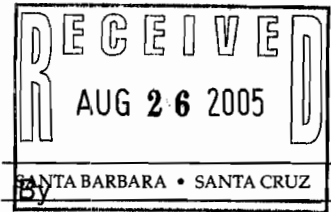


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OFFICE OF THE VICE PRESIDENT—
AGRICULTURE AND NATURAL RESOURCES

OFFICE OF THE PRESIDENT
Division of Agriculture and Natural Resources
1111 Franklin Street, 6th Floor
Oakland, California 94607-5200

August 22, 2005

DEAN NEAL K. VAN ALFEN
College of Agricultural and Environmental Sciences
Davis campus

Dear Neal:

Enclosed is a fully signed copy of the Memorandum of Understanding (MOU) between the Office of the Vice President, Agriculture and Natural Resources (ANR) and the College of Agricultural and Environmental Sciences (CAES), UC Davis concerning management of the ANR Sustainable Agriculture Research and Education Program (SAREP) in conjunction with the CAES Agricultural Sustainability Institute (ASI). As noted under paragraph 17. on page 3., this MOU becomes effective upon the appointment of the ASI/SAREP Director, and will be reviewed biennially thereafter to determine mutual agreement for continuation.

The original copy will be filed in the Office of the ANR Controller/Director of Business Services, as the official office of record for these documents.

We look forward to a mutually beneficial relationship between ASI and SAREP.

Sincerely,

Richard B. Standiford
Associate Vice President

Enclosure

c: Controller/Director McGuire, w/original MOU
Acting SAREP Director Roush
Program Leader Norton

**Memorandum of Understanding
between the
Office of the Vice President
Agriculture and Natural Resources
and
The College of Agricultural and Environmental Sciences
University of California, Davis Campus**

Purpose of this Agreement

This Memorandum of Understanding (MOU) is between the Office of the Vice President, Agriculture and Natural Resources (ANR) and the College of Agricultural and Environmental Sciences (CAES), Davis Campus, concerning management of the ANR Sustainable Agriculture Research and Education Program (SAREP) in conjunction with the CAES Agricultural Sustainability Institute (ASI).

To best advance the similar and overlapping objectives of SAREP (Exhibit A) and the ASI (Exhibit B), ANR and CAES agree to recruit a single director for both programs. The terms of this agreement are described in following sections.

Terms of Agreement

It is mutually agreed between the parties:

Program Management Considerations

1. Under the terms of this MOU, the Dean of CAES accepts responsibility, on behalf of the Vice President -- ANR for management of SAREP, and will have authority for decisions related to administration, personnel, and internal budget of the program. The Dean may delegate this responsibility to the ASI/SAREP Director or another academic administrator within CAES. Major policy decisions by the CAES Dean and/or the ASI/SAREP Director will be made in consultation with the Office of the Vice President -- ANR and the ANR Program Leader.
2. SAREP will be housed at UC Davis and will be affiliated with the ASI.
3. ANR and CAES will collaborate in recruiting a high-profile Director to provide leadership and programmatic oversight for both SAREP and ASI.
4. The Director will be appointed as a tenure-track faculty member in the CAES. The appointment will be as a Professor and _____ in the Agricultural Experiment Station at a level commensurate with the candidate's qualifications. Salary will be based on the standard professorial salary scale.

5. SAREP will remain a distinct unit, but overall leadership and day-to-day operations will be vested in the Director of ASI. The Director will consult with the ANR Program Leader for Agricultural Productivity on programmatic issues related to SAREP.
6. The Director will ensure a process for research prioritization and funding for the SAREP competitive grants program that is based on scientific merit, relevance to current problems, feasibility, and cost effectiveness.
7. The ANR Program Leader for Agricultural Productivity will have appropriate input to annual evaluations and merit/promotion actions of the Director. ANR has designated the Program Leader to serve as liaison between ANR and CAES and to be responsible for keeping ANR apprised of activities and progress of the program, as well as providing oversight.
8. The Director will develop and maintain liaison with faculty and appropriate stakeholders, as well as with the ANR Program Leader for Agricultural Productivity and other appropriate ANR administrators and staff.
9. The Director (in consultation with the ANR Program Leader when appropriate) will develop long-term plans for: (a) integration of innovative research, (b) design and implementation of a program for maintaining and expanding funding for grants programs, and (c) leadership and direction for SAREP and ASI outreach activities.
10. Every five years, the ANR Program Leader will conduct a program review of SAREP to ensure the mission and goals are being met and are in line with the current needs of the stakeholders.
11. Every five years, CAES will conduct a program review of ASI to ensure the missions and goals are being met and are in line with the current needs of the stakeholders.
12. ANR will provide assistance to the Director in strengthening regional, county, and campus support for SAREP and, as appropriate, ASI activities.
13. CAES will provide an annual report consisting of a work plan, detailed budget and financial report, and a summary of SAREP activities to the Office of the Vice President, ANR.

Resource Considerations

14. Fifty percent of the Director's salary will be provided by ANR in the SAREP permanent budget for the duration of this agreement. The remaining 50 percent of the salary will be provided by the CAES. Percent of effort dedicated to SAREP and to the ASI will be reviewed after two years to ensure that needs of each unit are being met, with any necessary adjustments to be made at that time. The ANR portion will be augmented as appropriate for annual range and merit adjustments related to the Director position.
15. ANR will provide all operating funds for support of SAREP in the SAREP permanent budget for the duration of this agreement based on a detailed budget submitted by CAES. This amount will be augmented as appropriate for annual range and merit adjustments related to permanently budgeted academic, staff and open positions. Funds available from vacant academic positions may be utilized by CAES for the benefit of SAREP in conformance with University policies. CAES will provide all operating funds for the ASI.
16. The Director's office and ASI support space will be provided by the CAES. ANR will provide space for SAREP support staff at the Hopkins Road facility.
17. The Director of ASI/SAREP will be responsible for the permanent SAREP budget maintained in ANR account L-5s19900 (State General Funds), account L-5419955 (State General Funds for Sustainable Agriculture), and others accounts, as appropriate. The Director is also responsible for all required budget proposals and reports.

Other Considerations

18. This MOU will become effective upon the appointment of the ASI/SAREP Director and will be reviewed biennially thereafter to determine mutual agreement for continuation.
19. This MOU terminates automatically if the Director resigns or is removed from the position. In the event the position is vacated, all ANR monies will revert to ANR at the end of the fiscal year and all CAES monies will remain in the College's base budget. If the position is refilled, a new MOU will be developed.
20. This management agreement may be terminated by either ANR or CAES if either party concludes after all reasonable good faith efforts that the objectives of SAREP or the ASI cannot be met within the joint plan of work outlined herein. Any decision by one party to terminate this agreement should be given in writing to the other party with reasonable lead time so that program employees may be given notice of their changing employment

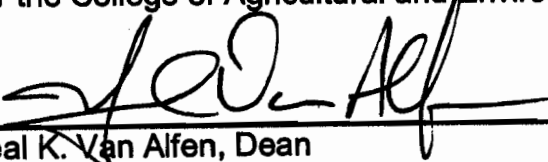
conditions. If this agreement is terminated, the management responsibilities, authority, and budget for SAREP revert to the Office of the Vice President – ANR.

21. The Director and the Program Leader will keep the CAES Dean and the Vice President – ANR informed about all contacts with governmental agencies and NGO's pertinent to the program.

22. The Director and the Program Leader are responsible for attempting to resolve any disputes that may arise resulting from this MOU or the conduct of SAREP activities. If resolution is not possible at this level, the CAES Dean and the Associate Vice President – ANR shall next attempt to come to resolution. The Vice President – ANR has final authority with regard to all decisions concerning the management and funding of SAREP. The Dean of CAES has final authority with regard to all decisions concerning the management and funding of ASI.

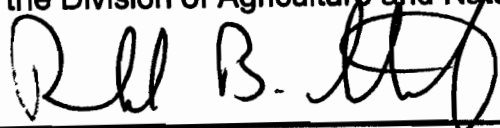
In Agreement:

For the College of Agricultural and Environmental Sciences, Davis Campus:



Neal K. Van Alfen, Dean 7/25/05
Date

For the Division of Agriculture and Natural Resources:



Richard B. Standiford, ANR Associate Vice President 8/15/05
Date

In Concurrence:



Maxwell Norton, ANR Program Leader for Agricultural Productivity 8/15/06
Date

Exhibit A

Purpose and Mission of the ANR Sustainable Agriculture Research and Education Program

SAREP is a Statewide Program of the University of California, Agricultural and Natural Resources (ANR). The primary mission of SAREP is to provide leadership and support for scientific research and education in agricultural and food systems that are economically viable, conserve natural resources and biodiversity, and enhance the quality of life in the state's communities. SAREP serves farmers, farm workers, ranchers, researchers, educators, regulators, policy makers, industry professionals, consumers, and community organizations across the state. SAREP addresses concerns about the environmental impacts of agriculture, the health of rural communities, and the profitability of family farming operations in California.

SAREP has three mandates: (a) administer competitive grants for research on sustainable agricultural practices and systems, (b) develop and distribute information through publications and on-farm demonstrations, and (c) support long-term research in sustainable farming systems on UC farmlands. SAREP has two goals:

- To assist California farmers and ranchers in developing and implementing sustainable production and marketing systems; and
- To support California's rural and urban communities in understanding the concept and value of sustainable agriculture and participating in sustainable food and agricultural systems.

Exhibit B

Purpose and Mission of the CAES Agricultural Sustainability Institute

ASI is a program of the College of Agricultural and Environmental Sciences (CAES). The primary mission of the Institute is to address issues related to the long-term sustainability of agriculture. ASI will approach teaching, research and outreach from ecological, economic and social science perspectives. The Institute will serve the needs of all segments of agriculture across a diversity of scales and systems of production, and will address agricultural and natural resource issues affecting rural communities and the rural-urban interface. The Institute will have three primary foci: research, teaching and outreach.

The research function of ASI will focus on integrative, interdisciplinary approaches by facilitating the creation of and support of teams to address broad issues related to sustainability. The college's LTRAS and SAFS projects (now combined into the Center for Integrated Farming Systems) will play a major role in the activities of ASI.

In conjunction with the formation of the ASI, faculty in CAES will be developing a sustainable agriculture curriculum. The ASI will provide expanded opportunities for experiential learning by students. The Student Farm will play an important and expanding role in this area, and in an undergraduate major under development.

Outreach programs will serve a diverse clientele, including constituencies such as agricultural labor and rural communities as well as a broad range of agricultural producers. Outreach efforts will also involve existing infrastructure and personnel within UC units, for example, Research and Information Centers, Cooperative Extension and ANR Statewide programs such as SAREP.

The goals of the Institute are:

- To identify the principles and practices which contribute to sustainability of agricultural and natural resource systems.
- To educate students in those principles and practices, exposing them to a variety of viewpoints on questions that remain controversial.
- To disseminate research-based information that will assist farmers and ranchers in improving the sustainability of agriculture and natural resources.
- To assist California's rural and urban communities and policy makers in understanding and implementing sustainable food and agricultural systems and natural resource management.
- To establish communication channels that will permit a meaningful role for stakeholders in identifying and helping to find solutions to problems relating to sustainability.



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April 20, 2009

**Tom Tomich, Director
ANR Sustainable Agriculture Research and Education Program**

Dear Tom:

As you are aware, the program review of the ANR Sustainable Agriculture Research and Education Program (SAREP) was completed in January. The report was made available to you and your staff for comment and to the Program Council for review. The ANR Program Council considered the review report and your response at its March meeting. The Program Council then forwarded recommendations to the Vice President and Associate Vice President who concurred with the recommendations below.

Considerable thought has gone into the review report and we hope you find the comments to be helpful in further developing your plans for SAREP and the ASI. SAREP addresses a critical need in sustainability within the university, has produced some highly-valued products, and has name recognition which is of value in its own right. The issues of sustainability, including water, air, and soil and environmental and economic sustainability are key issues for UC-ANR, and at the heart of the objectives of SAREP.

- We realize that the review was conducted before the ASI/SAREP strategic plan was completed and that you have only served two years of your five year term as Director so conditional approval is given for the program to continue for the next three years. At the end of your five year term, in addition to your five year review as Director, we will reevaluate the program. We will expect a report on the program's progress to meet the expectations as described below. Further support for SAREP as a state-wide program will depend upon satisfactory meeting of those expectations.
- A separate SAREP strategic plan is not needed, as long as the distinct mission and objectives of the SAREP program are clearly delineated within the ASI strategic planning process. You indicate that annual work plans will be developed delineating activities that will be undertaken to meet the role and mission of SAREP.
- A separate advisory board is not needed as many of the potential members would overlap with the ASI advisory board. However, the ASI advisory board and steering groups may benefit from expanding its membership to include UCCE representatives and clientele from across the state, from differing commodities to provide a broader perspective on statewide issues. We understand that you are addressing this through potential additional appointments and creation of additional committee/groups for specific initiatives.

Specifically, we would like to see the program meet the following expectations over the next three years. We are pleased to see that your response to the report indicated that you are taking action in these areas and we look forward to seeing the results. Program Leader Putnam is charged to work with you and your staff to develop the metrics by which these expectations can be measured.

Program Scope: The review found that SAREP has worked well with certain elements of the sustainable agricultural community, but has had limited geographic and stakeholder reach. The objectives of sustainability should be incorporated within a wide range of ANR programs, and SAREP's geographic scope, commodity and clientele should be expanded.

Collaborations: There are multiple opportunities for collaborations with other programs within UC, for example, the IPM program, Small Farms, Water Resources Center, specific ANR workgroups, and with county-based Advisors and AES scientists. SAREP members are encouraged to seek these collaborations as appropriate, particularly to partner with researchers and stakeholders to extend limited resources, and opportunities to bring CE and AES academics together. The new academic coordinator positions should focus on catalyzing partnerships and benefiting the research and educational programs of others, particularly UC Advisors, Specialists, and AES faculty who wish to incorporate sustainability into their programs. SAREP staff should seek opportunities to approach previously non-engaged programs to seek linkages and alliances that would strengthen partnerships

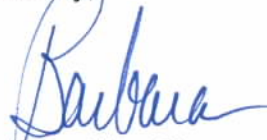
Communications: SAREP should be the premier source and statewide dissemination focus for sustainable agriculture for ANR, and needs to be a more powerful knowledge source for the public. This entails significant improvements in web resources that deliver knowledge and information effectively to a broad audience. There is a need for outreach products in languages other than English. SAREP should work with the broad network of ANR county offices, workgroups, and other resources to enhance its impact.

Grants Program. We recognize the importance of the grants program, particularly as this helps in setting the above objectives of impacting a greater range of programs and in leveraging additional funds. Grants programs stimulate thinking from many quarters and aids in broadening the perspective of the campus-based SAREP staff. The grants program must be accountable in terms of reporting and communications, so that the dollars spent result in useful information for clientele.

Science-Based Approach: The University is expected to provide unbiased science-based information on issues. SAREP should be in the position to scientifically examine issues and provide supporting evidence for statements made, and if there are conflicting statements, both should be acknowledged with the respective rationale so that a balanced perspective is presented.

We highly value the leadership you have demonstrated to date to make the SAREP/ASI collaboration a success. We look forward to working with SAREP to enhance its efforts even more.

Sincerely,



Barbara Allen-Diaz
Assistant Vice President-Programs

c: Vice President Dooley
Associate Vice President Standiford
Assistant Vice President Taber
Program Leader - Agricultural Productivity Putnam