

Town Hall

2-3 pm, April 2022

Chat Warm Up
Learning about each other

Who is (one of) your favorite singers or bands or style of music?

Agenda

Welcome

Leadership Update

Stories from the Field

Strategic Element

Wellness break

Around UC ANR: Other updates

Close



Why this Meeting?

(It's for all of us)

Objectives: To Inform and Build Unity

Comments... Use "Chat"

"Panelists" or
"Everyone"

Questions... Use "Q&A"

Recordings are posted after the meeting
on the Town Hall page.

Our “Principles of Community”

Appreciate and celebrate differences and diversity.

Volunteer appreciation week!

Leadership Update

Vision & News - (10-15 mins)



Leadership update

Glenda

- **CE Specialist position release**
 - 16 positions + 5 previously
 - now on 8 of 10 UC Campuses plus at RECs and in Counties
 - 2022: Berkeley, Davis, Irvine, LA, Merced, Riverside, Santa Cruz
- **RECS - Exciting activity.**
 - New educational center construction (SCREC, DREC, soon LREC), new location update for Hansen
- **Spring 2023 “All UC ANR” conference**
 - Starting to plan; Celebrate our new hires and see everyone live!

Stories from the Field

What is it worth to
protect city trees
from new pests
and diseases?



Karen
Jetter



@iamchang from unsplash.com

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

What is it worth to protect city trees from new pests and diseases?

By

Karen M. Jetter, Allan Hollander,
Beatrix Nobua-Behrman, Natalie
Love, Shannon Lynch, Erika
Teach, Natalie Van Dorne, John
Kabashima and James Thorne

UC ANR Town hall

April 21, 2022



Photo credit: Beatrix Nobua-Behrman



Background

- ❖ The entry of exotic pests into a new area can have large economic consequences when the natural enemies that keep it managed in its native environment are missing in the new area.
 - ❖ Early detection and treatment is crucial to keeping costs of new invaders low.
- 

Invasive Shot Hole Borer

In 2003, ISHB were first identified in Southern California.



Invasive Shot Hole Borer

Shot hole borers eat through the wood, creating galleries.



Photo credit: Beatrix Nobua-Behrmann

Invasive Shot Hole Borer

Heavily infested sycamore tree.



Photo credit: Beatrix Nobua-Behrmann

Invasive Shot Hole Borer

In 2012, it was discovered that ISHB feeding transmits a fungi that causes Fusarium Dieback, a disease that causes tree death.

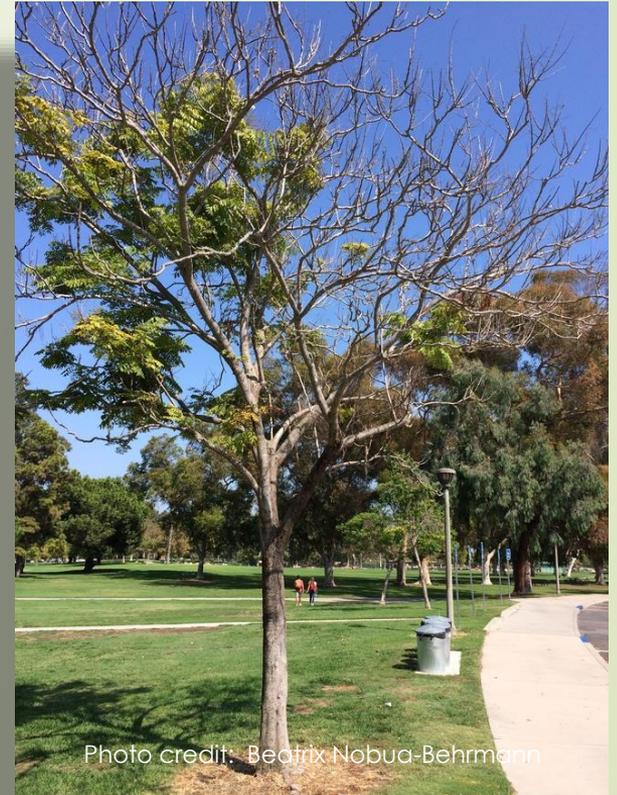


Photo credit: Beatrix Nobua-Behmann

Background

- ❖ This study estimated the costs and benefits of alternative programs to monitor and manage ISHB.
- ❖ Evaluated costs based on different levels of tree death of susceptible species due to the spread of ISHB.
 - ❖ Tree death rates varied by 10% increments from 10% to 70%
 - ❖ Costs include tree removals, lost ecosystem services, lost aesthetic values of landscape trees and replanting costs.
- ❖ Evaluate 2 monitoring programs
 - ❖ \$400,000 a year
 - ❖ \$500,000 a year
- ❖ Preliminary analysis of only Orange and Ventura Counties

Results – Orange County

Percent change in the rate of tree death	Benefits per percent change in US millions	Monitoring Costs in US millions		Rate of Return	
		\$400,000/year	\$500,000/year	\$400,000/year	\$500,000/year
10%	156	3.09	3.86	50.45	40.36
20%	312	3.09	3.86	100.89	80.72
30%	467	3.09	3.86	151.34	121.07
40%	623	3.09	3.86	201.79	161.43
50%	779	3.09	3.86	252.24	201.79
60%	935	3.09	3.86	302.68	242.15

Results – Ventura County

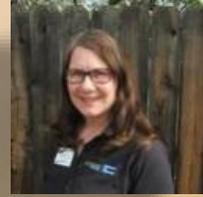
Percent change in the rate of tree death	Benefits per percent change in US millions	Monitoring Costs in US millions		Rate of Return	
		\$400,000/year	\$500,000/year	\$400,000/year	\$500,000/year
10%	96	3.09	3.86	31.21	24.96
20%	193	3.09	3.86	62.41	49.93
30%	289	3.09	3.86	93.62	74.89
40%	386	3.09	3.86	124.82	99.86
50%	482	3.09	3.86	156.03	124.82
60%	578	3.09	3.86	187.23	149.79

Main take away

For all changes in the rates of tree death of susceptible species the benefits of a monitoring program are greater than the costs.

Stories from the Field

CFHL Success



Lori Coker



@iamchang from unsplash.com

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

Our “Public Value Statements”

Protecting California’s natural resources

In the Media

Leslie Roche quoted in drought story

(The Californian, Stockton Record, Desert Sun, Ventura County Star and others)



Mohammad Yaghmour quoted re: climate-resilient cherries

(Bakersfield Californian)

UCCE grazing study cited in a fire fuel story that ran in several major outlets. Glenn Nader, Zalmen Henkin, Ed Smith, Roger Ingram, and Nelmy Narvaez

**Feedback from Supporters.
People care about what we do.**

A small green seedling with four leaves growing out of a stack of coins. The seedling is positioned on the left side of the image, and the coins are stacked at its base. The background is a soft, out-of-focus grey.

“With my thanks and
gratitude to all the
fantastic LA County
MG's...you have
changed my life!”

- Susan M., West Hills, CA

In the pipeline: Giving - Emily Delk, Director of Annual Giving

UC ANR GIVING DAY: A More Inclusive Brand For Big Dig Day

Big Dig Day is now ... UC ANR Giving Day!

**SAVE-THE-
DATE**

May 19-20

Noon to Noon



Program Logos



Resources

- **“UC ANR Giving Day: Creating A More Inclusive Brand for Big Dig Day”**
Learning & Development site
- **Campaign-In-A-Box Toolkit**
Monday, April 25th
- ***The Scoop* eNews**
- **Emily Delk**
916-564-4862
eddelk@ucanr.edu





[Bekir Dönmez](#) from [unsplash.com](#)

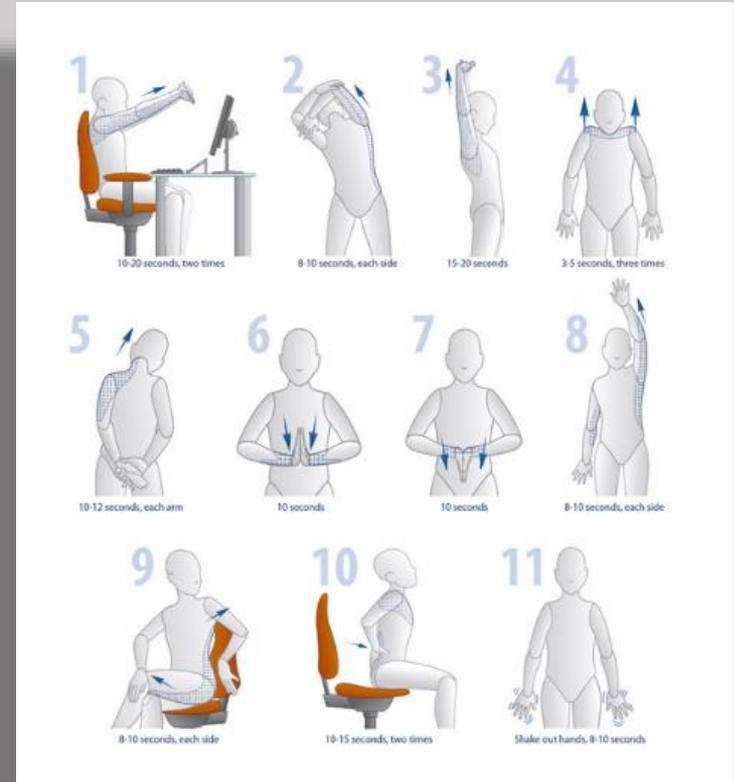
Wellness break.
Practicing what we preach.

David Ritz

Remember to stretch (David Ritz)

10, 2 and 4 stretches

<https://safetyservices.ucdavis.edu/units/occupational-health/ergonomics/office-computer/stretch>



Strategic Element

ANR@Work Survey

Tina Jordan and Bethanie
Brown



ANR@Work Survey Update

April 21,
2022

28

Your opinion matters!

- The feedback obtained from the 2020 & 2021 ANR@WorkSureys helped to facilitate positive change and improvements in multiple key areas.
- Our collective voice resulted in actions taking in the following categories.

Development Opportunities

- Approved 180 new positions, including supervisory roles and higher-level professional positions
- Implicit Bias training provided for all managers and supervisors
- Hiring Committee Best Practices training provided for search committees
- Human Resources collaborated with workgroups to develop growth opportunities

Compensation

- Coming Soon: 2022 Policy Covered Staff Market Adjustment Program
- Reinstated 4th year of Cooperative Extension equity adjustments (2021)
- Coordinated ANR Employee Recognition events

Employee and Organizational Wellness

- Increased promotion of wellness and self-care across ANR (town halls, meetings, email)
- Increased Wellness support through Weekly Wellness newsletters
- Under Recruitment Soon: Director of Workplace Inclusion & Belonging position
- Coming Soon: We will have Ombuds Services

Outreach and Listening Opportunities

- Supported the establishment of the Staff Assembly Council
- Sponsored the Diversity, Equity & Inclusion (DEI) Alliance engagement
- Established the Diversity, Equity & Inclusion (DEI) Advisory Council
- Provided support and budget for Employee Resource Groups
- Launched the ANR Customer Service Survey

Events and Activities

- Leadership engaged in monthly DEI sessions
- Supported and organized cultural monthly events
- Facilitated quarterly conversations with senior leadership
- Held ANR Strategic Plan engagement sessions
- Convened Monthly ANR Town Hall Meetings and issued ANR Update newsletters
- Continuing engagement with Staff and Academic Assembly Council

2022 Survey is coming!

- The third year for the ANR@WorkSurvey will launch in May.
- You will receive an announcement email about the survey on May 24th.
- As a reminder, the survey is intended to provide an annual opportunity for all academics and staff to give feedback about their experience working at UC ANR.
- We all have the right to work in an environment that promotes fairness, trust, respect, and physical and emotional safety and security.
- Let's keep the momentum going!



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Agricultura y Recursos Naturales

*Around UC
ANR:*

Other updates

Staff Assembly

Scott Brayton



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Agricultura y Recursos Naturales

UC ANR Moves 2022

Wednesday, May 11

9:30 a.m. – 10:30 a.m.

Start on Zoom with welcome and stretches.

Continue on Zoom or grab colleagues and take a walk at your ANR facility.



Training Corner

UNIVERSITY OF CALIFORNIA
Agriculture and Natural Resources

Learn more about UC ANR [SHARE](#) [Give](#)

ANR Learning and Development

[L&D Home](#) [Extension & Delivery](#) [Office & Team Management](#) [Building Support](#) [Gurus](#) [Contact Us](#) [More](#)



UC ANR LMS
L&D Home
Extension & Delivery
Building Support
Diversity, Equity, Inclusion, Belonging
Office & Team Management

Learning & Development Home

Welcome to your one-stop skill resource site.



Explore our [strategic learning goals](#):

- [Extension & Delivery](#)
- [Office & Team Management](#)
- [Building Support](#)
- [Diversity, Equity, and Inclusion](#)

Know ANR [Performance Standards](#)

The Learning & Development site

Your learning resource.

Webinars & so much more

Monthly WebANR and others
e.g., May 19th WebANR on Disability Management for Supervisors

Americans with Disabilities Act (ADA)

On Monday, March 12, 1990 disability rights activities descended on the US Capitol demanding the passage of the Americans with Disabilities Act (ADA) which would give equal rights to people with disabilities. The ADA was passed by the Senate then year before but was finding complications getting through the house of Representatives. Over 1,000 protesters came from 30 States to protest the Act's delay.

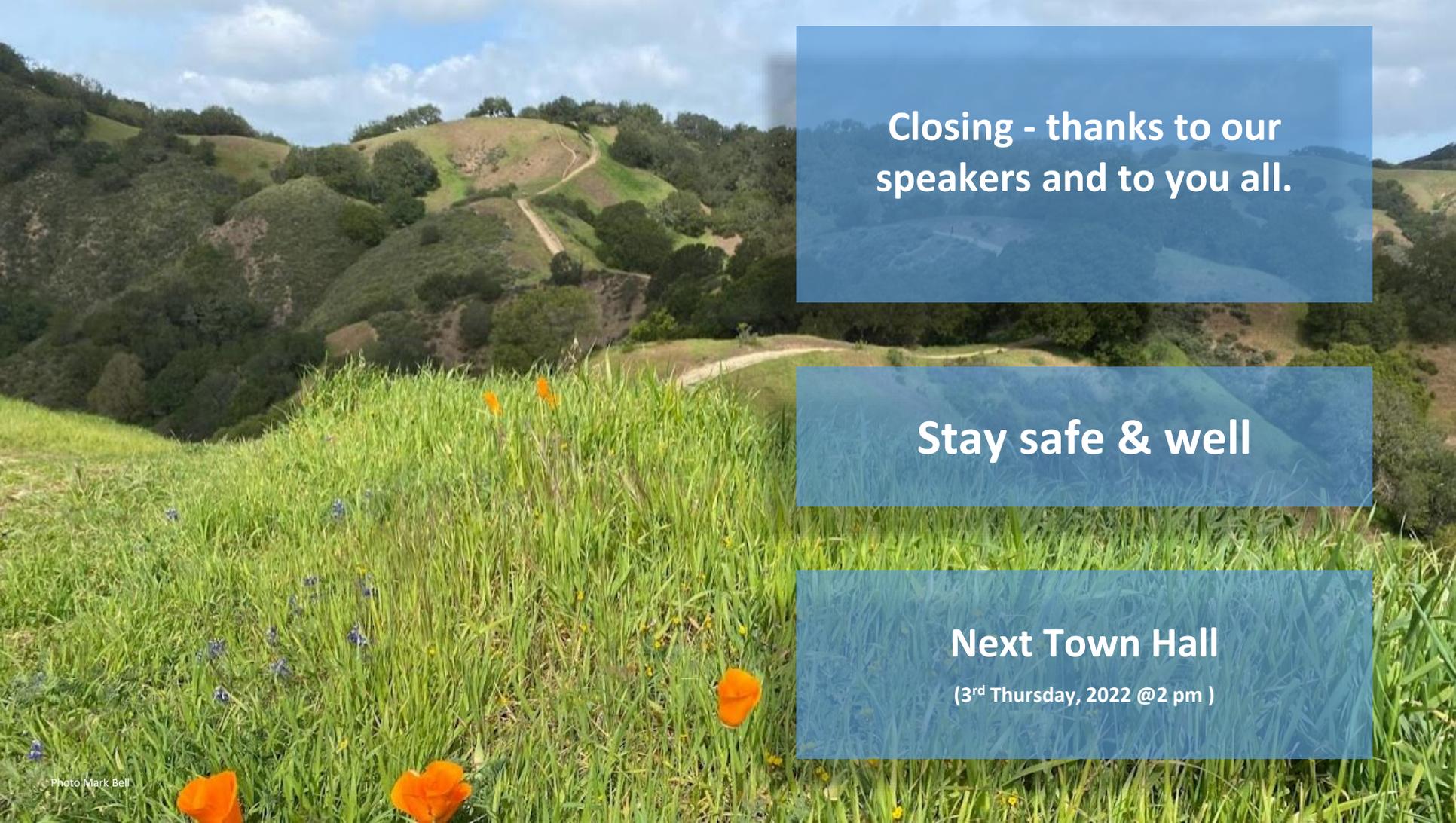


Recent Hires: Welcome to UC ANR

Send a greeting

Dianely Alba	Desert REC
Erika Armstrong	Central Sierra
Sharon Asakawa	Kearney
Caitlin Audycki	Capitol Corridor
Cameron Barreto	Cont & Grants
Daniel Cabrera	Kearney
Sanjeev Dhungana	SW Operations
Christy Duong	CE Specialist UCM
Caitlyn Fagundes	UC ANR
Kyle Farmer	Mendocino
Kevin Gonzalez	SW Operations
Kati Graff	San Diego
Jacqueline Hsieh Wojan	It Services
Soo Yun Hsieh	Imm Office Of HR
Michael Inacio	Res Planning & Man

Ellen Kamps	Marin
Sheri Mace	Master Food Preserver
Amrita Mukherjee	San Bernardino
Baleriano Nevarez	Stanislaus
Cecilia Nguyen	Ag Issues Cntr
Jordyn Perrin	Fresno Madera
Laura Quinones Neri	Capitol Corridor
Rosa Ruiz	CE Specialist UCM
Amanda Seagroves	Merced
Sarah Shroyer	SW Operations
Nina Smith	Res Planning & Man
Gian-Paolo Solari	Sonoma
William Suckow	Publishing
D'Ambra Tipton	S Foothill Rec



**Closing - thanks to our
speakers and to you all.**

Stay safe & well

Next Town Hall

(3rd Thursday, 2022 @2 pm)