

# Fall and Winter Strategic Plan Accomplishments

The UC ANR Strategic Plan was created in 2016 and refreshed in December 2020, with input from UC ANR staff and academics, UC partners, and external stakeholders. It is a living document, evolving as the needs of UC ANR and the people of California change, to improve the lives of every Californian through our research and extension work. Goals within the plan aim to enhance our research and extension mission, support employees and volunteers, promote financial resiliency and administrative excellence, and increase awareness of UC ANR's impact. Recent accomplishments that contribute to the delivery of UC ANR's mission are outlined for each of the four themes below:



Ilias Tagkopoulos, right, professor in the UC Davis Department of Computer Science and Genome Center, is the director of the new AI institute.

## CONDUCTING RELEVANT PROGRAMMING

Improving the lives of 40 million Californians requires us to constantly consider the research focus and content of programming as well as the delivery method. Adapting our message and offerings is a key part of the land grant history and continues to ensure our relevancy to clientele across the state.

## EMPLOYING TOP TALENT AND SUPPORTING VOLUNTEERS

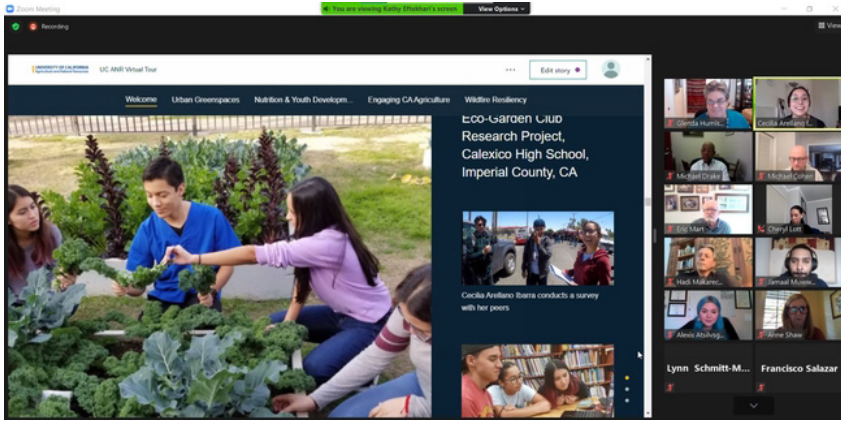
In order to be the best, we need to employ and retain the best. This encompasses recruitment of top talent and volunteers from a diverse candidate pool, and offering attractive, competitive positions and opportunity. We retain personnel by providing continuing career, leadership, volunteer, and personal growth opportunities with competitive salaries and benefits.

## CONDUCTING RELEVANT PROGRAMMING

- Two new Academic Coordinator positions focusing on land use issues are currently under recruitment. The positions were funded through a partnership between UC ANR, the Sustainable Agricultural Land Conservation Program of the Department of Conservation, and the Strategic Growth Council.
- With a \$20 million award from the National Science Foundation and several federal agencies, UC ANR is collaborating with UC Davis and others to create a new artificial intelligence institute for next-generation food systems.
- A partnership between the Berkeley Food Institute, 11th Hour, and UC ANR funded a new Project Scientist position in Food Systems Economic Development. The position is under recruitment.
- Development work on the Integrated Web Project is underway. Drupal and Microsoft Dynamics platforms were selected, metadata frameworks are nearing completion, and content for first phase pilot migration has been identified. Proof of concept was shared with UC ANR staff and academics and input is ongoing through a steering committee and a dedicated feedback email address.

## EMPLOYING TOP TALENT AND SUPPORTING VOLUNTEERS

- A newly formed Diversity, Equity, and Inclusion (DEI) Advisory Council for UC ANR will support DEI efforts.
- UC ANR is partnering with the UC Davis Harassment and Discrimination Assistance Prevention Program to support UC ANR's commitment to a harassment-free and discrimination-free work environment.
- To help ensure that everyone is counted, the 4-H Youth Development Program participated in a statewide peer education campaign to increase rural participation in the 2020 Census.
- The "Racial Equity in the Garden" statewide presentation shared racial equity resources with UC Master Gardener (MG) and UC Food Preserver Program communities and encouraged volunteers to invest in racial equity training.
- UC ANR evaluated volunteer selection practices through the lens of diversity, equity and inclusion and provided related training to County Directors and the UC MG community.
- The UC MG Program is piloting a new process for collecting All Reasonable Effort activities to reduce workload for Advisors and County Directors and improve reporting consistency.



President Drake and UC Regents participated in a virtual tour of UC ANR on December 2, 2020.

### INCREASING RESOURCES FOR PROGRAMMING

State and federal support for the Agriculture Experiment Station and Cooperative Extension decrease while the costs of conducting research and Extension increase. The strategic plan operationalizes efforts to increase funding through partnerships, donations, and grantsmanship.

### ENHANCING RESEARCH AND EXTENSION FACILITIES

Cutting edge research and Extension requires well maintained facilities that reflect current technology standards. Updating facilities to address deferred maintenance is key to continued success.



Governor Newsom included funding for UC ANR fire advisors in his proposed FY 2021-22 budget.

### INCREASING RESOURCES FOR PROGRAMMING

- Over \$196,000 was raised for UC ANR programs on GivingTuesday- a 49% increase over the \$130,000 raised during 2019 GivingTuesday.
- The 2020 GivingTuesday total breaks records for previous giving-day campaigns. UC ANR received 854 gifts from 736 donors this year; in 2019, 494 donors gave 580 gifts, a 49% increase in individual donors and a 47% increase in gifts.
- The Citrus and Avocado Endowment was established with an initial gift of \$109,000 from a generous donor to support research and extension activities to advance and protect citrus and avocado crops in California. In addition, the donor pledged ongoing support to the endowment through a future estate gift.
- Three new endowments benefitting 4-H were established, thanks to over \$260,000 in gifts since August: The Napa 4-H Legacy Endowment, the Merced Forever 4-H Endowment, and the San Benito Forever 4-H Endowment.
- Governor Newsom’s January budget proposed \$2 million in one-time General Fund support to fund UC ANR fire advisors. Proposed one-time funding for UC Cooperative Extension to contract with CDFA to help small-scale and underserved farmers with business planning, navigating regulatory compliance, and accessing funding was included in the Governor’s plan, as was ongoing funding for CDFA to expand CSU and UC research and extension capacity for IPM through cooperative agreements.
- UC President Drake and several UC Regents and State Legislators participated in a virtual tour of UC ANR. Participants were impressed by the impact of UC ANR’s research on globally important issues such as wildfire, climate, and carbon soil sequestration, as well as UC ANR’s programmatic reach in rural and urban communities across California.

### ENHANCING RESEARCH AND EXTENSION FACILITIES

- As previously reported, \$30.6M has been approved for capital projects. An update on the status of these projects follows:
  - At the Desert REC, construction is underway to replace the roof and upgrade the HVAC system for Building 201.
  - The Citrus Under Protection Screenhouse (CUPS) project at the Lindcove REC, which uses anti-psyllid mesh to prevent pest intrusion, was completed in December 2020.
  - At Elkus Ranch the drinking water system was upgraded and construction of a compost bunker will be completed in February 2021.