

## ADVISOR ANNUAL EVALUATION

**NOTE:** To be completed ONLY if you are NOT writing a Program Review and seeking salary advancement during the next cycle (effective 7/07)

Instructions: *Section A is an instructive list and brief narrative that is intended to be 5-8 pages in length. The current position description should be uploaded in the general academic review website. Section B should be a brief description of goals and a general self-assessment. Section C will be filled out by the County Director after the formal annual evaluation.*

Name: Scott Oneto

Title: Farm Advisor / County Director

County: Tuolumne County

**SECTION A.**

**General Performance and Accomplishments: January 2006 to December 2006**

I. Statement of assignment

- *In addition to your current position description (upload on the general website), describe changes in responsibilities.*

As a new appointment (Sept 8<sup>th</sup>, 2006), I have spent the last four months learning about Tuolumne County, the needs in the area of natural resources and production agriculture. Currently, no changes in responsibilities have been identified.

- *Indicate your DANRIS-X Programmatic Assignment of FTE (example table format below)*

Administration		% FTE
County Director		25%
ANR Issue	Knowledge Area	% FTE
Invasive Species	KA 216 Integrated Pest Management Systems	15%
	KA 213 Weeds Affecting Plants	
Sustainability and Viability of Agriculture	KA 205 Plant Management Systems	25%
	KA 307 Animal Management Systems	
	KA 601 Economics of Agricultural Production and Farm Management	
Sustainable Use of Natural Resources	KA 121 Management of Range Resources	25%
	KA 123 Management and Sustainability of Forest Resources	
Land Use	KA 131 Alternative Uses of Land	5%
Wildland Fire	KA 122 Management and Control of Forest and Range Fires	5%

## II. Research and Extending knowledge

- *Indicate the major themes or goals of your program.*

### **Agriculture**

- Agricultural Marketing
  - Alternative marketing strategies including agritourism and nature tourism are used to maintain the economic viability for many small family farms and ranches.
- Agricultural Production
  - Steep slopes and shallow often poor soils pose a number of challenges for commercial agriculture production. Using educational resources and other UC experts, identify commodities and cropping systems that would be successful in the area.
- Agricultural Sustainability
  - The foothills are experiencing an ever increasing number of small farms, many of which are new to agriculture. To assist in their endeavor, a resource manual and short course will be developed that is specific to farming in the foothills.
- Home Horticulture
  - Gardening and home horticulture is the largest pastime activity in the U.S. and the need for research based information continues to rise. Master Gardeners fill an educational and outreach gap that Advisors cannot. The development of a demonstration garden will provide Master Gardeners with a learning center to provide hands-on teaching to clientele.

### **Natural Resources**

- Grazing Management
  - Improved range management techniques and better appraisals of range conditions for production of livestock forage needs to be addressed. In addition, a number of ranchers in Tuolumne County have grazing leases on public lands. These practices can be controversial and require the Advisor to help mediate or to provide educational resources.
- Oak Woodland Management
  - The passage of SB 1334 in 2005 has put pressure on counties to comply with oak woodland conservation. The Advisor has been the educational resource for providing input into the development of the Oak Woodland Management Plan.
- Fuel Reduction
  - Tuolumne County is seeing a number of housing developments occur between 1500 and 4000 feet in elevation. This region is notorious for having highly flammable brush and small trees that create potential for catastrophic wildfires. The Advisor collaborates with local fire safe councils and government agencies to identify resources clientele can use to reduce fuels and prevent wildfires.
- Invasive Plant Management
  - Invasive species are a concern in many different ecosystems both terrestrial and aquatic. The Advisor works with public agencies, private organizations, homeowner groups, and individual clientele to provide educational materials on the prevention and control of these species.

- Land Use
  - Residential development can impact the rural character of the foothills and the viability of agriculture. Working with local officials, citizen groups, UC experts, and clientele the Advisor provides recommendations and educational resources for development strategies.
- *List your accomplishments and impacts in:*
  - *extending knowledge*

Too early to identify impacts.

- *research and creative activity*
- *If you hold an administrative assignment, list your accomplishments as a manager in this section.*

Over the past four months, the administrative portion of my assignment has taken a large proportion of my time. Over the past 5 years, the Tuolumne County extension office has experienced a large turnover in staff with frequent changes in office managers, clerical support, master gardener coordinator, FSNEP coordinator, and county director/farm advisor. The office manager retired just after a month of me being on board leaving a large void in the front office. To capture salary savings, the county agreed to leave that position vacant until January 2007. To help fill that void we took the only clerical support left in the office, a 0.5 FTE clerical support for the 4-H program and moved her into the office manager role. As a new employee herself, both of us worked diligently to ensure the correct policies and procedures were being met at both the County and University levels. At the same time, we were recruiting for a Nutrition, Family and Consumer Science Advisor. This position will fill some critical gaps in our programs and be a huge asset to Tuolumne and Mariposa Counties. Unfortunately, it resulted in a failed search and will reopen in early 2007. In January 2007, I will work diligently to fill the office manager position.

In addition, over the past four months I have been working closely with staff to become more familiar with their programs and to get a better understanding of their needs. By understanding their individual needs I can supply them with the resources needed to better our programs. In many cases it is the small things that can really benefit a program and make that program more effective. My experience has shown that a happy staff is a productive staff.

- *If you conducted multi-state extension activities and/or collaborative work with AES faculty, list all collaborators including their institutions, and estimated FTE you expended in this activity. For these activities, include impacts.*
- *Indicate any affirmative action implications of your research or creative activity. Include affirmative action efforts made in structuring your program and reaching clientele.*

### III. Professional Competence and Activity

- *Identify active memberships in disciplinary societies or professional associations.*
  - Society of Range Management, Member
  - California Invasive Plant Council, Member
  - California Weed Science Society, Member
  - Western Society of Weed Science, Member
  
- *List activities you have undertaken to improve your professional competence.*
  - California Master Gardener Statewide Conference
  - The Sixth California Oak Symposium
  - Soil Survey of Tuolumne County Field Tour
  - ANR Safety Training
  
- *List awards, honors or recognitions and grants received.*

### IV. University and Public Service

- *List university and public service activities (County, Regional, State, National).*
  - University of California Master Gardener Statewide Steering Committee
  - Academic Assembly Council - North Coast and Mountain Region - Sub Region 2
  - University of California DANR NCMR County Director Team
  - Amador Land Trust, Board of Director; Treasurer
  - Amador Fire Safe Council, Board of Director
  - Farms of Tuolumne County, Advisor to Board of Directors
  - Tuolumne County Farm Bureau, Advisor to Board of Directors
  - Tuolumne County Resource Conservation District, Advisor to Board of Directors
  - Member of the following Workgroups:
    - Agriculture and Nature Tourism
    - Animal Agriculture Coordinating Conference
    - Beef Safety and Quality Assurance
    - Forest Ecosystems and Communities
    - Natural Resources Coordinating Conference
    - Urban Horticulture
    - Plant Sciences Continuing Conference
    - Rangeland Watershed Workgroup

### V. Affirmative Action

- *Copy of information from CASA report (FY 2005-2006 data and a list of outreach efforts)*  
*[note: for county directors, document leadership role in county in affirmative action]*

Not Applicable

### VI. Grant Summary List (optional)

Title	Collaborators	Funding Source	Duration	Amount

VII. Bibliography (use the following key)

- A = Peer reviewed scholarly journal
- B = Other peer reviewed articles, publications
- C = Technical reports and articles
- D = Popular articles, newsletter stories, *UC Delivers*
- E = Abstracts

**Section B. General Goals and Self-Assessment**

*This section is your opportunity to evaluate your accomplishments and formulate goals for the next program year. It will be reviewed by your County Director and your Regional Director only.*

**Advisor Review:**

1. Self-assessment of program.

The first four months of my assignment have been hectic. For the first two months, I was split between two counties, providing support for Amador County until my previous position as a Natural Resources Program Representative was filled and my new assignment as County Director and Farm Advisor for Tuolumne County. In November my previous position was filled and I spent a few days training the new hire. Also during this time I completed a 4 week forest stewardship workshop in Amador County. I was then allowed to focus on my new assignment. This time has been spent getting to know public officials, county organizations such as farm bureau, the new Resource Conservation District, Fire Safe Councils, and others. I also spent time meeting with collaborators on prior projects with the previous Advisor.

The administrative portion of my assignment has taken a bit more of my time; however this time has been critical in learning the policies and procedures of the County and University. Without an experienced office manager on staff, I have taken it upon myself to learn the day to day management of the office with the office manager. This cross training is extremely important in an office where a single person is in charge of the operation of the office.

2. List any barriers or obstacles in accomplishing your program goals.

No barriers or obstacles have been identified at this time.

### 3. Goals for coming year: January 2007 – December 2007

- *List work/projects you intend to accomplish in the coming year and anticipated impacts.*

Over the next year I will focus on further defining my clientele and their needs. I also have a number of workshops, and short courses that I will be offering. The first is a weed control workshop that will be held in two locations, Calaveras and Tuolumne Counties. This workshop will be held in February and discuss the latest research in controlling some of the more troublesome and most widespread weeds. By providing landowners and land managers with the latest research in control options, it is expected that the number of infested acres will decrease. The second will be a 3-4 week short course on forest stewardship for private landowners. This short course will address forest health, pests and diseases, fuel reduction and timber management. I will also have a workshop on roads. Roads are one of the worst environmental impacts landowners can do on their property. By teaching the correct techniques in road construction, design and maintenance, many environmental impacts including soil erosion and soil degradation will be decreased. Another workshop planned for 2007 is pond management. This workshop will address pond construction, pond management and maintenance, fish ecology, and aquatic weed control. New pond construction is on the rise in the foothill counties and there are even a higher number of new pond owners. Teaching the proper management techniques will not only result in healthier ponds with fewer management problems, but also have a direct correlation with human health by teaching how to control vectors that transmit animal pathogens.

#### Projects for the coming year:

- Forage Production Study. Currently, there are no accurate numbers for estimating forage quantities in Tuolumne Counties. Working with neighboring advisors, 2 or 3 plots will be setup to monitor forage production over the next 10-15 years. This data will be critical for qualifying farmers for future subsidies.
  - Land Use Study: Using an existing photo and vegetation data set from the 1920's and 30's we will examine land use changes over the Sierra Nevada Foothills. This data will be used to show trends in land use and changes in vegetation types over the past 80 years
  - Determine the efficacy of a new herbicide, Milestone on some hard to control weeds. Currently, there are no adequate control strategies for controlling or suppressing tarweed. Tarweed is a native plant that can often invade rangelands and lower the forage quality. By developing a cost effective control strategy, ranchers and land managers will be able to increase forage yields and carrying capacity.
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- *What needs to be accomplished to advance in Step or Title?*
  - *Indicate any multi-state extension activities and/or collaborative work with AES faculty, listing all collaborators including their institutions, and estimated FTE you plan to expend in this activity. For these activities, include anticipated impacts.*

Over the next two years, a group of Advisors including myself will be collaborating with Dr. Joseph DiTomaso to write an ANR publication on weed control strategies for non

crop weeds. There are currently no publications that address control strategies for the hundreds of non crop weeds land managers deal with. This book will cover all known control recommendations including mechanical, physical, cultural, biological and chemical control for over 300 species.

#### 4. Relationships

- *Assess the effectiveness of your relationships with ANR colleagues, supervisees, administrators and external clientele.*

I am making it a priority to develop strong relationships with county officials and county administrators. The county just hired a new CAO and I have met with him on a couple of occasions to discuss UCCE's roles and responsibilities. I will work to continue a strong dialog and open communication. I have a strong tie to many ANR colleagues including program representatives, advisors, specialists and faculty. In the coming year I hope to further strengthen partnerships with UC ANR colleagues, local agencies, organizations, and clientele.

#### 5. Accountability

- *Assess your record in providing reports and other measures of accomplishment, complying with University policies, contributing your share to "carrying the load" in office and team activities.*

I am in the process of updating a brochure that outlines our county programs, goals and objectives. The brochure will be valuable in outlining our programs and services. I am also going to put together an annual report that will be shared with public officials, clientele and other stakeholders.