

ADVISOR ANNUAL EVALUATION – 2006

Name: Michael De Lasaux
 Title: Natural Resources Advisor
 County: Plumas & Sierra

SECTION A.

General Performance and Accomplishments: January 2006 to December 2006

I. Statement of assignment

ANR Issue	Knowledge Area	% FTE
Sustainable Use of Natural Resources	Watershed Protection and Management	10
	Management and Protection of Forest Resources	20
	Aquatic and Terrestrial Wildlife	20
Wildland Fire	Hazards to Human Health and Safety	30
	Management and Control of Forest Fires	20

As a Natural Resources Advisor for Plumas and Sierra Counties with training and expertise in forestry my assignment is to provide education and applied research to the general public, landowners and managers engaged in the management of forested land. The justification and target clientele are described in my Position Description. My assignment has not changed since 1991.

II. Research and Extending knowledge

The major goals of my program address each of the ANR issues and knowledge areas listed above. Specific projects are summarized below:

<i>Project</i>	<i>Accomplishments</i>	<i>Impacts</i>
Forestry Institute for Teachers	<ul style="list-style-type: none"> • I provided the 14th 1-week session in June • I worked with educators in Tuolumne County to initiate planning for a new session of FIT. 	<ul style="list-style-type: none"> • 25 educators received 40 hours of education in forestry. • 15 are known to have initiated or modified natural resources curriculum.
Forest landowner education	<ul style="list-style-type: none"> • Conducted outreach to all forested property owners in Plumas County. • Wrote editorial perspective on non-industrial forest land ownership issues that was carried in county newspaper. • Organized and provided 2-day workshop for non-industrial forest land owners. 	<ul style="list-style-type: none"> • 31 owners of at least 500 acres of forested property participated in 16 hours of educational presentations.

<i>Project</i>	<i>Accomplishments</i>	<i>Impacts</i>
Forest Science	<ul style="list-style-type: none"> Organized and provided forum for scientists to share research with land managers and the public 	<ul style="list-style-type: none"> 60 individuals received update on continuing science related to national forest management.
Community Wildfire Mitigation	<ul style="list-style-type: none"> Offered outreach and education to community of Mohawk Vista. Conducted survey of property owner perspectives on wildfire issues. 	<ul style="list-style-type: none"> Conducted 10 homeowner consultations. 20 property owners who own 150 acres are conducting fuel reduction as a part of community-wide program.
Wildfire Education	<ul style="list-style-type: none"> Collaborated with Feather Publishing and the Plumas County Fire Safe Council to publish 24 page educational tabloid on wildfire issues. 	<ul style="list-style-type: none"> 10,000 newspaper subscribers were exposed to wildfire issues and mitigation options.
Natural Resource Education/Wildlife	<ul style="list-style-type: none"> Secured grant with Sierra-Plumas Joint Unified School District to provide education and field experience to students. Initiated wildlife management oriented education for Loyalton High School students 	<ul style="list-style-type: none"> 3 presentations on wildlife management issues, management and technology were provided to Loyalton High School classes. 10 Loyalton High School student participated in summer work study experience that focused on wildlife and highway issues.
Maidu Traditional Ecological Knowledge	<ul style="list-style-type: none"> Began assisting Maidu with implementation of Stewardship Project on National Forest Provided GIS assistance to UC Berkeley graduate student who is mapping historic Indian allotments. 	<ul style="list-style-type: none"> Maidu marked over 200 plots as part of a cruise for forest restoration thinning. Work with UCB graduate student and faculty to explore feasibility of web-based access to original Indian allotments.

Affirmative Action implications: *The initiation of my involvement and assistance to the Maidu Cultural and Development Group constitutes a new effort to serve a traditionally underserved group.*

III. Professional Competence and Activity

- Member of the Society of American Foresters
 - Education Co-Chair
- Participated in the Natural Resources Coordinating Conference
- Presenter and participant at the Firewise Conference in Denver, CO November 3, 2006

Extension Activities

Meetings Organized or Presentations

Meeting Date	Meeting Name	Meeting Topic/Presentation	My Role	Location	No. of Attendees
3/31/06	Administrative Study Seminar	Status of research being conducted by Forest Service and UC researchers	Convener, organizer, presenter	Quincy	43
6/6/06	Black Oak Restoration Field Trip	Black oak restoration efforts of the Forest Service	Convener, organizer	Browns' Ravine	32
6/18-24/06	Forestry Institute for Teachers	Presentation topics: Democracy in Action, Watershed Management & Community Forestry	Convener, organizer, presenter	Meadow Valley, UC Forestry Camp	25
7/11/06	Fuel Reduction Educational Meeting	Community fuel reduction project planning and implementation	Convener, organizer, presenter	Mohawk Vista	15
9/19/06	Sierra County Board of Supervisors	Sierra County Wildlife Education	Presenter	Loyalton	23
9/12/06	Regional PR Training	Program Review Training	Presenter	Ontario	31
9/17/06	Regional PR Training	Program Review Training	Presenter	Kearney	35
9/25/06	Regional PR Training	Program Review Training	Presenter	Davis	25
10/7/06	Forest Landowner Workshop	Forest Landowner Education, Presentations on Tree and Plant Identification, Forest Measurements	Convener, organizer, presenter	Meadow Valley, UC Forestry Camp	29
10/14/06	Forest Landowner Workshop	Forest Landowner Education, Technology overview	Convener, organizer, presenter	Meadow Valley, UC Forestry Camp	30

IV. University and Public Service

- Board member of the Plumas County Fire Safe Council
- Board member of the Maidu Cultural and Development Group
- Member of the California Project Learning Tree Advisory Committee
- Academic Assembly Council Personnel Committee, Vice-Chair for 6 months and Chair for 6 months.
 - I collaborated in the development of the Streamlined Merit Process Pilot Project with 5 counties.
 - I developed and conducted a web-based survey of the Advisors and County Directors that participated in the Streamlined Merit Process Pilot.
 - I collaborated with each of the Regional Directors and other members of the Personnel Committee to provide Program Review Training to all 3 regions.

- I began serving on committee to plan and provide the 2008 National Convention for the Society of American Foresters to be held in Reno, NV.

V. Affirmative Action

Clientele definition: The professionals working with and owners, operators and managers of livestock, agronomic, forestry, range, watershed and wildlife operations in Plumas-Sierra Counties.

Description	White	Black	American Indian	Hispanic	Asian	Male	Female	Total
Actual Total	1053	13	66	25	6	838	325	1163
Actual Percentage	90.54%	1.12%	5.67%	2.15%	0.52%	72.06%	27.94%	100.00%
Potential	386	0	4	0	0	333	57	390
Potential Percentage	98.97%	0.00%	1.03%	0.00%	0.00%	85.38%	14.62%	100.00%
Parity Range From:	79.18%	0.00%	0.82%	0.00%	0.00%	68.31%	11.69%	80.00%
	118.77%	0.00%	1.23%	0.00%	0.00%	102.46%	17.54%	120.00%

- All of my educational outreach is conducted through the newspaper and “blanket” mailing that targets all possible clientele. For example:
 - The Mohawk Vista Community Fuel Reduction project included 2 mailings to all (~ 150) parcel owners.
 - Forest Landowner workshop outreach was developed on the basis of GIS identified forested parcels with a mailing to all Plumas County owners of forested property.

VI. Grant Summary List

Title	Collaborators	Funding Source	Duration	Amount
Wildlife Education	Sierra County Board of Supervisors, Sierra County Fish & Game Commission, Calif. Dept. of Fish & Game, Cal Trans, US Forest Service	Sierra-Plumas Joint Unified School District	2 years	\$19,000
Fuel Reduction Project Monitoring	Glenn Nader, Scott Stephens, Kevin O’hara, Calif. Fire Safe Council, Butte County Fire Safe Council, Plumas County Fire Safe Council, Bureau of Land Management	Bureau of Land Management	1 year	\$34,000
Fire Safe Community Outreach and Education	Plumas County Fire Safe Council	Plumas Corporation	1 year	\$6,000
Fuel Reduction for Forest Landowners-	Susie Kocher	RREA- 2006	1 year	\$13,429

Title	Collaborators	Funding Source	Duration	Amount
Publication				
RREA Intern	UC RREA	RREA- 2007	6 months	\$6,000
			Total	\$78,429

VII. Bibliography

Category	Publication
1. B	De Lasaux, Michael J. and Susie Kocher. <i>Fuel Reduction Guide for Sierra Nevada Forest Landowners</i> . Submitted for review as ANR publication. <i>My Role:</i> I sought and received grant funds to support technical writer. I also developed the concept and publication outline. I assembled literature and publications that would be used and referenced in the publication. I sought and received clientele review of initial drafts.
2. D	De Lasaux, Michael J. <i>Community Fuel Reduction Case Study</i> . Feather Publishing. July 2006. 4 p.
3. D	De Lasaux, Michael J. <i>Plumas County's Wildfire Protection Plan</i> . Feather Publishing. July 2006. 2 p.
4. D	De Lasaux, Michael J. <i>Regimes and Classes</i> . Feather Publishing. July 2006. 2 p.
5. D	De Lasaux, Michael J. <i>Plumas County Fire Hazard Assessment</i> . Feather Publishing. July 2006. 3 p.
6. D	De Lasaux, Michael J. <i>My Perspective: Owning Private Forest Land in the Sierra Nevada</i> . Feather Publishing. September 2006. 3 p.
7. E	Jacobson, Sandra L and Michael J. De Lasaux. <i>Sierraville (California) Highway 89 Stewardship Team: Ahead of the Curve</i> . International Conference on Ecology and Transportation http://repositories.cdlib.org/jmie/roadecco/Jacobson2005a <i>My Role:</i> I contributed the section on the value analysis and the images. I also edited the final version.

Section B. General Goals and Self-Assessment

Advisor Review:

1. Self-assessment of program.

I have an active and diverse education and applied research program that addresses many, but not all, of the natural resource issues facing property owners and land managers in Plumas and Sierra County. The diversity of the program is evidenced by the list of projects in Research and Extending Knowledge Section.

I have been engaged in many of these programs for several years. For example I have been an integral collaborator in the Forestry Institute for Teachers for my entire Extension career. I have also been an active participant of the Quincy Library Group efforts to positively influence national forest management and the Feather River Coordinated Resource Management Group for nearly all my career. I continue to identify methods to conduct education and applied research that examines these leading edge landscape-level restoration approaches.

I am a highly respected member of the Plumas County Fire Safe Council and am recognized for my role and contributions to its successful educational efforts and in reducing the fuel hazard that exists in so many Plumas County communities. I am also supportive of the Sierra County Fire Safe Council but have not contributed as greatly to its efforts.

The Highway 89 Wildlife Stewardship Project is one of my newer education and applied programs. I have played a very important role in implementing the student educational component of a Sierra-Plumas Joint Unified School District and Sierra County Fish and Game Commission grant from the Sierra County Board of Supervisors. The Highway 89 Wildlife Stewardship project is taking on greater significance as local members seek to promote its important and unique opportunities to conduct research that addresses wildlife and vehicle interactions with state agencies and campus-based researchers. Its relationship to Sagehen Experimental Forest/UC Research Center presents very unique education and research opportunities that the Stewardship Team is beginning to develop.

Another new and exciting part of my program is work that I am doing with the Maidu Cultural and Development Group. This effort is beneficial to both the Maidu people and to me. Thus far I have been limited in the degree to which I can contribute because of the many other obligations. However the Maidu Stewardship Project is a long-term effort and I expect to have an increasingly greater role as time progresses.

I have enjoyed my role in the Academic Assembly Council Personnel Committee. I look forward to refining the Streamlined Merit Review process and to using web-based conference technology to improve the efficiency of the trainings conducted by the Personnel Committee.

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

- The barriers are time and clerical support. There is never sufficient time given all of the activities in which I am engaged. Clerical support would help with organization and menial tasks. The lack of organization in my personal office is a tremendous frustration. However, I can't justify the time it would take away from productive work on my projects and program to correct the situation.

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

Research and Creative Activity

<i>Project</i>	<i>Goal</i>	<i>Anticipated Impact</i>
Forestry Institute for Teachers	<ul style="list-style-type: none"> • Provide the 15th 1-week Plumas County session in June. • Provide assistance to those developing the 1st annual Tuolumne County FIT. 	<ul style="list-style-type: none"> • 100 educators will receive 40 hours of education in forestry. • 1,500-2,000 students will have newly educated teachers with a broader perspective on forest resource management.
Forest landowner education	<ul style="list-style-type: none"> • Collaborate with colleagues to organize and provide a 4-day Forestland Owner Institute at the UC Forestry Camp. 	<ul style="list-style-type: none"> • 20 property owners will participate in 30 hours of educational presentations and activities.
Forest Science	<ul style="list-style-type: none"> • Organize and provide forum for scientists to share 	<ul style="list-style-type: none"> • 60 individuals will receive update on continuing

<i>Project</i>	<i>Goal</i>	<i>Anticipated Impact</i>
	research with land managers and the public	research related to national forest management.
Community Wildfire Mitigation	<ul style="list-style-type: none"> • Provide science-based input to the Board of Forestry deliberations regarding the fuel reduction exemptions. • Convene a workshop/field trip that provides opportunity to examine fuel reduction exemptions. • Develop web-based video of fuel reduction projects. • Develop a case study of fuel reduction projects. 	<ul style="list-style-type: none"> • Forest property owners will have reduced costs to implement fuel reduction projects and more acres will be treated in communities. • Property owners will have an improved understanding of what the approaches, equipment and economics of fuel reduction.
Wildfire Education	<ul style="list-style-type: none"> • Conduct monitoring on 4 Plumas County Fire Safe Council Community Fuel Reduction projects. 	<ul style="list-style-type: none"> • Monitoring information will help landowners and resource managers to understand influences of the projects.
Natural Resource Education/Wildlife	<ul style="list-style-type: none"> • Expand, enhance and extend the educational efforts related to wildlife management and road ecology. Increase the number of faculty and students involved. • Expand education and field experience to students. • Recruit UC Researchers to participate in the research and education developing at Sagehen 	<ul style="list-style-type: none"> • Provide 10 presentations on wildlife management issues, management and technology 50 students at Loyalton Middle School and Loyalton High School • Develop curriculum that can be used by teachers at the Loyalton schools. • Conduct and improve the Loyalton High School summer work study experience by integrating Sagehen resources.
Maidu Traditional Ecological Knowledge	<ul style="list-style-type: none"> • Began assisting Maidu with implementation of Stewardship Project on National Forest 	<ul style="list-style-type: none"> • Maidu marked over 200 plots as part of a cruise for forest restoration thinning.

University and Public Service

<i>Activity</i>	<i>Goal</i>	<i>Anticipated Impact</i>
Refine Streamlined Merit Process	<ul style="list-style-type: none"> • Work with Personnel Committee members to examine information about the first year of implementation and 	<ul style="list-style-type: none"> • 100 educators will receive 40 hours of education in forestry. • 1,500-2,000 students will have newly educated

<i>Activity</i>	<i>Goal</i>	<i>Anticipated Impact</i>
	suggest improvements. • Provide assistance to those developing the 1 st annual Tuolumne County FIT.	teachers with a broader perspective on forest resource management.
Pursue use of technology to facilitate training conducted by the Academic Assembly Council Personnel Committee	• Provide PR training workshop as a remote option using web-based technology	• Save Advisor time and regional travel funds.
NorCal Society of American Foresters	• As the Chair-Elect I will plan the Summer and Winter Meetings	• Informational meetings for NorCal membership
NorCal Society of American Foresters	• Assist with planning for the 2008 Convention	•

Administrative (County Director)

<i>Project</i>	<i>Goal</i>	<i>Anticipated Impact</i>
County Report	• Develop County Report that demonstrates the value of UCCE to Board of Supervisors, the public and clientele.	• Continued support and funding at 2006-2007 level.
Hispanic Youth	• Explore opportunities for Youth Development programming that targets the growing Hispanic community in Portola	• 5% increase of Hispanic youth in the 4-H Youth Development.

What needs to be accomplished to advance in Step or Title?

I plan to pursue an accelerated Merit Salary Action this coming year. My request will be based on my University Service and my role with the Academic Assembly Council Personnel Committee. I believe that my efforts with the Personnel Committee should be recognized as exemplary efforts beyond what is normally considered appropriate for merit. I also believe that my productivity and progress in all four of the criteria for advancement are greater than would normally be expected for my rank and step.

I believe that I am deficient in the area of peer-reviewed publications. Because of this I plan to take a sabbatical leave in 2008 and have been advising clientele of this plan. The goal for my sabbatical leave is to focus efforts on publishing the results of several projects that have been conducted over the past several years (i.e. Forestry Institute for Teachers, Quincy Library Group and Community Fuel Reduction).

I am presently collaborating with Dr. Scott Stephens and Kevin O'Hara, both of whom are AES faculty, on a research project associated with fuel reduction monitoring. We anticipate the results of this work to be a model of vegetation regrowth and a publication to guide fuel

reduction maintenance planning. The impacts will be improved decision making for fuel treatment planning and implementation.

4. Relationships

I believe that I am viewed as a valued contributor by ANR colleagues. A good example is my service as Chair of the Academic Assembly Council Personnel Committee. I also work well with colleagues involved with the Wildfire and Forest and Ecosystems Workgroups and have collaborated on several projects. With regard to external clientele I am a valued collaborator on all the projects in which I am involved. I have served as an officer or Board member for most of the formal organizations to which I belong. I have good relationships with members of the Plumas-Sierra office of UCCE.

5. Accountability

I do my best to “carry the load” while balancing the demands of all of the many activities in which I am involved. To be honest, at times a deadline might be missed when I weigh competing due dates and a balanced life. I find this to be frustrating because it represents a compromise of my obligations and integrity. I do my best to meet expectations.