their concerns by holding additional workshops focused on topics they have identified as specific areas of interest, and continuing to provide information and 'someone to talk to'. With the current state and federal budget constraints, not to mention COVID and wildfire, it will be critical to the program's success to stay engaged with workshop participants.

The CA Forest Management Task Force has identified the need to engage private forest landowners in the management of their forests to reduce the severity and spread of wildfire. The Forest Stewardship Program is uniquely situated to continue this work, provided continued funding. As my current position ends June 30, 2021, lack of funding is always a looming barrier.

IV. Project Board Reporting due by February 1, 2021 *(check boxes)*

These are required for annual organizational reporting in Project Board by February 1, 2021. Please indicate you have submitted required annual organizational reporting (check):

    [*] program outcomes and impacts (reported in Project Board – Themes)
    [*] Extension activities (reported in Project Board – Activities)
    [*] review and update clientele group(s) baseline (updated in Project Board – Clientele)

[*] clientele contacts (reported in Project Board – Activities)
[*] publications (reported in ANR Portal Profile – Bibliography). Include publications developed during the time period covered in this annual evaluation year.

V. Goals and Objectives for the Coming Year: October 1, 2020 - September 30, 2021

Include objectives you intend to accomplish in the coming year, anticipated collaborators, and anticipated outcomes and impacts. It is recommended that you organize your objectives according to the themes you are going to use in your program review dossier. Remember to include goals and objectives addressing the advancement criteria for your title series. Academic Human Resources recommends that academics and supervisors have a conversation about goals and objectives in the fall; there is not firm deadline set by ANR.

Part 1. Goals and Objectives for the Coming Year

Specific Goals and Objectives	Anticipated Collaborators	Anticipated Outcomes and Impacts
Theme 1 (Goal): [Foster forest stewardship to <u>protect California's natural resources</u> (Public value) – Improved management and use of land]		
Educate private forest landowners on basic forestry and forest ecology concepts through a series of workshops and other deliverables	UC ANR – Susie Kocher, Ricky Satomi, Mike Jones, Ryan Tompkins, the forestry workgroup, PLT and Cal Nat; RCD and other local agency participants; RPFs	Improved strategies for delivering landowner education as measured by number of workshops, number of participants, and workshop evaluations. Includes development of online curriculum and online delivery methods and various outreach materials and methods
Assist private forest landowners on the development of their CCFMP through a series of workshops	UC ANR Forestry Workgroup	Increased capacity of private forest landowners to complete management plans and work with collaborators– <u>improved management and use of land and increased resilience</u> (Condition change) as measured by the number of plans written, activities undertaken (including initial site visits) and self-assessment

Support the use of social media through the Forest Research and Outreach website	Susie Kocher	Increase participation, visitation and outreach as measured by web metrics
To ensure access of forest stewardship information and workshops to under-represented clientele	Big Sandy Rancheria and Bureau of Indian Affairs	Increased capacity of tribal and women landowners to complete management plans and work with collaborators – improved management and use of land (Condition change) as measured by the number of plans written, activities undertaken and self-assessment
Increase program visibility and relevance	CARCD Forestry Program Committee, NRCS, RCD, Cal Fire	Interagency collaboration on forest management education strategies as measured by the diversity of steering committee and workshop presenters. Increase program knowledge by forest landowners, collaborators and the general public as measured by participation and workshop numbers, publications, and presentations.
Theme 2 (Goal): [Foster DEI and Racial Dialogues work to <u>develop an inclusive and equitable society</u> (Public value) – Increase diversity, inclusiveness and cultural competency]		
Facilitate discussions within UC ANR on DEI topics and assist in the coordination of DEI work	UC ANR – Dorina Espinoza, Kit Alviz, John Fox, Katie Panarella; DEI Alliance	DEI Alliance, Learning Subcommittee and Policy Subcommittee membership; assist in the review and revision of ANR policies and the Anti-racism Resources Page; and review of upcoming ANR-wide DEI learning activities. All efforts aimed at raising awareness of DEI work at ANR, promoting inclusiveness among ANR employees, and providing guidance on revisions of policy with an eye toward social justice and cultural competency. Measured in part by upcoming UC ANR At Work Survey results.
Conduct workshops based on Racial Dialogues curriculum	Kit Alviz and Dorina Espinoza	Increase understanding of foundational issues and language related to race; participate in racial dialogues to increase discussion, understanding and

		inclusiveness; identify and assess personal, institutional and community assets and deficits for future DEI work. Impacts measured by workshop evaluations, increase in DEI Alliance membership, and upcoming UC ANR At Work Survey results.
General/Other		
Increased knowledge on forestry, forest ecology, adult education and DEI subjects; networking to increase workshop reach		Increase relevancy of curriculum content and delivery; increase in participant numbers and diversity.

Part 2. Anticipated Barriers or Obstacles in Accomplishing Your Goals and Objectives

Content/information management – Due to COVID restrictions and the change in the original workshop format to an online format, there is a greater need to adapt information to a more user-friendly experience. Additionally, we have used a flipped classroom method where participants review materials ahead of the workshop session and come prepared for Q&A and discussion. Currently, much of our materials are in powerpoint formats, which are not engaging when not delivered in-person or live on zoom. There is a need to adapt this information to more engaging methods, such as videos, or to streamline the information into handouts that are easier to interpret. Time and funding could be barriers to getting this work completed before my contract ends.

Collaborations - The DEI and Racial Dialogues work requires collaboration from others in which this is not their primary assignment. Challenges include scheduling times to meet and curriculum development.

Part 3. Support from Supervisor(s)

Weekly scheduled check-in calls would be helpful to help prioritize tasks and talk out issues.

Signatures

Academic	Date 02/01/2021
Supervisor	Date