

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: John M. Harper

Title: Mendocino County Director, Livestock & Natural Resources Advisor

County: Mendocino

SECTION A.

General Performance and Accomplishments: January 2006 to December 2006

I. Statement of assignment

- On November 1, 2006 I was asked to assume the Mendocino County Director position by Regional Director Kim Rodrigues.
- DANRIS-X Programmatic Assignment of FTE

<i>ANR Issue</i>	<i>Knowledge Area</i>	<i>% FTE</i>
Invasive Species	Management of Range Resources	25
Sustainable Use of Natural Resources	Management of Range Resources	15
	Natural Resource and Environmental Economics	05
Water Quality	Watershed Protection and Management	20
Water Supply and Allocation	Conservation and Efficient Use of Water	15
Sustainability and Viability of Agriculture	Animal Management Systems	15
	Economics of Agricultural Production and Farm Management	05
Total % FTE		100

II. Research and Extending Knowledge

- *Indicate the major themes or goals of your program.*
 - Invasive Species – 2 projects
 - Grazing Strategies to Control Medusahead in California
 - Vines & Ovines – Using sheep to manage vineyard floor weeds
 - Sustainable Use of Natural Resources – 3 projects
 - Ecological Site Descriptions of Oak Woodland Rangeland
 - TEV Project a.k.a Assessing the Non-Market Values of California Ranches
 - Residual Dry Matter Monitoring DVD

II. Research and Extending Knowledge, major themes or goals (continued)

Sustainability and Viability of Agriculture – 6 projects

Vines & Ovines

Organic Beef Budget – Niche Marketing

National Animal ID

Pears as an Alternative Feed

Meat & Brush Control Goat Budget

Regional Meat Processing Needs Assessment

Water Quality – 5 projects

Sediment Inventory & Monitoring DVD

Riparian Revegetation Study

Long-term Stream Temperature Study

Long-term Watershed Study

Assisting Ranchers with Regulatory Compliance

Water Supply and Allocation – 1 project

Russian River Ag. Water Demand and Irrigation Technology Assessment

- *List your accomplishments and impacts in:*

- *Extending knowledge*

- **Animal ID meeting**

More than 60 producers attended the pilot workshop, organized for livestock producers in Lake and Mendocino counties. At the workshop, almost half the participants registered their ranches for a premise ID. Many of these Lake and Mendocino cattle producers are now participating fully in the animal ID program (which includes tagging their cattle with individual electronic ear tags as they leave their ranches) and are receiving a price incentive from 101 Auction, where they market their cattle. The price incentive, which varies based on cattle class, ranges from 5 to 7 cents per pound. For a 600-pound animal, producers would receive an incentive between \$30 and \$42. Since the tags cost just \$2 to \$3 each, the incentive represents a significant profit gain for ranchers.

- **Organic Beef Budget – Niche Marketing**

Over 160 producers attended the 2006 Niche Meat Market Conference. These producers received copies of the publication I researched and co-authored on Organic Beef Budgets. Based on the budget, producers have the potential of increasing their revenues.

- **Sediment Inventory & Monitoring DVD**

With David Lewis and Communication Services we created an instructional DVD based on our previous 8000 series publication. This DVD teaches the methods most landowners need in order to comply with California's water quality regulations with regard to the non point source pollutant sediment.

- **Pears as an Alternative Feed publication**

In response to the lack of pear harvesting crews and huge volume of unharvested pears in 2006 I wrote a publication advising livestock producers on using this wasted product for feed. Three livestock producers used this salvage feed and significantly reduced their feed costs. I have submitted this as a statewide peer reviewed 7000 series publication.

- *Research and Creative Activity*
 - **Vines & Ovines Research Project**
During this year, our team successfully averted sheep from eating grape vines. We have presented initial results at the California State Wool Growers Meeting in Santa Rosa. Several vineyard owners and sheep producers are extremely interested in this project as it provides great quality feed and lowers the total use of mechanical and chemical control on the vineyard floor. The experimental phase will be completed in 2007.
 - **Assisting Ranchers with Regulatory Compliance**
In 2006, I developed templates for the Garcia landowners to use to write Site Specific Management Plans (SSMP) and Erosion Control Plans (ECP). The first of these were approved by the Regional Water Quality Control Board in 2006. I also co-authored ANR Publication 8203 State and Federal Approach to Control of Nonpoint Sources of Pollution. This publication summarizes the recent regulatory changes that landowners need to know.
 - **Meat & Brush Control Goat Budget**
The recent trend in meat goat production and using goats for brush control spurred the collaborative efforts with fellow livestock advisors to develop a statewide budget. These budgets will assist producers and financial entities in evaluating the profitability of these new ventures. The publication will be completed in 2007.
 - **Grazing Strategies to Control Medusahead in California**
Two sites were selected: one in Lake County and the other in Mendocino County. Weekly sampling of Medusahead began in 2006. The goal for this sampling was to determine phenological stages for development of a model to be used to determine optimum grazing time to control Medusahead. Studies will continue in 2007 and will include grazing treatments and supplement placement treatments
 - **Ecological Site Descriptions of Oak Woodland Rangeland**
Data is being summarized and State and Transition Models are being developed. A rough draft for one Hopland site description has been written.
 - **Assessing the Non-Market Values of California Ranches**
A cooperator in Potter Valley was identified and monthly economic surveys were prepared. This project will continue in 2007 with monthly data collection.
 - **Residual Dry Matter Monitoring DVD**
UCCE RREA Mini-Grant was prepared. Grant was awarded in October 2006. Draft script will be written in 2007.
 - **Riparian Revegetation Study**
Data summarized and draft report will be written in January 2007. Results document significant improvement in both riparian vegetation and aquatic habitat metrics as the age of revegetation project sites increased. Results also showed unintended outcomes, such as increases in invasive plant species. Generally, direct planting of the slower growing tree species significantly increases their abundance.

- **Russian River Ag. Water Demand and Irrigation Technology Assessment**

Phase I completed which identified irrigated agricultural acreage by crop through interpretation of aerial photos. These acreages were mapped using GIS and water use was calculated. Contract was amended and we received additional funding for Phase II of this research to be completed by 2008.

- *If you hold an administrative assignment, list your accomplishments as a manager in this section.*
 - **Reinitiated Building Fund Raising – Received \$7,600 from supporters**
- *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.*

Activity	Collaborators	Institution	Estimated FTE	Impacts
Oak Woodland Experimental Watershed Research Project	Ken Tate David Lewis Barbara Allen-Diaz Randy Dahlgren Rob Atwill	UCD UCCE UCB AES UCD AES UCD Vet Med	10	BMPs developed for watershed
Grazing Strategies to Control Medusahead in California Research Project	Emilio Laca Mel George Many Advisors	UCD AES UCD UCCE	10	None yet
Residual Dry Matter Monitoring – The DVD Project	Bill Frost Jim Bartolome Mel George	UCCE UCB AES UCD	5	None yet
Precision Grazing Research Project	Emilio Laca Mel George Many Advisors	UCD AES UCD UCCE	10	None yet
Web-based Introduction to Rangeland Management Project	Mel George Stephanie Larson Ken Fulgham	UCD UCCE CSU Humboldt	5	None yet
Assessing the Non-Market Values of California Ranches Project	Lynn Huntsinger Many Advisors	UCB AES UCCE	15	None yet
Vines and Ovines Project	Morgan Doran Emilio Laca Mel George Stephanie Larson Glenn McGourty Roger Ingram Ed Webber	UCCE UCD AES UCD UCCE UCCE UCCE UCCE	5	None yet
Total Estimated FTE			60	

- *Indicate any affirmative action implications of your research or creative activity. Include affirmative action efforts made in structuring your program and reaching clientele.*
 - The Sediment Inventory and Monitoring DVD is especially useful for clientele that have reading difficulties.
 - A female rancher was chosen for the T.E.V. Project.

III. Professional Competence and Activity

- *Active memberships in disciplinary societies or professional associations.*
 - Society for Range Management (SRM) – member, 1982 to present. The Society for Range Management is an international society for range management professionals.
 - California-Pacific Section SRM – member, 1982 to present. Webmaster, 1997 to present. President–Elect, 2006-2007.
 - American Society of Animal Science (ASAS) – member, 1982 to present. The American Society of Animal Science is an international society of animal science professionals.
- *Activities undertaken to improve professional competence.*
 - 1/18/2006 – Ad Hoc Review Chair training
 - 2/12–17/2006 – Society for Range Management (SRM), Vancouver, Canada
 - 3/13–15/2006 – 2006 Natural Resources Continuing Conference
 - 3/20–23/2006 – Niche Meat Conference, Chico, CA
 - 4/25/2006 – Animal Care & Use 101 training, web-based
 - 5/31/2006 – GPS/GIS training, UCB
 - 6/27–29/2006 – CalPac Section SRM Summer Meeting, San Jose, CA
 - 8/12/2006 – California Wool Growers Convention, Santa Rosa, CA
 - 9/18–19/2006 – 2nd AES-CE Animal Agriculture Conference, UCD
 - 10/03/2006 – DANRIS–X Report Pilot Testing training, Ukiah, CA
 - 10/9–12/2006 – 6th California Oak Symposium, Santa Rosa, CA
 - 10/9/2006 – Best Kept Secrets for Personal & Team Productivity, web-seminar
 - 11/1–5/2006 – CalPac Section SRM Fall Meeting, Catalina Island, CA
 - 11/15/2006 – California Cattlemen’s Fall Meeting, Sacramento
 - 11/15/2006 – ANR Livestock Workgroup Meeting, Sacramento
 - 11/20/2006 – ANR Web Builder training, UCD
 - 12/10–13/2006 – Rangeland Watershed Program Workgroup Meeting, UCD
- *Awards, honors or recognitions and grants received.*
 - 2006 Outstanding Teamwork Distinguished Service Award
 - President-Elect, Cal-Pac Section Society for Range Management
 - UC RREA Mini-Grant Project – Residual Dry Matter Monitoring – The DVD
 - Mendocino County Water Agency Grant – Ag. Water Demand & Technology Needs Assessment.

IV. University and Public Service

- 2006 ANR Core Issue Grant Review Committee, Member
- 2006 Ad Hoc Review Committee, Chair
- Vision for Extension in the Future a.k.a. Technology Tools Committee, Member
- Mendocino County Farm Bureau Water Committee, Member
- Mendocino & Lake Counties Wool Growers Board of Directors, Secretary
- Mendocino & Lake Counties Cattlemen’s Association, Board Member
- Mendocino County Ukiah Valley Area Plan – Ag. Lands Committee, Member
- DANRIS–X Report Pilot Testing Committee, Member
- Mendocino County Public Resources Committee, Member
- Inland Mendocino Cooperative Weed Management Area Committee, Member

V. Affirmative Action

- 2005-2006 CASA Contacts Report

Agriculture/Natural Resources									
Owners/managers of range livestock operations									
Description	White	Black	American Indian	Hispanic	Asian	Male	Female	Total	Source
John Harper	601	6	28	44	17	316	380	696	OTHR
Actual Total	601	6	28	44	17	316	380	696	Individual
Actual Percentage	86.35%	0.86%	4.02%	6.32%	2.44%	45.40%	54.60%	100.00%	The baseline data source was from my predecessor's original livestock mailing list which was updated from mailing lists from local farm bureau, cattlemen's association and wool growers' association.
Potential	751	1	5	2	3	675	87	762	
Potential Percentage	98.56%	0.13%	0.66%	0.26%	0.39%	88.58%	11.42%	100.00%	
Parity Range From:	78.85%	0.10%	0.52%	0.21%	0.31%	70.87%	9.13%	80.00%	
To:	118.27%	0.16%	0.79%	0.31%	0.47%	106.30%	13.70%	120.00%	

- 8/10/2006 Sexual harassment training completed
- 12/14/2006 Ethics training completed

VI. Grant Summary List

Title	Collaborators	Sources	Duration	Amounts
Preston Trust Endowment [†]	NCMR & UCOP	Sale of Preston Trust Building	2003-present	\$900,000
Implement & Evaluate Grazing Land Practices [†]	Mel George Many Others	EQIP	2003-2007	\$15,174
Implement & Evaluate Grazing Land Practices [†]	Mel George Many Others	EQIP	2003-2007	\$1,517
Implement & Evaluate Grazing Land Practices [†]	Mel George Many Others	EQIP	2006	\$4,699
Water Resource Management in Mendocino County: Ag Water Use Inventory & Future Needs Assessment of the Mendocino County Portion of the Russian River*	David Lewis	County of Mendocino	2005-2008	\$75,000
Mendocino County Farm Advisors Building Fund*	None	Various Donors	2005-present	\$7,160
Web-based Introduction to Rangeland Management*	Mel George Stephanie Larson Ken Fulgham	UCCE RREA	2004-2006	\$4,989
Oak Woodland Experimental Watershed Research*	Ken Tate David Lewis Barbara Allen-Diaz Randy Dahlgren Rob Atwill	Private Donor – Clearlake	2005-2006	\$100,000
Stream Crossing [†]	Richard Harris & Many Others	ANR Core Issue Grant	2005-2006	\$34,998
National Animal ID Workshop [†]	Alison Van Eenennaam	CDFA	2006	\$1,000
Grazing Strategies to Control Medusahead in California [†]	Emilio Laca Mel George & Many Others	Western SARE	2006-2008	\$138,539
Residual Dry Matter Monitoring – The DVD*	Bill Frost Jim Bartolome Mel George	UCCE RREA	2006-2007	\$12,000
Precision Grazing [†]	Emilio Laca Mel George & Many Others	ANR Core Issue Grant	2007-2008	\$49,322
Assessing the Non-Market Values of California Ranches [†]	Lynn Huntsinger & Many Others	ANR Core Issue Grant	2006-2007	\$34,711
Vines and Ovines [†]	Morgan Doran Emilio Laca Mel George & Many Others	ANR Core Issue Grant	2006-2007	\$14,851
			Total	\$1,393,960

*Principal Investigator or Solicitor

[†]Collaborator

VII. Bibliography

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

Bibliography – 2006 Only

Peer Reviewed Journal Articles and Statewide Publications – A & B

1. George, M.R., S. Barry, S. Larson, N. K. McDougald, T. A. Ward, J.M. Harper, D. Dudley, R. Ingram. 2006. Comparison of Comparative Yield and Stubble Height for Estimating Herbage Standing Crop. In: Annual Rangelands. Rangeland Ecology & Management 59:438-441.
2. Gerstein, J. M., D. J. Lewis, K. Rodrigues and J. M. Harper. 2006. State and Federal Approach to Control of Nonpoint Sources of Pollution. UC-DANR Publication 8203. 7 pgs.
3. Harper, J. M., K.M. Klonsky, and P. Livingston. 2006. University of California Cooperative Extension. 2005 Sample Costs for an Organically Raised Cow-calf Beef Operation. 14pgs.
4. Harper, J. M., D. J. Lewis, K.W. Tate, and M. Poe 2006. Sediment Delivery Inventory and Monitoring: A Method for Water Quality Management in Rangeland Watersheds. UC-DANR Publication 6503D. 28 minutes.

Peer Reviewed Abstracts – E

1. Lennox, M. S., D. J. Lewis, D. Stokes, R. Jackson, J. M. Harper, B. Allen-Diaz, S. Larson, P. Northen, R. Katz, and K. W. Tate. 2006. Riparian Revegetation Outcomes on California North Coast Ranches. In: California Invasive Plant Council 15th Annual Symposium Research and Management Bridging the Gap. Rohnert Park, California. Page 28.
2. Lennox, M. S., D. J. Lewis, S. Larson, J. M. Harper, R. Katz, R. Jackson, B. Allen-Diaz, K. W. Tate, and D. Stokes. 2006. Riparian Trajectory and Revegetation Effectiveness in North Coastal California. In: Salmonid Restoration Federation's 24th Salmonid Restoration Conference. Fortuna, California. Page 116.
3. Lennox, M. S., D. J. Lewis, D. Stokes, R. Jackson, J. M. Harper, B. Allen-Diaz, S. Larson, and K. W. Tate. 2006. Quantifying Outcomes at Riparian Restoration Project Sites on Coastal Ranches. In: Salmonid Restoration Federation's 24th Salmonid Restoration Conference. Santa Barbara, California. Page 105.
4. Lennox, M. S., D. J. Lewis, K. W. Tate, R. Jackson, S. Larson, J. M. Harper, and R. Katz. 2006. Riparian Revegetation Outcomes on California North Coast Ranches. In: Sixth California Oak Symposium: Today's Challenges, Tomorrow's Opportunities. University of California Integrated Hardwood Range Management Program. Page 40.
5. Tate, K. W., R. Dahlgren, E. R. Atwill, D. J. Lewis, J.M. Harper, and B. Allen-Diaz. 2006. Grazing Impacts on Water Quality of California Oak Woodland Watersheds. In: Sixth California Oak Symposium: Today's Challenges, Tomorrow's Opportunities. University of California Integrated Hardwood Range Management Program. Page 41.

6. Harper, J. M., S. Larson, M. Doran, M. S. Lennox, M. Alonso, C. Thomsen, and M. R. George. 2006. State and Transition Models for California's North Coast Oak Woodlands. In: Sixth California Oak Symposium: Today's Challenges, Tomorrow's Opportunities. University of California Integrated Hardwood Range Management Program. Page 45.
7. Lennox, M. S., D. J. Lewis, J.M. Harper, R. Jackson, D. Stokes, and K. W. Tate. 2006. Riparian and Aquatic Habitat Trajectory on North Coast Ranches. In: California Society for Ecological Restoration 2006 Meeting, Shovels to Science: A Full Range of Restoration Practice in California.
8. Tate, K. W., D. J. Lewis, J.M. Harper, D. Lile, and D. Lancaster. 2006. Vegetation Canopy, Streamflow, and Air Temperature are Important and Interacting Factors Determining Water Temperature in Inland and Coastal Rangeland Streams. In: Society for Range Management 59th Annual Range Meeting and Trade Show: Rangelands to Rainforests. Compact Disc Proceeding. Abstract #351.
9. Harper, J. M., S. Larson, M. Doran, M. S. Lennox, M. Alonso, C. Thomsen, and M. R. George. 2006. State and Transition Models for California's North Coast Oak Woodlands. In: Society for Range Management 59th Annual Range Meeting and Trade Show: Rangelands to Rainforests. Compact Disc Proceeding. Abstract #152.

Non-peer Reviewed – C

1. Lewis, D. J., J. M. Harper, G.T. McGourty, J. Nosera and R. Sandford. 2006. Preliminary Estimate of Agricultural Water Demand. 9 pgs.
2. Harper, J. M., Pears: An Alternative Livestock Feed for Mendocino & Lake Counties, August 2006. 2 pgs.

Non-peer Reviewed – D

1. Harper, J. M. 2005-2006 Sheep & Goat Directory for Mendocino & Lake Counties. January 2006. 12 pgs.
2. Harper, J.M. Stock Tips: Food for Thought. In: Party Line Newsletter - Mendocino County 4-H. January 2006. p 4.

UC Delivers Stories (reviewed by Program Leader & UCOP editor)

1. Harper, J. M. 2006. Situational Analysis for the Mendocino County Water Agency. In: University of California Delivers, Agricultural Experiment Station and Cooperative Extension Working For Californians. 1 p.
2. Harper, J. M. 2006. Ranch Course Graduates Identify and Fix Water Pollution Problems. In: University of California Delivers, Agricultural Experiment Station and Cooperative Extension Working For Californians. 1 p.

Section B. General Goals and Self-Assessment

Advisor Review:

1. *Self-assessment of program.*

I think I'm doing a great job. I'm a team player and I'm enjoying the creativity and freedom that this career gives me. I am honored that so many young Advisors seek me out to participate in their projects. I enjoy sharing my experience with them. I've especially enjoyed the collaborations with AES faculty and CE Specialists on some really neat research projects. It keeps me learning new things.

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

So many opportunities, so little time are often obstacles. Sometimes lack of money is a problem. Occasionally, I feel that administrative reporting deadlines are a pain, especially when there is little consistency in formats. Most things don't really keep me from accomplishing what I want to do. Morale is always improved when my salary goes up.

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

- *List work/projects you intend to accomplish in the coming year and anticipated impacts.*
 - Residual Dry Matter Monitoring DVD completed
 - Continue Building Fund Raising to reach \$30,000 goal
 - Seek permanent 50% funding for 4-H Program Rep.
 - Increase County budget support to get another 50% staff person
 - Statewide 7000 series publication on feeding pears
 - Seek grant to develop web-based grazing management course
 - Continue Medusahead study and apply treatments
 - Continue Vines & Ovines study, host field day
 - Complete monthly data collection for T.E.V. study
 - Hire research assistant for Russian River Ag. Water Demand and Irrigation Technology Assessment and begin field work
 - Final report on Riparian Revegetation Study completed
 - Meat & Brush Control Goat Budget completed and published
- *What needs to be accomplished to advance in Step or Title?*
 - Finish these projects, achieve my goals and seek an acceleration
 - Have RD, Program Leader, and SAC support.
- *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.*
 - Continuation of those listed under this heading from this year
 - If the USDA grant for web-based grazing is successful there will be collaboration with AES, CSU and perhaps Oregon State University.

4. *Relationships*

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

I think I have great relationships with all of the above mentioned folks. I'm approachable. I work hard. I listen and care about people. I believe people value my integrity and that I try to do what's needed when I'm asked. I can be depended on to follow through on commitments (it may take me longer to do than others, but I will get it done).

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 understand the need for accountability and do my best to advocate the idea to my staff and colleagues. I find the UC Delivers stories are very useful at the County and State levels. As mentioned before, I like team environments and if I'm on a team or committee I believe I should participate. I complete reports to the best of my ability.