

Peer Review Committee Letter of Evaluation 2022 Advancement Cycle

Academic Name:	Mohammad Yaghmour
Academic Title:	Advisor
	<input checked="" type="checkbox"/> Merit
Review Type: <i>(check all that apply)</i>	<input type="checkbox"/> Accelerated Merit <input type="checkbox"/> 13/24 Month Option
	<input type="checkbox"/> Promotion <input checked="" type="checkbox"/> Term Review Seeking Indefinite Status
	<input type="checkbox"/> Accelerated Promotion
Current Rank and Step:	Associate 2
Requested Rank and Step:	Associate 3

Peer Review Committee Member Recommendations to the Associate Vice President

Recommendations	[14] Recommends the requested action.
	[0] Does not recommend the requested action.

Assessment and Appraisal

Research and Creative activity:

Yaghmour is an orchard systems advisor and focuses his research and extension program on collaborative projects targeting almonds and cherries. He has a wide network of collaborators and serves as a co-PI in studies that evaluate whole orchard recycling and almond rootstocks. He also collaborates on four other projects and serves as a PI on a study investigating hull rot disease development conditions. These projects serve his clientele well and exemplify how Yaghmour's research program is aligned with his position description. Yaghmour needs to show outcomes and impacts of his program and quantify those when possible, paying particular attention to condition changes. His extension outreach is exemplified by two organized events in two years, however he states that he often communicated individually with growers and pest control advisors. His extension presentations are appropriate for the rank and step.

Professional competence:

Advisor Yaghmour's competence is illustrated by invitations to speak from peers and professional groups. His publication record shows good diversity of outputs targeting appropriate audiences. Yaghmour's service on review committee for the Almond Board of California is an example of professional competence and is a valuable UC service to a key commodity group in his area. Yaghmour is a member of the appropriate professional societies and is well-positioned to seek leadership roles in those groups in the future.

University and public service:

Yaghmour serves on an Advisor Representative Committee and took a leadership position as chair of the Almond workgroup. His contributions on several search committees illustrate continued commitment to UC service. He availed himself to present to international tours of visitors. Such interactions increase visibility of his program, ANR, and UC.

Yaghmour's service with non-clientele groups is appropriate for this rank. He helped a local college establish a lab, and readily provides educational opportunities for homeowners seeking advice.

Affirmative Action:

Yaghmour set several good targets in reaching underserved clientele (mostly Hispanic), but the consequences of these efforts are not documented in the dossier. His service on the Diversity, Equity, and Inclusion (DEI) Advisory Council is commendable and in that role he advised the UC ANR leadership.

Comments for Future Success

Advisor Yaghmour's program moves towards balance and had appropriate progress in most evaluation criteria. To be successful in the future, Yaghmour needs to complete efforts to evaluate impacts and condition changes in all of his activities. Even when impacts have not been directly measured, they can be inferred from other studies as potential impacts. Yaghmour could increase participation among his clientele and stakeholders by organizing additional extension events that serve their needs. He will benefit from engaging in leadership roles and clearly articulating that in the dossier. It is also recommended that in publications when he is now first or last author, he clearly state his role in the project. In the current package, he often uses a passive voice and makes statements that are difficult to evaluate (such as: "I'm known", "I'm a major collaborator", and "I have deep knowledge"). Looking for guidance to avoid mistakes will strengthen his future program reviews. The current dossier has grammatical mistakes and omissions. For example, a publication Liu et al. does not list the journal name.

Yaghmour is on a good track in his advisor career and we expect his program will make many positive contributions in future.