

## 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:	Richard Molinar
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Title:	Farm Advisor
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County:	Fresno
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### 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.*
- *Indicate your DANRIS-X Programmatic Assignment of FTE (example table format below)*

ANR Issue	Knowledge Area	% FTE
Pest Management	Weeds	.10
	vertebrates	.15
Sustainability and viability of Ag	Plant management	.4
	Marketing and distribution	.25
Organic	Plant management systems	.10

##### II. Research and Extending knowledge

- *Indicate the major themes or goals of your program.*
- *List your accomplishments and impacts in:*
  - *extending knowledge*
  - *research and creative activity*
- *If you hold an administrative assignment, list your accomplishments as a manager in this section.*
- *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.*

#### **MAJOR GOALS:**

My program will provide technical assistance and problem solving research to the more than 4,000 small family farmers in Fresno County (those grossing < \$250,000 per year). The

technical assistance includes everything from site selection and planting to harvesting, postharvest, and marketing. Research trials address issues identified as economically important to a significant number of my clientele. A large component of my program is the assistance to SE Asian farmers (Hmong, Lao, Mien) and other minorities in the county, including Hispanics and African Americans.

### **ACCOMPLISHMENTS AND IMPACTS:**

#### Extending Knowledge

I spoke 32 meetings during this period. Of this number I coordinated or co-sponsored 18 meetings locally. I was invited to speak and present a poster for the American Society for Horticultural Science annual meeting in Louisiana (ASHS), a professional organization, and was invited to speak at a national meeting organized by the Office of Refugee Resettlement and Institute for Social and Economic Development (ISED) in Washington DC.

I believe very firmly in maintaining good contacts with my clientele and regularly make farm visits to many of them in the county – more than 300 per year. Below is a summary of the speaking engagements for 2006. Many of my meetings and presentations are provided in English as well as several other languages – 12 in English/Hmong and 3 in Spanish.

#### Impacts:

Labor Issue: We have more farmers concerned about workers compensation insurance and have physically taken or helped fill out forms for an additional 4 farmers this year to get quotes from an insurance company. We have made some significant progress in working with Senator Cogdill's office to introduce legislation and amendments for the Labor Code of California. This is a joint effort with Neisi Farmers League and NHAf.

Food Safety: I have been asked by 13 Hmong farmers and 2 White for instructions and dilutions for adding chlorine to wash water tanks so that they can implement better food safety standards in their farming operations. This was a result of the presentations I made at several HAC-UCCE training meetings and the Food Safety forum Idid in collaboration with Shannon Mueller and Connie Schneider and other agency partners.

Fruit trails and Farmer Marketing: I collaborated (and still am) with Community Alliance for Family Farmers (CAFF), Fresno EOC, and other organizations to help market specialty produce from our farmers in Fresno County. Opportunities have opened up with Kaiser Hospital, other UC Campuses and local school districts through this joint effort. We currently have 23 farmers who are marketing some of their produce through the above collaboration. We have also been successful in opening a possible market for our sugarcane growers with a distillery in the Bay Area. 13 farmers are participating on that project we have with NHAf. The Farm Trails map started 2 years ago has drawn in additional farmers wanting to participate and the quality of the maps has improved greatly. We work closely with the Fresno Office of Tourism.

Collaborations: We have always had very good collaborations with other agencies and organizations in the past. This past year many of the partner-collaborations were even further solidified with 1/ the re-implementation of the "Small Farm Resource Network 2/ the close work with Fresno EOC, CAFF and the ties we have developed with the US Human and Health Services (Office of Refugee Resettlement) and other organizations. We are currently partnering with the above, as well as with Fresno State University, Opening Doors Inc in Sacramento,

USDA-RMA, UC SAREP, Metro Ministeries, Dr. Toulou Thao, USDA-ARS, California Rural Studies (Davis), African American Farmers Org, and USDA-RD on various funded projects.

Date	Meeting topic	Location	Attendees
Jan 20	Specialty crops –Culinary Institute	UCD	80
Feb 2	Ag Leadership Program	UCD	27
Feb 13	Strawberry Growers Meeting	UCCE Merced	23 in Hmong/English
Feb 21	African American 5-A-Day campaign	Hinton Bldg	44 African American
Feb 23	HAC <sup>1</sup> -UCCE Training –Vapam,Labor	UCCE	18 Hmong/English
Feb 24	NHAF-UCCE- community garden	Belmont	10 Hmong/English
Mar 2	Strawberry Growers meeting	Salinas	17 Spanish
Mar 9	Pesticide Safety –Madera UCCE	Madera	260 Spanish
Mar 16	HAC-UCCE – weed id	Field	12 Hmong/English
Mar 24	Farm Nutrition Day – demos	Fairgrounds	160
Apr 13	HAC-UCCE –ag burning, loans	UCCE	18 Hmong/English
Apr 22	OSHA regs – poster table top display	City hall	45
May 15	Tour – Sant Monica farmer mkt mgr	Field	7 Hmong/English
May 16	ALBA Compliance Issues	Salinas	30
May 19	Fruit Trails kickoff for 2006-Booth	Vineyard market	35
May 21	Mushroom meeting	UCKAC	41
Jun 15	HAC-UCCE – solarization,water regs	Field	9 Hmong/English
Jun 14	Mushroom talk – Golden Westside FM	Hinton bldg	12 African American
Jun 21	USDA-FSA tours Asian crops	Field	12
Jul 12	HAC-UCCE – IPM	UCCE	15 Hmong/English
Jul 13	Golden Westside FM festival	Hinton bldg	17 African American
Jul 28	ASHS profess meet -Specialty Crops	Louisiana	65
Aug 3	Specialty Crop field day	UCKAC	13
Aug 10	Mini Watermelon Field day	Westside station	12
Sep 6	Specialty Crops Field Day –M. Jimenez	UCKAC	16
Sep 19	HAC-UCCE – sheriff, food safety	UCCE	12 Hmong/English
Oct 17	HAC-UCCE OSHA, Pesticide safety	UCCE	22
Nov 8	NHAF Annual Conference-Hmong issue	Picadilly	125
Nov 14/15	ISED/ORR annual meeting –outreach	Wash DC	55
Nov 21	HAC-UCCE – Rodents, food safety	UCCE	28
Nov 21	Food Safety Forum	Farm Bureau	84
Nov 28	Hispanic Conference – weeds	UCKAC	28 Spanish

<sup>1</sup>HAC = Hmong American Community Organization

<sup>2</sup>NHAF = National Hmong American Farmers Organization

### **ADMINISTRATIVE**

I supervise a Hmong assistant, Michael Yang, whom I have employed for 11 years. I devote time in providing direction and help coordinating many of his outreach activities to Laotian (Hmong, Mien, and lowland Lao) farmers. Together we develop a program that addresses the needs of the SE Asian clientele in Fresno County. We completed our eighth year with a 30-minute bi-weekly Hmong radio broadcast. I edit and approve the scripts, secure the annual contracts (arranging for the three partners that share the \$2,300 cost), and am a guest on the show three to four times a year. The radio program is a collaboration between our office, the UCD Small Farm Center, USDA–Risk Management Agency, and USDA-Farm Service Agency. Michael also works closely with at least four other Community Based Organizations (CBO’s) to plan about 10 workshops each year for the Laotians, at which I am usually a speaker. Michael provides translation for me and other guests. He is also a certified pesticide safety trainer and does a significant amount of training himself. He also helps me with research projects I have on individual farms and projects at the UC Kearney and Westside Field Stations – planting, cultural practices, harvest, data collection, and data entry. Michael has attained

statewide and national recognition for his work with Laotian refugee farmers. I take a very serious role in providing opportunities for his advancement and professional training.

IMPACT: The County Director, Small Farm Program, and I were successful in getting Michael's position on permanent funding with UC-DANR which was a major accomplishment.

## RESEARCH

1. **Mini Watermelon Variety Trial** – collaborator Shannon Mueller  
evaluation of 9 varieties in 2 different locations of the county. Data to still be analyzed  
  
Impact: Three calls during the year asking about seed sources, and interviews for 2 magazine articles.
2. **Cherry Tomato Variety Trial** – UCKAC  
Evaluation of 26 different cherry and grape tomato for the Fresno Area. Data to still be analyzed.  
  
Impact: At least 6 growers are planting grape tomatoes to sell to farmers markets.
3. **Garlic White Rot trial.** PI is Shannon Mueller. I am a cooperator. Report is finished and on-line at <http://cefresno.ucdavis.edu>.
4. **Lemongrass Planting methods** – evaluation with black plastic. Data to still be analyzed.  
A comparison of planting with and without plastic for weed control and water conservation.
5. **Strawberry variety Trail** – with a grower cooperator.  
A regional trial with UCCE Merced (Maxwell Norton) and UCCE San Joaquin (Benny Fouche). We are evaluating 9 varieties of strawberries for disease, yield, and taste. Data to still be analyzed.
6. **Zucchini Summer Squash Variety Trial and Virus evaluations** -  
We are evaluating 16 different squash varieties for yield, color, shape, length, and virus susceptibility for late summer plantings.
7. **Demonstrations:**
  - Water chestnuts in plastic lined trough
  - Jicama variety evaluations and potential
  - Jujube tree varieties
  - Caper production potential for Fresno
  - Cactus varieties for Nopales
  - Szechuan Pepper production
  - sugarcane varieties for Fresno

### III. Professional Competence and Activity

- *Identify active memberships in disciplinary societies or professional associations.*

**Professional Society and Industry Memberships and Activity:**

1. American Society for Horticultural Science (ASHS) - I have been a member since 1993 and receive *Hortscience* and *Journal of the American Society for Horticultural Science*. Both are peer-reviewed journals.
2. California Weed Conference Society (CWCS) - I have been a member since 1980 and have attended many of the conferences in California. I have been session chair for Urban Ornamental and Vegetable sections four times and presented six papers over the last 19 years. My latest presentation in 2001 was “Solarization and Plasticulture in Specialty Vegetables.”
3. California Agricultural Production Consultant’s Association (CAPCA) - I have been a member since 1988 and served on the Bay Area local chapter board for six years (1990-96). I was education chair for the local Bay Area Chapter (1992-96). This non-profit organization is the main professional organization for more than 3,000 Pest Control Advisers (PCA’s).
4. Pesticide Applicators Professional Association (PAPA) - I have been a member of PAPA since 1986. I was one of the original board members that started the organization with founder, John Ford. I was on the executive board for eight years (1986-95), and was the statewide and local chapter education committee co-chair from 1991-95. This non-profit organization is the main professional society for the more than 12,000 qualified applicators – QAL and QAC. I gave one presentation on July 12, 2005.
5. California Certified Organic Farmer’s Association (CCOF) - I have been a member since February 2002. In 2003 I served on the local chapter “review committee.” The local chapter has been part of the organizing committee for the three (2000, 2001, 2005) San Joaquin Valley Organic Farming Conferences which I initiated with Reedley College.
6. California Rare Fruit Grower’s Association (CRFG) - I have been a member since 2001 and attend meetings.
7. California Association of Farm Advisors and Specialists (CAFAS) and National Association of County Agricultural Agents (NACAA) member since 2003. I received a 2004 award for a Hmong radio program I coordinate – I was a regional finalist.

- *List activities you have undertaken to improve your professional competence.*

1. Jan 31 = Visit and tour of an organic farm, Madera
2. Feb 22 = Pesticide Safety Training (Melnicoe), UCKAC
3. Apr 6-7 = Small Farm Center Continuing Conference
4. May 4 = RCD meeting, Fresno
5. June 8 = IR4 Field day, UCKAC
6. Jun 12 = Sensory Training, UCD

- *List awards, honors or recognitions and grants received.*

1. Oct 26 = California DPR “IPM Innovator” award

**IV. University and Public Service**

- *List university and public service activities (County, Regional, State, National).*

University

Jan 18	Ad Hoc peer review Chair training and committee meetings, UCD
Apr 4	Poster for Program Council
May 2	UC SAREP focus group
2006	Row crops sub committee UCKAC
2006	RAC Committee, UCKAC
2006	Statewide AA Committee, Standiford, Britt
2006	County AA Committee

Public

- HAC Board Member
- California Strawberry Commission, help with board member elections
- Fresno County Food Safety Taskforce
- Horticulture Advisory Committee for Reedley College
- Participated in Woodlake pride event for the botanical garden – table display and speaker
- Committee for the Fresno County fruit Trails map – 2 meetings

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]*

Fiscal Year to Date: Clientele Group Contact Report

Fiscal Year 2005 / 2006

Run Date: 2/15/2007

Region: Central Valley

County: Fresno

**Agriculture/Natural Resources**

**Small Farms - Specialty Crops**

Description	White	Black	American Indian	Hispanic	Asian	Male	Female	Total
Richard Molinar	1301	106	26	558	524	1621	894	2515 AGCN
<b>Actual Total</b>	1301	106	26	558	524	1621	894	2515
<b>Actual Percentage</b>	51.73%	4.21%	1.03%	22.19%	20.83%	64.45%	35.55%	100.00% ** 1992 sur
<b>Potential</b>	1000	50	10	490	450	1500	500	2000 Clientele **
<b>Potential Percentage</b>	50.00%	2.50%	0.50%	24.50%	22.50%	75.00%	25.00%	100.00% groups such
<b>Parity Range From:</b>	40.00%	2.00%	0.40%	19.60%	18.00%	60.00%	20.00%	80.00% Community
	60.00%	3.00%	0.60%	29.40%	27.00%	90.00%	30.00%	120.00% private appl

Out  
By Advisor / Pr

Region: Central Valley

County: Fresno

Advisor / Program Representative	Program Area	Begin Date	End Date	Mass Media	Newsletters
Richard Molinar	Agriculture/Natural Resources	7/1/2005	6/30/2006	26	0
		7/1/2005	6/30/2006	4	0
		7/1/2005	12/31/2005	0	2
		7/1/2005	6/30/2006	0	0
		7/1/2005	6/30/2006	0	0
		7/1/2005	6/30/2006	0	0
		7/1/2005	6/30/2006	0	0
		7/7/2005	7/7/2005	1	0
		7/21/2005	7/21/2005	1	0
		9/24/2005	6/30/2006	0	0

10/27/2005	10/27/2005	1	0
11/25/2005	11/25/2005	1	0
12/1/2005	12/31/2005	0	0
12/7/2005	12/7/2005	1	0
3/1/2006	3/1/2006	1	0
4/4/2006	4/4/2006	1	0
<b>Totals - Richard Molinar</b>		<b>37</b>	<b>2</b>

VI. Grant Summary List (optional)

Title	Collaborators	Funding Source	Duration	Amount
Postharvest cool	Dr Thao	USDA-RD	2006-7	76,000
Oyster Mushroom	UCKAC	USDA-RMA	2006-2008	99,000
Community Food	Metro min	UC SAREP	2006-7	10,000
Organic Farmers	CA Rural Stud	UC SAREP	2006-7	27,000
Outreach Conf	NHAF	CSREES	2006	10,000
Risk Managemen	HAC	WSU	2005-7	47,000

VII. Bibliography (use the following key)

A = Peer reviewed scholarly journal

B = Other peer reviewed articles, publications

C = Technical reports and articles\

**Garlic white rot trial**

D = Popular articles, newsletter stories, *UC Delivers*

**Mini watermelon report, with Shannon Mueller and Aziz Baumeer**

E = Abstracts

**Specialty Crops for Fresno County – ASHS Meeting in Louisiana**

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**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.

*I have met and exceeded all of my goals for 2006*

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

*No Barriers in accomplishing my goals*

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

- *List work/projects you intend to accomplish in the coming year and anticipated impacts.*
  - *Continue with work on labor issues*
  - *Expand marketing objectives and avenues for my farmers*
  - *Find walk-in cooler facilities for SE Asian farmers*
  - *Expand my workshops for Hispanic clientele*

- *What needs to be accomplished to advance in Step or Title?*  
- *Additional publishing for peer review*
- *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.*

- *to get more involved with my professional society, hold office*

#### 4. Relationships

- *Assess the effectiveness of your relationships with ANR colleagues, supervisees, administrators and external clientele.*  
- *I have a very good relationship with my colleagues, county director, regional director and assistant vice president*

#### 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.*  
- *No problems*

### **Section C. County Director appraisal**

- *Indicate the areas in which you believe the advisor is meeting expectations for his/her level in each of the four advancement criteria.*
- *Indicate areas of concern and suggestions for improvement.*
- *What needs to be accomplished to advance in Step or Title?*
- *Indicate whether or not you approve of the advisor’s goals; if not, how should they be revised.*

#### County Director Assessment:

*The program balance and productivity for the advisor’s rank and step:*

*Represent exemplary efforts beyond normal expectations*

*Meet levels of expected program excellence*

*Are deficient in expected levels of program excellence*

#### Statewide Program Director Assessment (for Sea Grant, IPM, Small Farms):

*The program balance and productivity for the advisor’s rank and step:*

*Represent exemplary efforts beyond normal expectations*

\_\_ Meet levels of expected program excellence

\_\_ Are deficient in expected levels of program excellence

Regional Director Review:

\_\_ I have reviewed the annual evaluation

(electronic signatures on web page)