

CURRICULUM VITAE

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OBJECTIVE

A leadership position with an Extension institution that excels in addressing local, regional and statewide issues by providing life-enhancing, research-based education and facilitation for the people they serve.

CAREER HISTORY

Position: Assistant Director – Agriculture, Natural Resources and Community Development and Associate Professor of Agricultural Economics

Institution(s): Kansas State University Research and Extension (KSRE)
Kansas State University – Department of Agricultural Economics

Duration: September 2011 to Present

Appointment: 100% Administration; I also engage in Farm Business Management Extension specialist work in the areas of agricultural human resource management and farm succession

Overall Responsibilities: The KSRE Assistant Director – Agriculture, Natural Resources and Community Development ensures that Extension professionals deliver high quality educational programs that enable Kansas residents to improve their lives, livelihoods and communities. Overall duties include professional development – statewide program development, evaluation, and reporting – and providing leadership to the Cooperative Extension professionals of KSRE. This position is responsible for approximately \$711,686 of multiple year annual funds, \$55,235 of carryover reserve funds, and \$49,824 from a one year North Central Risk Management Education Center Grant.

Position: Associate Professor and Extension Farm Management Specialist

Institution(s): University of Wisconsin – River Falls Department of Agricultural Economics
University of Wisconsin – Extension
The Center for Dairy Profitability

Duration: January 2002 to August 2011

Appointment: 63% extension education/research and 37% undergraduate education

Extension and
Outreach
Program

Areas: Farm financial performance, capital investment analysis, farm management, strategic management, farm business planning, human resource management, team management, farm succession, international producer education, and manure management economics

Teaching

Assignments: Agricultural Finance, Agricultural Production Economics and Operations Research, Horticultural Business Management and Agricultural Human Resources Management

Position: Assistant Manager (Part Time)

Firm: Bohn Farms, Incorporated (Waukau, WI)

Duration: September 1996 to September 2005

Duties: Nutrition and feed management, feasibility studies, financial performance assessment

Position: Graduate Research and Teaching Assistant

Institution: Michigan State University – Department of Agricultural Economics (East Lansing, MI)

Duration: August 1996 to January 2002

Teaching

Assignments: Agribusiness and Food Industry Sales (Instructor), Financial Management in the Agri-Food System (Assistant), Labor and Personnel Management in the Agri-Food System (Assistant), and Operations Research (Graduate Level; Assistant)

Position: Farm and Nutrition Consultant and Grain Marketing Coordinator

Firm: Tomorrow Valley Cooperative (Amherst, WI)

Duration: May 1993 to August 1996

Duties: Sales, customer service, nutrition and farm management consulting, feasibility studies, and grain marketing coordinator

Position: Feed and Nutrition Manager

Firm: Arizona Dairy Company (Higley, AZ)

Duration: May 1992 to April 1993

Duties: Manager of a 10 person feed department for a 5,000 cow dairy

Position: Bulk Feed Consultant

Firm: Darigold Feed Company (Federal Way, WA)

Duration: May 1991 to May 1992

Duties: Sales, customer service, and nutrition and farm management consulting

Position: District Salesperson
Firm: Wayne Feeds (Kalamazoo, MI)
Duration: May 1990 to May 1991
Duties: Sales, customer service, and nutrition and farm management consulting

Position: Territory Salesperson
Firm: Wayne Feeds (Salem, IL)
Duration: May 1989 to May 1990
Duties: Sales, customer service, and nutrition and farm management consulting

EDUCATION

Ph.D.: Agricultural Economics, Michigan State University. 2003.
Dissertation: The Economic Implications of Dairy Cattle Culling
M.S.: Agricultural Economics, Michigan State University. 2001.
Thesis: The Managerial Implications of Dairy Farm Expansion
B.S.: Agricultural Economics, Purdue University. 1989.

Other Professional Development/Education:

Emotional Intelligence Workshop. Kansas State University. Manhattan, KS. May 2014.

Navigating Difference Training. KSRE. Colby, KS. May 2013.

The UW-River Falls Leadership Development Certification Program. River Falls, WI. Fall 2007-Spring 2008.

LEADERSHIP

Leadership Initiatives and Activities as KSRE Assistant Director – Agriculture, Natural Resources and Community Development (2011 to Present)

KSRE Agriculture, Natural Resources and Community Development Local Unit Agent Advisory Team and the Extension State Leaders Advisory Team

- Developed, convene and work with the Agriculture, Natural Resources and Community Development Local Unit Agent Advisory Team to help enhance local programming, encourage extension agent professionalism advancement, and provide agents with an opportunity to provide input regarding system-wide administrative, programming and strategic initiatives
- Convene and work with the Agriculture, Natural Resources and Community Development Extension State Leaders – a multidisciplinary advisory team of College of Agriculture, College of Engineering and College of Human Ecology Extension specialists representatives – to discuss and receive feedback regarding state-wide programming, system-wide initiatives,

agent-specialist collaboration, and other issues that affect K-State Extension and administration

KSRE Sustainable and Alternative Agriculture Program Consolidation

- Empowered and delegated the overall programming leadership of these two programs to the state coordinator
- Provided leadership mentoring and oversight supervision to the state coordinator
- Consolidated the advisory committees for the Sustainable Agriculture Research and Education Program and the Kansas Center for Sustainable Agriculture and Alternative Crops

Kansas Agricultural Mediation Services

- Provide leadership, mentor and supervise a team of three Extension professionals in a USDA funded program that provides mediation, legal and other resource and networking support for farmers and ranchers who find themselves in conflict with the USDA regarding a farm and ranch program issue
- Helping the team to increase their recognition, pursue new grant opportunities, and decrease their reliance on the federally funded program by developing a revenue generating service that provides family farm and ranch business planning and communication facilitation and mediation services

KSRE Community Development

- Provide leadership, mentoring and supervision to a team of Extension community development (vitality) specialists that has grown from two Extension specialist positions to four in three years
- Provided team member guidance and support to develop an accepted position proposal to KSRE administration that established an Extension Assistant specialist position to manage the Kansas PRIDE program – a private-public collaboration that helps community members assess, develop, and engage in community vitality initiatives
- Provided team member mentoring to develop an accepted proposal from an external foundation that provided three to five years of salary and expense support for a community vitality specialist position in Northwest Kansas
- Serve as the Director of KSRE's representative on the PRIDE Board of Directors

Women Managing the Farm

- Serve as the public sector co-leader of this private-public partnership that promotes and provides education and leadership training opportunities to women involved in agriculture
- Assist in the design, development, implementation, and evaluation of the annual educational and leadership conference
- Encouraged the formalization of this private-public partnership by facilitating committee meetings, guiding strategic planning initiatives, and helping to develop by-laws and an administrative structure

Program Focus Team Enhancement

- Determined that the agriculture, natural resources and community development program focus teams effectiveness could be improved and used various methods to provide the teams and their leaders with increased coaching to help develop a better understanding and appreciation of team work, recognize good team performance and leadership, and suggest ways to enhance team performance

- Collaborated with fellow KSRE program leaders and Extension administration personnel to develop, plan, implement, and evaluate an annual series of program focus team leadership retreats
- Provide program focus team leaders with recommendations to improve their action plans
- Co-developed and managed an incentivized program that awards annual program focus team funds based on each team's ability to develop and submit a suitable professional development activity, a program action plan, and an impact report of the previous year's action plan.
- Worked with University of Nebraska-Lincoln Extension and KSRE administrative leaders to develop TEAMLead21, a team leadership development program for Extension professionals to be launched in Fall 2014.

KSRE Program Prioritization Project

- Collaborated with other KSRE administrative leaders and program focus team representatives to develop, implement, analyze, disseminate and evaluate a program prioritization survey of over 3,000 Kansas residents.

KSRE Professional Development Programs

- Worked with other KSRE administrative leaders to assess, redesign, implement, and evaluate the new agent program development training module
- Have primary responsibility for developing, implementing and evaluating the new agent logic model and program development committee facilitation training sessions
- Collaborate with Extension administrators and specialists on the New Agent Training Facilitators Team to assess, revise, formalize and implement internal training programs for all KSRE professionals
- Have primary administrative responsibility for the approval of all catalogued professional development opportunities offered by KSRE program focus teams and personnel

Difference Makers

- Developed, manage, edit, recruit contributors and serve as a contributor to this internal blog that is dedicated to fostering contemplation and discussion about Kansas programming needs, Extension program development, leadership, professionalism, system-wide initiatives and other issues that affect KSRE
- Recruited, convened and oversee a multidisciplinary team of Extension professionals to provide managerial input, suggest site improvements, develop topic ideas, and recruit contributors

The Strengthening Program Development Committees Task Force

- Provide leadership and mentoring to and collaborate with a task force comprised of Extension administrators, local unit directors, specialists and agents who develop resources, advisory services, strategies and policies to enhance the utilization and effectiveness of Program Development Committees, which are made up of local residents who officially advise and assist local unit agents with programs and programming decisions
- Serve on, provide leadership to, and mentor the Core (Executive Committee) Program Development Committee Team, the Strategy Work Group, the Advisory Services Work Group, and the Accountability Work Group

- Co-developed, analyzed and disseminated the results of a local unit agent interview survey to determine agent needs and concerns regarding their interaction with and effectiveness of their Program Development Committees
- Co-developed and implemented an activity to determine local Extension Council member opinions regarding Program Development Committee effectiveness at the 2014 KSRE Partnership Meetings
- Co-developed and implemented a Program Development Committee meeting facilitation process that assisted local agents and their Program Development Committees to identify programming needed to address issues related to the Grand Challenges (Water, Health, Global Food Systems, Community Vitality, and Developing Tomorrow's Leaders) facing Kansas

Kansas Crop Improvement Association Board of Directors

- Serve as the Director of KSRE's representative on the Board of Directors
- Provide leadership, advice and guidance to this organization that provides testing services to assure wheat, small grain and grass seed quality

Vision 2025 Strategic Plan: K-State Research & Extension Cooperative Extension

- Co-developed and co-wrote the Cooperative Extension strategic plan of the Kansas State University's Vision 2025 Strategic Plan
- Assisted with the development of presentation materials to disseminate the strategic plan initiatives to Extension professionals and Extension Council members
- Currently developing a summary version to share with the public

Annual Conference Planning

- Work with a multidisciplinary and multi-level team of Extension professionals to evaluate the success of the prior year's K-State Research & Extension Annual Conference and to determine the theme and goals of the current year's KSRE Annual Conference
- Collaborate with the other Assistant Directors to approve submitted proposals for breakout presentation sessions and poster sessions
- In conjunction with the Assistant Director team, analyzed the 2013 KSRE Spring Action Conference evaluation and authored a white paper report that conveyed the results of the analysis and proposed an accepted position to discontinue the annual event

External and Internal Relationships

- Assist in the preparation for and implementation of two State Extension Advisory Council meetings each year designed to communicate important issues affecting KSRE
- Collaborate with the Extension Administration team to prepare the State Extension Advisory Board members to inform state legislators about KSRE's effectiveness and how legislative initiatives may affect that effectiveness
- Help prepare for and engage in the annual meeting with officers of the KSRE professional agent associations and Epsilon Sigma Phi to discuss ways to improve KSRE
- Helped to prepare and mentor State Extension Advisory Council members and representatives from the KSRE professional agent associations and Epsilon Sigma Phi for the 2014 Public Issues Leadership Development conference and its associated visits with United States legislators

- Serve as the Extension liaison to and discuss programming opportunities with the Kansas Secretary of Agriculture and the Kansas Department of Agriculture
- Currently the North Central Cooperative Extension Association Agricultural and Natural Resources Program Leader Secretary and its North Central Farm Management Committee Liaison
- Engage in several local unit visits each year to engage in a dialogue with local unit agents, their Program Development Committee members, Extension Council members, Extension volunteers, and members of the community to discuss and gain an understanding about how local- and state-level issues and initiatives affect KSRE's ability to deliver high quality local programs
- Help develop written and oral communications designed to inform KSRE personnel, government officials, and external stakeholders about initiatives and issues affecting KSRE
- Supported and assisted the Assistant Director of Youth Development in developing and communicating new policies regarding volunteer risk management and disciplinary issues

External National and International Extension and Engagement Leadership Activities

- Selected to serve as the KSRE representative on the "Fostering Local Knowledge, Ancestral Knowledge and Human Development in Globalization of Education" Speakers Panel for the Kansas State University and Embassy of Ecuador's *Day of Ecuador* at Kansas State University
- Currently collaborating with Kansas State University's Office of International Programs, the Kansas State University's Global Campus, and a K-State Research and Extension specialist to determine the Extension education professional development needs of the outreach professionals of the Ministry of Agriculture of Paraguay
- Invited by Mississippi State University Extension Administration to co-develop, lead and facilitate a state-level program development retreat in Starkville, Mississippi for their campus, regional and local Extension professionals
- Provided Extension and engagement expertise and consultation to University of Philippines – Los Banos and Mariano Marcos State University faculty members and administrators while serving as the KSRE representative on a Kansas State University delegation to the Philippines

Previous Leadership Activities

UW-Extension Agriculture and Natural Resources Extension (ANRE) Coaches Team (2008-2011)

- Served on this leadership team with the ANRE Program Director and Assistant Program Director
- Applied for this position and was named to this leadership team by the Program Director and Assistant Program Director of UW-Extension Agriculture and Natural Resources Extension
- This leadership team provides leadership, administrative facilitation and team enhancement consultative services to the ANRE programming teams
- The leadership team advises the ANRE Program Director and Dean of UW-Cooperative Extension about UW-Extension issues

- My main roles, among others, was to help education program team leaders enhance their team's performance and to develop, implement and evaluate team leader professional development programs
- Planned, organized, implemented, and evaluated the 2009 UW-Extension Agriculture and Natural Resources Team Leadership Summit – a leadership development program for UW-Extension ANRE program team leaders
- The leadership teams' accomplishments during my tenure with the Coaches Team included the planning of two ANRE annual meetings – the creation, implementation and evaluation of the first ANRE Leadership Summit professional development program – and the reemphasis of team performance consulting

UW-River Falls Undergraduate Research, Scholarly and Creative Activity (URSCA) Taskforce (2011)

- Served as Chair of this taskforce
- This multidisciplinary taskforce is charged with studying the university's various URSCA programs, studying those of other institutions, and developing recommendations that, when implemented, will make UW-River Falls the national leader in URSCA activities.
- This taskforce developed a strategic vision, mission and goals for the URSCA task force, conducted a survey of students and faculty concerning URSCA activities, developed a UW-River Falls working definition for URSCA programs, and developed a working UW-River Falls UWSCA statement of value

UW-River Falls AgStar Scholar Program Coordinator (2004-2011)

- The UW-River Falls AgStar Scholars Program is an undergraduate research scholarship program funded by AgStar Farm Credit Services that provides up to five scholarships to UW-River Falls' seniors to conduct research that is beneficial to Wisconsin and Minnesota producers
- I was asked to serve as the Program Coordinator by the Chair of the Department of Agricultural Economics after co-developing the program and submitting the proposal to AgStar representatives
- My role was to work with AgStar personnel to recruit potential candidates, to manage the research budget of the program, to assist students in selecting a research topic, to oversee the students' research, and to insure that the research is completed and disseminated to AgStar representatives and Wisconsin and Minnesota producers
- Accomplishments included 23 UW-River Falls' students receiving scholarships and the completion of 18 agricultural and economic and farm business management research projects

Wisconsin Dairy Industry Farm Business Initiative Taskforce Leadership Team (2009-2011)

- Served on this three-person team with leaders from the Professional Dairy Producers of Wisconsin (PDPW)
- I was asked to serve on the leadership team by a PDPW producer-leader
- This collaborative endeavor between producers, farm management consultants, lenders, farm accountants and UW-Extension personnel aims to educate Wisconsin producers about the benefits of managerial accounting and to have widespread producer acceptance of managerial accounting techniques in 20 years

- My role on the leadership team was to help plan, organize, implement and facilitate taskforce meetings and to provide team enhancement and technical financial management expertise
- The leadership teams' accomplishments during my tenure included the implementation and facilitation of four meetings and the initiation and implementation of producer education, farm accountant education and standards and practice work groups

UW-Extension Cooperative Extension Council for Strategic Change (2009-2011)

- Served on this multidisciplinary council
- Applied for this position with the support of the ANRE Program Director and was named to the Council by the Dean of UW-Cooperative Extension
- It is the responsibility of this Council to develop and execute the implementation plan for the UW-Cooperative Extension strategic plan
- My role on this Council was to represent the interests of the ANRE program, its specialists and agents
- The Council's accomplishments during my tenure include the development of the strategic plan awareness building programs

Grow Wisconsin Dairy Farm Management Team Leadership Team (2009-2011)

- Served on this four-person leadership team made up of Wisconsin Department of Commerce, Wisconsin Department of Agriculture, Trade, and Consumer Protection and UW-Extension personnel
- I was asked to serve on this leadership team by the ANRE Program Director
- This collaborative endeavor provides funding, administration, facilitation, consulting and oversight for the implementation of the management team approach on Wisconsin dairy farms
- My role on this leadership team was to recruit and advise farm management team facilitators, work with my leadership team members in providing program implementation oversight, and evaluate the farm level benefits of this program
- The leadership teams' accomplishments during my tenure included having to increase the program's targeted goals from the original target of 50 farms to 100 farms after only three months of operations

UW-River Falls Department of Agricultural Economics Faculty Position Search and Screen Committee Chair (Spring 2009-Summer 2010)

- Served on this Search and Screen Committee made up of UW-River Falls' faculty members, UW-River Falls' students, and industry representatives
- I was asked to serve in this capacity by the UW-River Falls Department of Agricultural Economic faculty members
- It was the committee's role to recruit, screen and nominate a candidate to succeed a retiring Department of Agricultural Economics faculty member
- My role on this committee was to provide leadership to the committee, co-develop and approve position descriptions and recruiting materials, field questions from potential candidates, develop interview guides and candidate evaluation instruments, plan and coordinate campus visits, and report to the Department of Agricultural Economics, its

Chair, and the Dean of the UW-River Falls College of Agriculture, Food and Environmental Sciences

- The committee's accomplishments during my tenure included developing the position description, vacancy notice, and advertisement and successfully launching the recruiting drive

UW-River Falls College of Agriculture, Food and Environmental Sciences Farm Advisory Committee Chair (2007-2010)

- Served as Chair of this committee of multidisciplinary faculty and staff
- It was the role of the committee to provide guidance to the Laboratory farm manager about issues that may affect the farm's commercial, education and research roles
- I was asked to chair this committee by the Dean of the UW-River Falls College of Agriculture, Food and Environmental Sciences
- My role on this committee was to field potential topics of discussion, schedule meetings, facilitate meetings, report to the Dean, amend the Laboratory Farms' strategic plans as needed, and to insure that the Laboratory farms are implementing the strategic plan
- Accomplishments during my tenure on this committee included the review of the Laboratory Farms' strategic plans as well as providing guidance to the Dean and Farm Management staff

UW-River Falls and Institute of Technology – City of Altamirano (ITCA) Partnership for Producer Education Program Co-Leader (2004-2008)

- I served as the United States institution based Co-Leader of this USAID/HED funded program
- This program's purpose was to improve the extension and outreach capabilities of ITCA's faculty and to develop a producer school in the Tierra Caliente region of Guerrero, Mexico. Select ITCA faculty members were trained at UW-River Falls by UW-River Falls and UW-Extension faculty in agribusiness management and adult education. These faculty members would in turn train other ITCA faculty members and develop and start a school for producers
- As the Co-Leader from the United States institution of this USAID/HED funded program, it was my responsibility to administer the program, manage a \$237,000 operating budget, coordinate the formal and experiential adult education training of the ITCA faculty members while they were at UW-River Falls, recruit external assessors to evaluate the producer school, coordinate and implement on-site evaluation trips to ITCA, plan and develop professional development activities for ITCA faculty members during on-site evaluation trips, and submit progress reports to USAID/HED
- The co-leaders' accomplishments included 3 ITCA faculty members receiving formal and experiential adult education and agribusiness management training and the establishment of a producer school, La Escuela del Empressarios. Additionally, ITCA was granted the first federally chartered business incubator center in the state of Guerrero.

UW-Extension ANRE Farm and Risk Management (FARM) Team Co-Leader (2003-2007)

- I served as a Co-Leader of this program team made up of UW-Extension county agents and state specialists

- It is the role of this team to develop state wide education programs and applied research concerning farm and risk management topics
- I was nominated and elected to this position by the FARM Team members
- As a Co-Leader, I helped oversee the merger of the Farm Management Education Team (FMET) and the Risk Management Team (RMT) as they became the FARM Team, developed the team’s plans-of-work and impact indicator reports, managed the team’s budget, planned and scheduled the team meetings, developed professional development programs for members, and insured that the team and work teams executed their plans-of-work
- The Co-Leader’s accomplishments during my tenure included developing plans-of-work and impact indicators, helping to refocus the team’s activities to producer education issues following the FMET and RMT merger, and the development of a major professional development program designed to help team members understand the benefits of utilizing a marketing approach when designing producer education programs

EXTENSION ACTIVITIES

Extension Honors and Awards

2011 Wisconsin Association of County Agriculture Agents Second Mile Award. This award is presented to Extension specialists whose work has greatly contributed to county- and state-based Extension programming endeavors.

Extension Activities: Summary of Rating by County Agent¹

| | Year | Contacts | Teaching | Information | Support | Relations | Outcomes |
|----------------|------|----------|----------|-------------|---------|-----------|----------|
| Hadley Average | 2009 | 3.59 | 4.41 | 4.37 | 4.53 | 4.32 | 4.32 |
| UWRF Average | | 3.21 | 4.02 | 4.05 | 3.86 | 3.64 | 3.89 |
| Hadley Average | 2008 | 3.48 | 4.50 | 4.40 | 4.48 | 4.44 | 4.42 |
| UWRF Average | | 3.33 | 4.17 | 4.21 | 4.25 | 4.15 | 4.17 |
| Hadley Average | 2007 | 3.58 | 4.67 | 4.65 | 4.82 | 4.82 | NA |
| UWRF Average | | 4.67 | 4.22 | 4.00 | 4.66 | 4.66 | |
| Hadley Average | 2006 | 3.52 | 4.37 | 4.60 | 4.60 | 4.55 | NA |
| UWRF Average | | 3.37 | 4.19 | 4.25 | 4.14 | 4.21 | |
| Hadley Average | 2005 | 3.38 | 4.21 | 4.40 | 4.27 | 4.47 | NA |
| UWRF Average | | 3.26 | 3.57 | 3.82 | 3.63 | 3.74 | |
| Hadley Average | 2004 | NA | NA | NA | NA | NA | NA |
| UWRF Average | | | | | | | |
| Hadley Average | 2003 | 3.15 | 3.64 | 3.83 | 4.00 | 4.18 | NA |
| UWRF Average | | 3.08 | 3.64 | 3.83 | 4.00 | 4.18 | |
| Hadley Average | 2002 | 3.38 | 4.33 | 4.29 | 4.67 | 4.50 | NA |
| UWRF Average | | 3.48 | 4.23 | 4.34 | 4.12 | 4.25 | |

¹ Note: Agent perception evaluations were not conducted in 2004. Scale for *Contacts* = “1” indicating “No Contact” and a “4” indicating “Extensive Contact.” Scale for *Teaching, Information, Support, Relations and Outcomes* = “1” poor quality and “5” good quality. Outcomes measure was not used prior to 2008.

Extension Activities: Summary of Rating by External Stakeholders

| Hadley – 2009 End of Year University of Wisconsin Extension External Evaluation (Sample Size = 11) | |
|---|--|
| Area | Percent <i>Strongly Agree/Agree</i> |
| This person provides significant leadership for planning and implementing educational programs. (n=8) | 100% |
| This person’s educational programs are based on important needs. (n=9) | 100% |
| This person’s programming is based on research and current knowledge. (n=9) | 100% |
| This person’s programming is appropriate for the audience. (n=8) | 100% |
| This person is responsive to the needs of stakeholders. (n=10) ¹ | 90% |
| ¹ . 10% undecided | |
| What do you consider this person’s most important contributions over the past five years? <ul style="list-style-type: none"> • “Continues to make an impact in improving farm profitability through a number of projects.” • “The ability to listen and see where thoughts and ideas are headed.” • “I would say Gregg’s work has helped foster awareness and understanding of agricultural employment topics in a region that extends beyond Wisconsin’s borders.” • “Ability to take technical information/skills into real-world applications.” • “Getting new programs started, taking the time to meet people and listen to their needs.” • “Networking and purveyor of information” | |

Extension Activities: Presentations

2015: Gregg Hadley: Farm Succession Planning. Butler and Greenwood County Farm Bureau Women Owning Land Series. Planned March 2015.

Charlie Griffin and Gregg Hadley: Power Transfer. Planning for Farm and Ranch Succession. Iola, KS. Planned March 2015.

Gregg Hadley: Succession Planning Overview. Planning for Farm and Ranch Successions. Iola, KS. Planned March 2015.

Charlie Griffin and Gregg Hadley: Power Transfer. Planning for Farm and Ranch Succession. Hays, KS. Planned March 2015.

Gregg Hadley: Succession Planning Overview. Planning for Farm and Ranch Successions. Hays, KS. Planned March 2015.

Gregg Hadley: Farm Succession: Making It Happen. Preserving the Family with Estate Planning. Colby, KS. Planned February 2015.

Gregg Hadley: Farm Succession: Making It Happen. Preserving the Family with Estate Planning. Stockton, KS. Planned February 2015.

Gregg Hadley: Farm Succession Overview. Estate Planning Workshop. Bazine, KS. Planned February 2015.

Gregg Hadley: Farm Succession. Pawnee Fry. Pawnee, KS. January 2015.

Gregg Hadley: Developing and Effective, Engaged and Efficient Workforce. Garden City, KS. January 2015.

Gregg Hadley for Forrest Buhler: Agricultural Business Organizations. Planning for Farm and Ranch Succession. Emporia, KS. January 2015.

Charlie Griffin and Gregg Hadley: Power Transfer. Planning for Farm and Ranch Succession. Emporia, KS. January 2015.

Gregg Hadley: Succession Planning Overview. Planning for Farm and Ranch Successions. Emporia, KS. January 2015.

Gregg Hadley for Forrest Buhler: Agricultural Business Organizations. Planning for Farm and Ranch Succession. Manhattan, KS. January 2015.

Charlie Griffin and Gregg Hadley: Power Transfer. Planning for Farm and Ranch Succession. Manhattan, KS. January 2015.

Gregg Hadley: Succession Planning Overview. Planning for Farm and Ranch Successions. Manhattan, KS. January 2015.

Charlie Griffin and Gregg Hadley: Power Transfer. Planning for Farm and Ranch Succession. Pratt, KS. January 2015.

Gregg Hadley: Succession Planning Overview. Planning for Farm and Ranch Successions. Pratt, KS. January 2015.

2014: Gregg Hadley: Succession Planning and Family Dynamics. Kansas Farm Bureau Estate and Succession Planning Workshop. Wichita, KS. December 2014.

Gregg Hadley: Guest Lecture: Farm Succession. AGEC 598 Farm Management Strategies. Manhattan, KS. November 2014.

Gregg Hadley: Growing and Maintaining Trust. University of Wisconsin – Extension. Madison, WI. November 2014.

Gregg Hadley: Farm Succession: Steps to a Successful Transition. Women of Agriculture. Great Bend, KS. October 2014.

Gregg Hadley et al: Engaging Your PDC in Issue Identification and Prioritization Using the Five Grand Challenges. K-State Research and Extension Annual Conference 2014. October 2014

Gregg Hadley et al: Tighter Farm Finances and Resources for Farm and Ranch Successions. K-State Research and Extension Annual Conference 2014. October 2014.

Gregg Hadley: K-State Research and Extension Update. Master Farmers and Master Homemakers Meeting. September 2014.

Gregg Hadley: Program Planning Retreat: Why? How? What? Extension Program Planning Retreat. Mississippi State University. Approximately 85 Extension professionals participated. Starkville, MS. June 2014.

Gregg Hadley: Program Planning Overview. Extension Program Planning Retreat. Mississippi State University. Approximately 85 Extension professionals participated. Starkville, MS. June 2014.

Gregg Hadley: K-State Research & Extension Overview. Discussion with a delegation of Australian Commodity Association representatives. Approximately 10 Australian commodity association representatives, K-State Research and Extension administrators, and a University of Nebraska Extension administrator participated. Manhattan, KS. April 2014.

Daryl Buchholz and Gregg Hadley: KSRE Administration Update. Kansas Association of County Agriculture Agents Spring Meeting. Approximately 70 Extension professionals attended. Hays, KS. April 2014.

Gregg Hadley: Succession Planning. Women and the Farm Conference. Approximately 40 people attended. Anthony, KS. March 2014.

Gregg Hadley: Succession Planning and Family Dynamics. Kansas Farm Bureau Estate and Succession Planning Workshop. Approximately 25 people attended. Erie, KS. February 2014.

Gregg Hadley: Employee Performance. Ag Profitability Conference Series. Distance Presentation. Hillsboro, KS. February 2014.

Gregg Hadley: Human Resource Management Review and Discussion. Kansas State University Management and Strategic Thinking (MAST) Program. Approximately 30 MAST participants and KSU educators participated. Manhattan, KS. February 2014.

Gregg Hadley: Making Farm Successions Successful. Women Managing the Farm Conference. Approximately 250 people attended. Manhattan, KS. February 2014.

Gregg Hadley: Enhancing Employee Performance. Women Managing the Farm Conference. Approximately 35 people attended. Manhattan, KS. February 2014.

Gregg Hadley: Farm Succession Planning. Ag Profitability Conference Series. Distance Presentation. Lyons, KS. January 2014.

Gregg Hadley: Farm Succession Planning. Women in Agriculture Conference. Approximately 50 people attended. Liberal, KS. January 2014.

Laurie Chandler and Gregg Hadley: Strengthening Programs through Program Development Committees. Approximately 120 people attended. 2014 KSRE Partnership Meetings. Wichita, KS. January 2014.

Laurie Chandler and Gregg Hadley: Strengthening Programs through Program Development Committees. Approximately 100 people attended. 2014 KSRE Partnership Meetings. Lawrence, KS. January 2014.

Laurie Chandler and Gregg Hadley: Strengthening Programs through Program Development Committees. Approximately 40 people attended. 2014 KSRE Partnership Meetings. Ellsworth, KS. January 2014.

Laurie Chandler and Gregg Hadley: Strengthening Programs through Program Development Committees. Approximately 100 people attended. 2014 KSRE Partnership Meetings. Scott City, KS. January 2014.

2013: Gregg Hadley: Succession Planning and Family Dynamics. Kansas Farm Bureau Estate and Succession Planning Workshop. Approximately 25 people attended. Abilene, KS. November 2013.

Gregg Hadley: Succession Planning and Family Dynamics. Kansas Farm Bureau Estate and Succession Planning Workshop. Approximately 40 people attended. Topeka, KS. November 2013.

Gregg Hadley: Communication and the Family Business. Women in Agriculture Meeting. Approximately 50 people participated. Jetmore, KS. April 2013.

Gregg Hadley: KSRE Administration Update. Kansas Association of County Agriculture Agents Spring Meeting. Approximately 70 Extension professionals attended. Ft. Scott, KS. April 2013.

Gregg Hadley: Farm Succession: How to Begin! McPherson County KSRE Meeting. Approximately 40 people participated. McPherson, KS. March 2013.

Gregg Hadley: Human Resource Management in Kansas. Ag Profitability Conference Series. Distance presentation. Pratt, KS. February 2013.

Gregg Hadley: Human Resource Management in Kansas. Ag Profitability Conference Series. Approximately 30 people attended. McPherson, KS. February 2013.

Gregg Hadley: Ideas for a Successful Succession. Gray County KSRE Meeting. Approximately 25 people attended. Cimarron, KS. February 2013.

Gregg Hadley: Ideas for a Successful Succession. Edwards County KSRE Meeting. Approximately 60 people attended. Kinsley, KS. February 2013.

2012: Gregg Hadley: KSRE Administrative Update. 2012 Douglas County KSRE Annual Meeting. Approximately 30 people attended. Lawrence, KS. November 2012.

Gregg Hadley: Immigration and the Workplace. KSRE Farm Management Program Focus Team Webinar. Distance presentation. Manhattan, KS. November 2012.

Gregg Hadley: KSRE Administrative Update. 2012 Reno County KSRE Annual Meeting. Approximately 30 people attended. Hutchinson, KS. November 2012.

Gregg Hadley: KSRE Administrative Update. 2012 Leavenworth County KSRE Annual Meeting. Approximately 30 people attended. Leavenworth, KS. November 2012.

Gregg Hadley: KSRE Administration Update. Kansas Association of County Agriculture Agents Spring Meeting. Approximately 80 Extension professionals attended. Pratt, KS. April 2012.

Gregg Hadley: Passing on the Farm – Steps to a Successful Transition. Jackson County Women in Agriculture Meeting. Approximately 50 people attended. Holton, KS. April 2012.

Gregg Hadley: Ideas for a Successful Succession. Lincoln County Farm Bureau Meeting. Approximately 25 people participated. Lincoln, KS. February 2012.

Gregg Hadley: Who Will Care for the Nursery When I Am Gone? – Ideas for a Successful Succession. Retail Works 2012. Approximately 24 people participated. Topeka, KS. February 2012.

2011: Gregg Hadley: Human Resources for Agricultural Producers. River Valley District KSRE Meeting. Approximately 30 people attended. Washington, KS. December 2011.

Gregg Hadley: KSRE Administrative Update. 2012 Sedgwick County KSRE Annual Meeting. Approximately 30 people attended. Wichita, KS. November 2012.

Gregg Hadley: KSRE Administrative Update. 2012 Johnson County KSRE Annual Meeting. Approximately 30 people attended. Olathe, KS. November 2012.

Gregg Hadley: Pasture-Based Dairy Farm Financial Competitiveness Considerations. Columbia-Dodge Grazing Meeting. Approximately 30 producers and industry stakeholders participated. Columbus, WI. March 2011.

Gregg Hadley: Pasture-Based Dairy Farm Financial Competitiveness Considerations. Heart of Wisconsin 17th Annual Winter Grazing Conference. Approximately 40 producers and industry stakeholders participated. Rothschild, WI. March 2011.

Gregg Hadley: What's The Culture of Your Business? Professional Dairy Producers of Wisconsin Business Management Conference. Approximately 180 producers and industry stakeholders participated. Madison, WI. March 2011.

Gregg Hadley: Opportunities for Penn State's Dairy Alliance in the Dairy Industry. Approximately 20 Extension professionals participated. State College, PA. February 2011.

Gregg Hadley: Is There Money in Dairy Farming? ADSA-SAD Conference. Approximately 120 undergraduate members of the student division of the American Dairy Science Association participated. River Falls, WI. February 2011.

Gregg Hadley: Gregg's Dirty Dozen HRM No-Nos. St. Croix County UW-Extension Dairy Farm Manager Peer Group. Approximately 6 dairy farm managers participated. Baldwin, WI. February 2011.

Gregg Hadley: Hiring and Retaining the Right Farm Employee for You. Clark County UW-Extension Human Resource Management Producer Meeting. Approximately 20 producers and industry stakeholders participated. Loyal, WI. January 2011.

Gregg Hadley: Wisconsin Dairy Farming in the "0" Decade: Future Implications for Dairy Producers. Eagleton, WI. AgStar Financial Customer Appreciation Day. January 2011.

2010: Gregg Hadley: Financial Benchmarking for Dairy Farm Managers. Wisconsin Indianhead Technical College Dairy Farm Management Continuing Education Program. Barron, WI. December 2010.

Gregg Hadley, Kevin Bernhardt, Victor Cabrera and Alan Linnebur: The DuPont Analysis: Making Your Financial Analyses Simpler and More Effective. The 2010 UW-Cooperative Extension All Staff Conference. Approximately 30 UW-Extension professionals attended this professional development workshop. Madison, WI. October 2010.

Gregg Hadley, Kevin Bernhardt, and Victor Cabrera: Using the DuPont Analysis When Advising Farm Managers. The Center for Dairy Profitability Boot Camp. Approximately 30 UW-Extension professionals and Wisconsin Department of Agriculture, Trade and Consumer Protection attended this professional development workshop. Wisconsin Dells, WI. August 2010.

Gregg Hadley: Economic Considerations in Grazing Systems 2010. The Wisconsin Grazing School. Approximately 40 producers and other stakeholders attended two sessions of this workshop. River Falls and Merrill, WI. May and July 2010.

Gregg Hadley: Machinery Ownership, Repair, and Replacement Costs – Farmer Owner and Custom Providers. The UW-Extension Grain Crops Production Clinic. Approximately 45 producers attended two sessions of this workshop. Green Bay and Brillion, WI. March 2010.

Gregg Hadley: The Art and Science of Benchmarking. Wisconsin Indianhead Technical College Producer Meeting. Approximately 12 producers and educators attended this meeting. Barron, WI. February 2010.

Gregg Hadley: Dairy Farm Profitability: Then, Now, and the Years To Come. The Ag Risk Managers Producer Meeting. Approximately 120 producers attended this seminar. Menominee, WI. February 2010.

Gregg Hadley: How Foremen Supervise Employees. The Wisconsin Framebuilders Association. Approximately 12 framebuilders attended this seminar. Madison, WI. January 2010.

Gregg Hadley: How Foremen Motivate Employees. The Wisconsin Framebuilders Association. Approximately 8 framebuilders attended this seminar. Madison, WI. January 2010.

Gregg Hadley: Evaluating/Justification of Equipment Purchases. The Wisconsin Custom Operators Association, Professional Nutrient Applicators Association of Wisconsin, and Midwest Forage Association 2010 Symposium and Annual Meeting. Approximately 80 custom operators and agribusiness managers attended this seminar. Wisconsin Dells, WI. January 2010.

Gregg Hadley: Recovering from 2009 and Planning for 2010. Northeast Wisconsin Technical College 2010 Farm Business Seminar. Approximately 60 producers attended this meeting. Green Bay, WI. January 2010.

2009: Gregg Hadley: Economic Considerations for Difficult Times. Countryside Cooperative Lenders Meeting. Approximately 30 lenders attended this meeting. Baldwin, WI. September 2009.

Gregg Hadley: Enhancing Team Performance. The UW-Extension ANRE Team Leadership Summit. Approximately 35 UW-Extension personnel attended this workshop. Wisconsin Dells, WI. June 2009.

Gregg Hadley: Economic Considerations in Grazing Systems 2009. The Wisconsin Grazing School. Approximately 40 producers and other stakeholders attended two sessions of this workshop. River Falls and Cable, WI. May and July 2009.

Gregg Hadley: Keeping Heifer Raising Profit Margins Profitable. The UW-Extension Raising Quality Dairy Heifers Annual Seminar. This meeting was attended by approximately 70 producers and agribusiness professionals. Kimberly, WI. February 2009.

Gregg Hadley: Recent Financial Trends in the Wisconsin Dairy Industry. Berlin National Bank Meeting. This meeting was attended by approximately 15 lenders and members of the Board of Directors. Berlin, WI. February 2009.

Gregg Hadley: The Profitability of Grazing Operations. Western Wisconsin Winter Grazing Meeting. Approximately 8 producers attended this meeting. Spring Valley, WI. January 2009.

Gregg Hadley: Supervisory Skills Training. Wisconsin Custom Operators, Professional Nutrient Applicators of Wisconsin, Midwest Forage Association Symposium and Annual Meeting. Approximately 50 agribusiness professionals attended this session. Wisconsin Dells, WI. January 2009.

Gregg Hadley: Farm Business Management Strategies for Uncertain Times. The UW-Extension Dairy Team Road Show. Approximately 195 producers and stakeholders attended the 13 seminars. Spring Green, Melrose, Baldwin, Amery, Chippewa Falls, Rice Lake, Owen, Gilman, Plover, Stratford, Antigo, Casco and Suring, WI. January 2009.

2008: Gregg Hadley: Equipment, Buy, Sell or Custom Hire. The Central Wisconsin Agricultural Lenders Conference. Approximately 12 lenders and Extension educators attended. Wautoma, WI. December 2008.

Gregg Hadley: A Financial Analysis of Forage Harvesting, Storing, and Feeding Systems. The UW-Extension Forage Winter Meeting. Approximately 10 producers and agricultural stakeholders attended. Cadott, WI. March 2008.

Gregg Hadley: SART Team Building Program. The Sexual Abuse Response Team Board of Directors Retreat. New Richmond, WI. Approximately 12 SART Board members attended. New Richmond, WI. February 2008.

Gregg Hadley: Economic Considerations in Grazing Systems 2007. The UW-River Falls Sustainable Agriculture Conference. Approximately 150 producers, educators, and agricultural stakeholders attended. River Falls, WI. January 2008.

Jerry Clark and Gregg Hadley: Attributes of a Successful Manager: Assessment Center for Agronomy Business Owners and Managers. The WFAPM Annual Meeting. Approximately 160 agronomy professionals attended. Madison, WI. January 2008.

2007: Gregg Hadley: Are Your Feed Costs Sucking the \$ Out of Dairying? UW-Extension Calumet County Cow College. Approximately 30 producers and agricultural stakeholders attended. Calumet, WI. December 2007.

Gregg Hadley: Financial Strategies/Competitiveness. UW-Extension Dairy Herd Management and Health Clinic. Collectively, approximately 50 producers and agriculture stakeholders attended. Bangor and Arcadia, WI. December 2007.

Gregg Hadley: The Cost of Concrete Alternatives for Cow Traffic (An Economic Analysis of Rubberized Flooring for Dairy Cattle). Clark and Taylor County UW-Extension Hoof Care Meeting. Approximately 25 producers and agriculture stakeholders attended. Thorpe, WI. November 2007.

Gregg Hadley and Jenny Vanderlin: The Financial Farm Management Literacy Quiz Bowl. 2007 UW-Extension Agriculture and Natural Resource Education Annual Meeting. Approximately 20 UW-Extension professionals attended. Wisconsin Dells, WI. October 2007.

Gregg Hadley: An Analysis of Single Emphasis Approaches Used to Become Profitable in the Dairy Industry. 2007 Farm Service Agency State Farm Loan Program Training Meeting. Approximately 70 Farm Service Agency employees attended. LaCrosse, WI. September 2007.

Gregg Hadley: Economic Considerations in Grazing Systems 2007. Wisconsin Grazing School. A total of approximately 70 producers, farm advisors, and other stakeholders attended these sessions. River Falls, Kiel, and Neillsville, WI. May, June, and July 2007.

Gregg Hadley: Wisconsin Agricultural Labor Issues. The 2007 Professional Development Conference of the Wisconsin Association of Agricultural Educators. Approximately 50 agricultural education professionals attended the presentation. Middleton, WI. June 2007.

Gregg Hadley - presented by Matt Glewen due to inclement weather: The Profitability of Dairy Farm Crop Enterprises. UW-Extension Management Update. Kiel, WI. March 2007.

Gregg Hadley: Ensuring a Financially Viable Future for the Wisconsin Dairy Farm Industry. UW-Extension Heart of the Farm Conference. Approximately 50 people attended. Eau Claire, WI. March 2007.

Gregg Hadley, Arlin Brannstrom, and Bruce Jones: Strategies to Improve Profitability. 2007 UW-Extension Dairy Road Show. I developed the presentation and presented at eight of the producer meetings. Approximately 260 producers and stakeholders attended the meetings on four dates. January 2007.

2006: Gregg Hadley: Addressing the Main Issue of Managing People, Working Together, and Communications on the Unknown. 2006 UW-Extension and UW-River Falls Returning to the Farm Program. Approximately 45 producers and students attended. River Falls, WI. November 2006.

Gregg Hadley: Economic Considerations in Grazing Systems. 2006 Wisconsin Grazing School. Approximately 40 producers, farm advisors, and other stakeholders attended. June 2006.

Gregg Hadley: The Differences between Profitable and Less Profitable High Producing Dairy Farms. UW-Extension Agriculture Management Update. Kimberly, WI. March 2006.

Gregg Hadley: Midwest Dairy Profitability: Are We Even in the Same Ballpark? UW-Extension CWAS Dairy Series. Approximately 40 producers, lenders, and other stakeholders attended two presentations. Marshfield and Junction City, WI. This presentation was also presented by county agents in the Town of Springfield in Marquette County and in Elroy, WI. February 2006.

Gregg Hadley: Financial Fitness for Your Farm. UW-Extension Annie's Project II. Oshkosh, WI. January 2006.

2005: Gregg Hadley: Economic Considerations in Grazing Systems. 2005 Wisconsin Grazing School. Approximately 75 producers, farm advisors, and other stakeholders attended. Various locations. June and September 2005.

Robert K. Cropp, Gregg Hadley, Randy Knapp, Ryan Tichich, and Jenny Vanderlin: Assessment Center for Dairy Farm Owners and Managers. UW-Extension Cross-Division Conference. Approximately 40 UW-Extension personnel attended. Reedsburg, WI. September 2005.

Gregg Hadley: The Financial Competitiveness of Wisconsin Dairy Farms: Are We Even in the Same Ballpark? UW-Extension Dairy Team In-Service. Approximately 24 UW-Extension and University of Minnesota Extension agricultural agents and specialists attended. Baldwin, WI. April 2005.

Gregg Hadley: The Financial Competitiveness of Wisconsin Dairy Farms: Implications for Extension and Outreach. The Center for Dairy Profitability Brownbag Seminar Series. Approximately 10 researchers and other stakeholders attended. Madison, WI. February 2005.

Gregg Hadley: The Importance of Having and Using Financial Records. Badgerland Farm Credit Services Producer Meeting. Approximately 50 producers and 12 lenders attended. Antigo, WI. February 2005.

Gregg Hadley: The Financial Competitiveness of Wisconsin Dairy Farms: Pretenders or Contenders? The Chippewa Valley Technical College's Large Dairy Management Peer Group Class. Approximately 20 producers attended. Eau Claire, WI. February 2005.

Gregg Hadley: A Summary of the Results of the Western Wisconsin Agricultural Lenders Conference Lender Survey. Western Wisconsin Agricultural Lenders Conference. Approximately 80 lenders and other agricultural stakeholders attended. Menomonie, WI. January 2005.

2004: Gregg Hadley: What Do Profitable Dairy Farms Do? The Regional Dairy Modernization Task Force's Dairy Summit II. Approximately 120 farmers and agricultural stakeholders attended. Fennimore, WI. December 2004.

Gregg Hadley: Culling Decisions That Make Economic Sense. The 2004 Agriculture Management Update Seminar. Approximately 50 agricultural lenders and other farm financial management professionals attended. Kimberly, WI. September 2004.

Gregg Hadley: Wisconsin Dairy Farms vs. California Dairy Farms: Can Wisconsin Compete? The 2004 UW-Extension Monroe County Agricultural Lenders Meeting. Approximately 12 agricultural lenders attended. Sparta, WI. July 2004.

Gregg Hadley: Wisconsin vs. California Dairying: Maybe It's Not the Weather. The 2004 Dairy Cooperative Field Representative Leadership Conference. Approximately 60 milk processing professionals attended. LaCrosse, WI. June 2004.

Gregg Hadley: Wisconsin vs. California Dairying: Let's Not Run Up The White Flag Just Yet! Invited presentation at the 2004 Wisconsin Bankers Association Agricultural Lenders Conference. Approximately 160 agricultural lenders and other agricultural stakeholders attended. Wisconsin Dells, WI. April 2004.

Gregg Hadley: What Wisconsin Dairy Producers Tell Us About Hispanic Employee Relations. The University of Wisconsin – Extension Hispanic Labor Conference. Approximately 40 dairy farm managers attended. Kaukauna, WI. April 2004.

Gregg Hadley: Financial Records, Recordkeeping and Analysis: Why Bother? The University of Wisconsin Center for Cooperatives and Wisconsin Federation of Cooperatives Young Producers Conference. Approximately 40 dairy farm managers attended. LaCrosse, WI. February 2004.

Bruce Jones, Gregg Hadley, and Arlin Brannstrom: Producers' Perspectives on What They Can Do To Stay Competitive. The UW-Extension 2004 Dairy Road Show. I presented at four of the events. There were approximately 210 dairy farm managers and other agricultural stakeholders at the four presentations. Various locations. January 2004.

2003: Gregg Hadley: Overview of Financial Planning and Analysis. The Center for Dairy Profitability Financial Management Workshop for UWEX and Wisconsin Technical College System Faculty and Staff. Approximately 20 people attended each session. Reedsburg, Menomonie, and Green Bay, WI. March 2003.

Gregg Hadley: Retention: Evaluating and Compensating Key Employees. The Hispanic Labor Conference. Approximately 40 producers, agribusiness, and extension professionals attended. Kaukauna, WI. March 2003.

Gregg Hadley: Creative Farm Management. Bremer Bank Agricultural Producer Appreciation Meeting. Amery, WI. Approximately 20 producers and agricultural lenders attended. February 2003.

Gregg Hadley: Upper Midwest Dairy Expansion: Improved Competitiveness. This was part of a keynote address delivered in conjunction with two presentations by Normand St-Pierre of The Ohio State University. The Western Wisconsin Agricultural Lenders Conference. Approximately 120 agricultural lenders attended. Menomonie, WI. January 2003.

Gregg Hadley: Upper Midwest Dairy Expansion: Improved Competitiveness. This was part of a keynote address delivered in conjunction with two presentations by Normand St-Pierre of The Ohio State University. The Tri-State Agricultural Lenders Conference. Approximately 30 agricultural lenders attended. LaCrosse, WI. January 2003.

2002: Gregg Hadley: The Cost of Concrete Alternatives for Cow Traffic. The University of Wisconsin-Extension's Regional Hoof Care Program. The conference was attended by approximately 75 dairy farm, veterinary, hoof trimming and agribusiness professionals. Kaukauna, WI. December 2002.

Gregg Hadley: How Does Longevity Affect Your Bottom Line? The 2002 Midwest Dairy Herd Conference. This conference was attended by approximately 200 people. Middleton, WI. November 2002.

Gregg Hadley: Low Milk Prices: Where Can I Cut Costs? The Chippewa Valley Technical College's Large Dairy Herd Management Class Meeting. The meeting was attended by approximately 20 managers. Eau Claire, WI. October 2002.

Gregg Hadley: Dairy Provisions of the New Federal Farm Bill and Their Impact on Upper Midwest Dairying. The 2002 Fall Meeting of the Wisconsin Chapter of the American Society of Farm Manager and Rural Appraisers. This meeting was attended by approximately 75 people. Wisconsin Dells, WI. October 2002.

Gregg Hadley: Creative Dairy Management: The Vita Plus – Loyal Feed Company. The meeting was attended by approximately 10 feed sales professionals. Loyal, WI. May 2002.

Gregg Hadley: Employee Evaluation and Compensation. The Chippewa Valley Technical College's Large Dairy Herd Management class meeting. The class was attended by approximately 20 farm managers. Eau Claire, WI. February 2002.

Gregg Hadley: Lessons Learned from Upper Midwest Dairy Expansions. The Outagamie, Shawano, and Waupaca County UW-Extension Cow College. This meeting was attended by approximately 50 farm managers and agribusiness professionals. Clintonville, WI. January 2002.

Extension Activities: Producer, Stakeholder and Extension Educator Workshops Direct Farm Advising Activities

2014: Extension Program Planning Retreat. Co-developed, led, facilitated and educated at this workshop for approximately 85 Mississippi State University Extension professionals who learned logic model based program planning concepts and applied this knowledge to develop comprehensive state-wide program action plans. Starkville, MS. June 2014.

New Agent Local Operations Training. I prepared the "Working with Program Development Committees" portion of the training program. Approximately 15 people participated. Manhattan, KS. March 2014.

Cowley County KSRE Program Development Committee Grand Challenge Workshop. Co-developed and facilitated this needs assessment workshop. Approximately 25 Program Development Committee members and Extension professionals participated. Winfield, KS. February 2014.

2013: Kansas State University Management and Strategic Thinking (MAST) Program. Developed 8 archived presentations concerning agricultural human resource management topics. Approximately 25 people participated. Manhattan, KS. December 2013 – February 2014.

Riley County KSRE Program Development Committee Grand Challenge Workshop. Co-developed and co-facilitated this needs assessment workshop. Approximately 30 Program Development Committee members and Extension professionals participated. Manhattan, KS. September 2013.

KSRE New Agent Program Development Training. Co-developed, co-facilitated and educated at this logic model based program planning workshop. Approximately 21 Extension professionals participated. Manhattan, KS. August 2013.

The Extension Ogallala Aquifer Summit. Co-developed and facilitated this educational and brainstorming workshop for Extension professionals regarding issues related to the Ogallala Aquifer. Approximately 50 Extension professionals participated. Garden City, KS. April 2013.

Atchison County KSRE Strategic Planning Workshop. Co-developed and co-facilitated this strategic planning workshop for Atchison County Extension Council members and Extension professionals. Approximately 12 people participated. Atchison, KS. March 2013.

2013 Master Farmer and Master Homemaker Awards Banquet. Served as a master of ceremony for this awards program honoring Kansas farmers and homemakers. Manhattan, KS. March 2013.

New Agent Local Operations Training. I prepared the “Working with Program Development Committees” portion of the training program. Approximately 12 people participated. Manhattan, KS. February 2013.

2012: KSRE New Agent Program Development Training. Co-developed, co-facilitated and educated at this logic model based program planning workshop. Approximately 15 Extension professionals participated. Manhattan, KS. September 2012.

2011: The Ridgeline Farm Project. This project involved examining the human resource management procedures of the dairy farm. March 2011.

The Crockford Farm Project. This project involved determining the financial competitiveness and financial health of this dairy farm. February 2011.

The Johnson Farm Project. This project involved developing the succession plan for this dairy farm. 2011.

The Klein Farm Project. This project involved developing the succession plan for this dairy farm. 2011.

The Feltz Farm Project. This project involved determining the financial competitiveness and financial health of this dairy farm. 2011.

The Larson Farm Project. This project involved determining the financial competitiveness and financial health of the farm and to determine the financial feasibility of developing a value-added dairy processing plant and store. 2011.

The UW-Extension Management Assessment Center for UW-River Falls Students. 12 UW-River Falls’ students attended this program. Chetek, WI. January 2011.

UW-Extension and University of Wisconsin Agricultural Short-Course: Practical Human Resource Management Considerations for Farmers. A 3-day human resource management education program for University of Wisconsin Short Course students and Wisconsin producers. January 2011.

2010: The Elusive Dairy Farm Project. This project involved determining the financial competitiveness and financial health of this dairy farm. November 2010.

The Management Assessment Center for the Professional Dairy Producers of Wisconsin (PDPW). 12 dairy farm manager members from Wisconsin and Illinois attended the program sponsored by UW-Extension and PDPW. Arkdale, WI. November 2010.

The UW-Extension Management Assessment Center for Agronomy Professionals. 12 agribusiness professionals attended the program. Arkdale, WI. August 2010.

The Powell Farm Project. This project involved assisting a custom hire/dairy farm/beef farm/crop farm in conducting enterprise profitability analyses for strategic decision making. September 2010.

The Ridgeline Farm Project. This project involved determining the financial competitiveness and financial health of this dairy farm. July 2010.

The Drinkman Farm Project. The project involved assisting an organic dairy farm develop and implement a financial plan designed to help it come out of bankruptcy. May 2010.

The Schauf Farm Project. Conducted with a UW-Extension county agent. This project examined the financial feasibility of several exit strategies for this 60-cow dairy farm exit. May 2010.

The Larson Farm Project. This project involved determining the financial health of the farm and developing the general business plans for the farm. February 2010.

The Geiser Farm Project. This project involved developing the farm transfer and general business plans for this farm. February 2010.

The Klein Farm Project. This project involved developing the farm transfer and general business plans for this farm. January 2010.

The Johnson Farm Project. This project involved developing the farm transfer and general business plans for this farm. January 2010.

The UW-Extension Management Assessment Center for UW-River Falls Students. 12 UW-River Falls' students attended this program. Chetek, WI. January 2010.

The UW-Extension Transferring the Farm in a High Stakes Era Workshops. This project provided one-day education to producers and lenders about farm transfer issues. I instructed at two of the workshops. 100 producers and lenders participated at the Black River Falls, WI session and 60 people attended the River Falls, WI session. January 2010.

2009: The UW-Extension Deal or No Deal: Managing the Margin Workshops. This project involved making producers aware of the increased volatility in today's agricultural markets, how to assess risk, and how to make management decisions under increased uncertainty. I instructed at two of the workshops. 12 producers and lenders participated at the Curtiss, WI session and 60 producers and lenders participated in the Manawa, WI session. November 2009.

The Wisconsin Dairy Business Initiative Taskforce. This was a collaborative effort between the Professional Dairy Producers of Wisconsin, UW-Extension, and lending and agricultural financial services firms. The purpose of this program was to achieve widespread acceptance of managerial accounting on Wisconsin dairy farms in 20 years. I was the Co-Leader of this endeavor. October 2009.

The Grow Wisconsin Dairy Management Team Program. This was a collaborative program offered by the Wisconsin Department of Agriculture, Trade and Consumer Protection, Department of Commerce, and the UW-Extension that provides funds to Wisconsin dairy farms to start management advisory teams. I was a Co-Leader of the program, and my responsibilities included the recruitment of facilitators and evaluating the results of the program. October 2009.

The Leonard Farm Project. Conducted on behalf of the proprietor, this project examined the financial competitiveness of farms that rent their facilities and purchase all of their feed vs. those that own their facilities and grow their forage and feed grains. July 2009.

The Steins Farm Project. Conducted with a UW-Extension county agent. This project estimated the financial implications of a newly installed but faulty robotic milking system on a 100-cow organic dairy farm. July 2009.

UW-Extension Farm Scale Biodiesel Plant Project. Conducted with a team of UW-Extension personnel. This project determined the cost of production of a low investment on-farm biodiesel plant piloted during 2008. May 2009.

The Bar Nor Farms Project. Conducted with a team of UW-Extension personnel. This project estimated the financial implications of a stray voltage problem on a 100-cow dairy that occurred from 1998-2008. May 2009.

The Schmitz Farm Project. Conducted with a UW-Extension county agent. This project examined the feasibility of expanding a 116-cow dairy farm by adopting a robotic milking system or through a lower investment method. May 2009.

The Schauf Farm Project. Conducted with a UW-Extension county agent. This project examined the financial feasibility of a 60-cow dairy farm adopting robotic milking technology and expanding to 120 cows. May 2009.

2009 UW-Extension Agriculture and Natural Resources Conference Planning Committee. This committee was responsible for planning and implementing the UW-Extension Agriculture and Natural Resources Conference. June – October 2009.

The UW-Extension ANRE Team Leadership Summit. The UW-Extension ANRE Coaches Team developed, planned and put on this leadership workshop for UW-Extension personnel. Responsible for initially proposing the idea, taking the lead in developing the workshop, recruiting speakers and participants, hosting the workshop, and evaluating the workshop. 35 UW-Extension personnel attended this workshop. Wisconsin Dells, WI. June 2009.

Countryside Cooperative Feed Division Strategic Planning Session. Facilitated a strategic planning session for the feed division of Countryside Cooperative. Approximately 18 Countryside Cooperative employees attended this event. Menomonie, WI. April 2009.

The UW-Extension Deal or No Deal: Managing the Margin Workshops. This project involved making producers aware of the increased volatility in today's agricultural markets, how to assess risk, and how to make management decisions under increased uncertainty. 4 workshops were held. Collectively, 75 producers and stakeholders were educated. Rice Lake, Marshfield, Monroe, and Durand, WI. March 2009.

The UW-Extension Management Assessment Center for Agribusiness Professionals. 12 agribusiness professionals attended this program. Chetek, WI. February 2009.

The UW-Extension Management Assessment Center for UW-River Falls Students. 12 UW-River Falls' students attended this program. Chetek, WI. January 2009.

2008: The Puentes/Bridges Guest Dairy Worker Entrepreneurship Training Program Pilot Project. Co-designed and implemented this program with representatives of the Puentes/Bridges organization. This program involved working with Wisconsin dairy farmers to provide monthly entrepreneurship training to guest dairy farm employees who desire to start businesses in their native countries. Waumandee, WI. Fall 2008-July 2009.

UW-Extension and UW-River Falls Returning to the Farm Program. Twelve families participated in the workshop. Secured funding and led the advertising, program development, facilitator recruitment, and implementation and evaluation efforts. Twelve families participated in the workshop. River Falls, WI. January and February 2008.

2008 UW-Extension Agriculture and Natural Resources Conference Planning Committee. This committee was responsible for planning and implementing the UW-Extension Agriculture and Natural Resources Conference. Approximately 150 agents, specialists and other stakeholders received training at this conference. Wisconsin Dells, WI. August – October 2008.

2009 Western Wisconsin Ag Lenders Conference Planning Sessions. Participated with county-level extension personnel and agricultural lenders in the planning of the 2009 Western Wisconsin Agricultural Lender's Conference. November 2008.

2007: UW-Extension and Center for Dairy Profitability Financial Management Professional Development Series: Module 1: The Financial Statements. Approximately 15 UW-Extension and Wisconsin Technical College employees attended this workshop, which I designed. Wisconsin Rapids, WI. December 2007.

UW-Extension and UW-River Falls Returning to the Farm Program. Co-responsibility for program co-development, participant recruitment, and implementation. Approximately 45 UW-River Falls' students and producers (15 families) attended this farm succession workshop. River Falls, WI. February 2007.

Leonard Farm Financial Performance Analysis Project. A financial performance analysis/business planning project for a south central Wisconsin dairy farm. November 2007.

2008 Western Wisconsin Ag Lenders Conference Planning Sessions. Participated with county-level extension personnel and agricultural lenders in the planning of the 2008 Western Wisconsin Agricultural Lender's Conference. October 2007.

The UW-Extension Management Assessment Center for Dairy Farm Owners/Managers. 12 producers participated. Chetek, WI. February 2007.

2006: UW-Extension and UW-River Falls Returning to the Farm Program. Approximately 45 UW-River Falls' students and producers (15 families) attended this farm succession workshop. River Falls, WI. November 2006.

The UW-Extension Management Assessment Center for Dairy Farm Owners/Managers. Approximately 11 producers attended the assessment. Byron, WI. November 2006.

2006 Lauren Agrisystems and Lauren Dairy Research Farm Project. This project analyzed the profitability of Lauren Agrisystems Research Farm. August 2006.

2006 Western Wisconsin Agricultural Lenders Conference and Conference Planning Committee. Served as secretary of the planning committee. Involved in planning the conference, recruiting speakers, and coordinating travel and logistics. Approximately 80 lenders attended. Menomonie, WI. January 2006.

UW-Extension Annie's Project II. Five producers attended. Appleton, WI. January 2006.

2005: Felix Farm Feasibility Study. Conducted a financial feasibility study of starting a 35-head management intensive rotational grazing stocker operation for this producer. This study resulted in obtaining a younger producer's loan from the Farm Service Agency to start a stocker enterprise. October 2005.

Western Wisconsin Agricultural Lenders Conference and Conference Planning Committee. Served as secretary of this committee. Involved in planning the conference, recruiting speakers, and coordinating travel and logistics. Menomonie, WI. January 2005.

The UW-Extension Management Assessment Center for Dairy Farm Owners/Managers. Served as an assessor for both sessions of the "Assessment Center." The management skills of 17 farm managers and stakeholders were assessed. 11 producers and 1 lender attended. Chetek, WI. November 2005.

2004: The UW-Extension Management Assessment Center for Dairy Farm Owners/Managers. I served as an assessor for the initial session of the "Assessment Center." The management skills of 6 farm managers and stakeholders were assessed. Chetek, WI. November 2004.

AgVentures: Building a Vision. Helped plan and conduct two train-the-trainer workshops for this financial management and business planning producer education module.

Western Wisconsin Agricultural Lenders Conference and Conference Planning Committee. Involved in the planning the conference, recruiting speakers, and coordinating travel and logistics. Menomonie, WI. January 2004.

2003: AgVentures: Building a Vision. Helped plan and conduct two train-the-trainer workshops for this financial management and business planning producer education module.

Co-developed and implemented with the Center for Dairy Profitability colleagues, a two-day agricultural finance workshop for UW-Extension and Wisconsin Technical College faculty held October 2003. Responsibilities included preparing and presenting the basic financial statement analysis and co-preparing the capital budgeting portion of the workshop.

At the request of a Chippewa Valley Technical College agricultural instructor, I developed a spreadsheet-based decision aid to help producers determine the breakeven rental rate for irrigated and non-irrigated farmland.

Western Wisconsin Agricultural Lenders Conference and Conference Planning Committee. Involved in the planning the conference, recruiting speakers, and coordinating travel and logistics. Menomonie, WI. January 2003.

2002: Western Wisconsin Agricultural Lenders Conference and Conference Planning Committee. Involved in the planning the conference, recruiting speakers, and coordinating travel and logistics. Menomonie, WI. January 2002.

Assisted in the planning and delivery of the Center for Dairy Profitability's Spring Financial Workshops. Three workshops were designed to provide financial theory and financial software training for UW-Extension and Wisconsin Technical College's faculty and staff.

Provided a producer with DHIA-based information concerning the relative merits of Jersey cattle vs. Holstein cattle to be used in a breakeven analysis to determine if the producer should incorporate Jersey's into their herd.

Assisted an entrepreneur in determining whether she could profitably lease a property to start an equine boarding, trail riding and dog mushing business. The entrepreneur was able to secure funding and started her own business as a result of our financial feasibility study.

Extension Activities: Self-Directed Work Team Activities

2011: Participated in the planning, implementation and evaluation of the Management Assessment Center for UW-River Falls Students.

2010: Participated in the planning and implementation of the Management Assessment Center for UW-River Falls Students, Management Assessment Center for Agronomy Managers, and the Management Assessment Center for Professional Dairy Producers of Wisconsin Dairy Farm Managers.

Co-developed, developed, advised or participated in the delivery in the following programs for UW-Extension Farm and Risk Management Team:

- UW-Extension Western District Farm Human Resource Management Education Program: a human resource management program for western Wisconsin farm managers.
- UW-Extension Eastern District Farm Succession Workshop: a farm succession workshop for Eastern Wisconsin farm families.
- Optimal Farm and Custom Operator Equipment Replacement Research Program: a research and education program designed to help farm managers and custom operators make equipment replacement decisions.
- UW-Extension OSHA and Labor Regulations for Farmers Program: a producer education program designed to increase producer awareness about the need for adhering to labor law and OSHA regulations.
- UW-Extension and University of Wisconsin Agricultural Short Course: Practical Human Resource Management Considerations for Farmers: a 3-day human resource management education program for University of Wisconsin Short Course students and Wisconsin producers.
- UW-Extension and the Dairy Industry Farm Business Initiative Enhanced Management Decisions Education Program: a program designed to emphasize better farm business management decision making through farm business management awareness and education programs.
- UW-Extension and Center for Dairy Profitability Working Capital Education Program: a program that emphasizes better working capital decision making through education and the development of spreadsheet decision tools.

2009: Proposed and led the development, implementation, and evaluation of a leadership professional development workshop for UW-Extension Agriculture and Natural Resources personnel as a member of the UW-Extension Coaches team. 35 Extension professionals participated in the program.

Worked with fellow Farm and Risk Management Team members to critique the 2008-2009 Deal or No Deal Program – an agricultural risk management and financial management producer workshop – and develop improvements for the 2009-2010 version.

2008: Named to the UW-Extension Coaches Team. This team serves in two capacities: First, it provides administrative and facilitative leadership to the UW-Extension self-directed work teams. Second, it serves as an executive advisory board to the UW-Extension ANRE Program Leader and Dean of UW Cooperative Extension.

2007: Concluded my last term as Co-Leader for the Farm and Risk Management (FARM) Program Team.

2006: Served as Co-Leader for the Farm and Risk Management (FARM) Program Team. Co-organized Wisline Updates and the FARM Program Team's annual meeting.

Served as the Co-Editor of the FARM Team's Farm and Risk Management FOCUS, a three-times-a-year e-zine covering commodity updates, agricultural law topics, farm and risk management research, and farm and risk management producer education issues.

Recruited and communicated with potential assessor trainees in addition to assessing the management skills of farm managers as an executive member of the FARM Program Team's Management Assessment Group.

2005: Re-elected as Co-Leader for the Farm and Risk Management (FARM) Program Team. Co-organized Wisline Updates and the FARM Program Team's annual meeting. Co-developed the FARM Program Team's Activity Budget. This involved soliciting budget requests from the various FARM Work Teams, ranking the requests, and allocating the funds accordingly.

Developed and served as Co-Editor of the FARM Team's Farm and Risk Management FOCUS, a three-times-a-year e-zine covering commodity updates, agricultural law topics, farm and risk management research, and farm and risk management producer education issues.

Served the FARM Program Team's Management Assessment Group committee by recruiting and communicating with potential assessor trainees in addition to assessing the management skills of farm managers.

2004: Served as Co-Leader of the FARM Program Team. Solicited input from colleagues to develop the 2004-2005 Plan of Work and Impact Indicators. Co-developed the agenda for the FARM Program Team's annual meeting and assisted in organizing Wisline Updates.

Through my FARM Team activities with its Management Assessment Group, I was involved in the development of the Assessment Center for Wisconsin Dairy Farm Managers/Owner Operators, designed to assess the management attributes of participating Wisconsin dairy farm managers/owner operators. This project involved developing activities whereby the participating producers would be assessed in each of eight management attributes. Besides co-development activities, I developed the financial case study component of this exercise.

Participated in the piloting, evaluation and further development of the FARM Program Team's Financial Management Team's AgVentures: Building a Vision financial management and business planning producer education module.

2003: Served as Farm Management Education Team (FMET) Co-Leader. As a FMET leader, the Risk Management Team leaders and I organized a two-day meeting to officially merge the two groups into the Farm and Risk Management (FARM) Team. Meeting activities included mission statement and vision statement development, FARM Team workshop and workgroup project development, and workgroup and team leadership elections. I was elected to be one of the two FARM Team Co-Leaders. Leadership activities included communicating with workgroup leadership concerning workgroup program development and the organization of two FARM Team teleconferences to discuss workgroup program development and programming activities.

FARM Program Team workgroup activities included participating in the development of a new AgVentures Financial Management module which was piloted in November 2003. Besides co-development activities, I developed an exercise to help producers understand the concept of liquidity. I also wrote and submitted a document detailing the "Sweet 16 Financial Ratios."

2002: Served as a member and Co-Leader of the Farm Management Education Team (FMET). My FMET activities included team administrative duties including the proposed merger of the FMET and Risk Management teams, assisting in the further development and promotion of the team's Agricultural Financial Advisor software and updating the AgVentures Financial Management and Human Resource Management modules.

Extension Activities: Extension Publications

For my Extension publications, please see the **Scholarly Activities: Publications** section.

SCHOLARLY ACTIVITIES

Scholarly Activities: Professional, Invited and International Conference Presentations

2013: Gregg Hadley: Losses in Human Resource Management. Expo Leche San Marcos. Approximately 250 dairy producers and industry representatives attended. Aguascaliente, Mexico. April 2013.

Gregg Hadley: K-State Research and Extension: A Model to Address Local Agricultural Issues Through University Education and Research Programs. The 2013 Philippine-American Academy of Science & Engineering Conference. Approximately 200 educators and researchers attended. Laoag, Ilocos Norte, Philippines. January-February 2013.

2008: Presented by Gregg Hadley and written by Bill Campbell: Winning Grants. The ITCA-UWRF Partnership for Producer Education's "Taller Sobre Desarrollo Profesional en Extensionismo." 20 educators attended. The Institute of Technology of the City of Altamirano Ciudad Altamirano, Guerrero, Mexico. June 2008.

Gregg Hadley: Using Business Marketing Principles in Adult Learning Program Development. The ITCA-UWRF Partnership for Producer Education's "Taller Sobre Desarrollo Profesional en Extensionismo." 20 educators and 20 students attended. The Institute of Technology of the City of Altamirano Ciudad Altamirano, Guerrero, Mexico. June 2008.

Bob Cropp and Gregg Hadley: The Importance of Teamwork in Business and Education. The ITCA-UWRF Partnership for Producer Education's "Taller Sobre Desarrollo Profesional en Extensionismo." 20 educators and 20 students attended. The Institute of Technology of the City of Altamirano Ciudad Altamirano, Guerrero, Mexico. June 2008.

Gregg Hadley: Motivating and Retaining Dairy Farm Employees. The Fort Dodge Animal Health Herdsman Focus Conference. Approximately 50 producers and agribusiness professionals attended. Lake Elmo, MN. February 2008.

2007: Robert K. Cropp and Gregg Hadley: Management Assessment Center for Dairy Farm Managers. The Farm Management Educators Conference. Approximately 30 agricultural educators and researchers attended. Rochester, MN. June 2007.

Gregg Hadley: Characteristics of the Top 100 Most Profitable Wisconsin Dairy Farms in the Past 4 Years. Ninth Annual MAC Regional Dairy Extension In-Service Training Program. Approximately 50 extension educators attended this workshop. Wilkes-Barre, PA. May 2007.

2006: Gregg Hadley and Cristina Albarron: The UW-River Falls and ITCA Partnership for Producer Education. USAID/HED Annual Meetings. Approximately 150 academics, government officials, and international development professionals attended the seminar. Washington, DC. August 2006.

Gregg Hadley: The Financial Aspects of Modernization and Expansion. The Professional Dairy Producers Seminars. Approximately 120 producers attended the seminar. Quito, Ecuador. July 2006.

Gregg Hadley: Assessing the Profitability of the Dairy Farm. The Professional Dairy Producers Seminars. Approximately 120 producers attended this seminar. Quito, Ecuador. July 2006.

Gregg Hadley: What Financial and Production Records Should Managers Be Using. The Professional Dairy Producers Seminars. Approximately 120 producers attended this seminar. Quito, Ecuador. July 2006.

- Gregg Hadley: Outlook for Dairy Farm Financial Performance. The Professional Dairy Producers Seminars. Approximately 120 producers attended this seminar. Quito, Ecuador. July 2006.
- 2005: Gregg Hadley: Undergraduate Research Opportunities: The Benefits for the Students, Their Advisor, UWRF, UWEX, and the Upper Midwest Dairy Industry. UW-River Falls College of Agriculture, Food and Environmental Sciences Brownbag Series. Four UW-River Falls' faculty and staff attended. River Falls, WI. December 2005.
- 2004: Gregg Hadley: Is Expansion The Key to Becoming More Competitive? Invited presentation at the Ohio Dairy Management Conference. Approximately 140 dairy farm managers and other agricultural stakeholders attended. Columbus, OH. December 2004.
- 2002: Gregg Hadley, Christopher Wolf, and Stephen Harsh: Explanations Associated with Non-Optimal Culling Rates. Selected presentation for the 2002 Joint Meeting of the American Dairy Science Association, American Society of Animal Science and the Canadian Society of Animal Science. Quebec, Quebec. July 2002.
- Gregg Hadley, Christopher Wolf, and Stephen Harsh: Issues Initial Expanders Should Consider Before Expanding a Dairy Farm. Selected presentation for the 2002 Joint Meeting of the American Dairy Science Association, American Society of Animal Science and the Canadian Society of Animal Science. Quebec, Quebec. July 2002.
- 2000: Gregg Hadley: The Economics and Risks of Dairy Farm Expansion on Large Commercial Units: Reporting on U.S. Experiences. Symposium Presentation for the XXIV International Conference of Agricultural Economists. Berlin, Germany. 2000.
- Gregg Hadley, Stephen Harsh, and Christopher Wolf: Dairy Farm Expansion Conventional Wisdoms: Myths and Misinformation. Selected paper presentation for the 2000 American Agricultural Economics Association Annual Meeting. Tampa, FL. August 2000.
- Gregg Hadley, Stephen Harsh, and Christopher Wolf: The Impact of Dairy Farm Expansion on Human Resource Management. Selected paper presentation for the 2000 American Agricultural Economics Association Annual Meeting. Tampa, FL. August 2000.
- 1999: Gregg Hadley, Stephen Harsh, and Christopher Wolf: Using a Multiple Product/Multiple Input Approach for Dairy Profit Maximization. Selected paper presentation for the 1999 American Agricultural Economics Association Annual Meeting. Nashville, TN. August 1999.

1997: Stephen Harsh and Gregg Hadley: Allocating Income and Expenses to Dairy Farm Enterprises. Invited presentation at the 1997 Michigan Dairy Industry Meeting. Lansing, MI. March 1997.

Scholarly Activities: International Development Activities

2008-

2010: The Puentes/Bridges Guest Dairy Worker Entrepreneurship Training Program Pilot Project. Co-designed and implemented this program with representatives of the Puentes/Bridges organization. This program involved working with Wisconsin dairy farmers to provide monthly entrepreneurship training to guest dairy farm employees who desire to start businesses in their native countries. Waumandee, WI.

2004-

2008: The Partnership for Producer Education. This USAID/HED funded project provided funding to train faculty members at the Instituto Tecnológico Agropecuario (ITA) – now the Instituto Tecnológico de Ciudad Altamirano (ITCA) – of Altamirano, Guerrero, Mexico. It also provided funding to establish a school for producers and entrepreneurs at ITCA. This project led to the establishment of a business incubator program at ITCA, which was funded by the Mexican federal government. Several entrepreneurs and producers have received training, developed business plans, and started new business ventures as a result of this program.

2007: Puentes/Bridges Organization Vera Cruz Coffee Growers Cooperative Project. Provided consulting and business organization expertise about establishing an organic coffee cooperative in Vera Cruz, Mexico.

2006: Invited to develop and present a series of four dairy farm seminars for the Professional Dairy Producers Seminars held in Quito, Ecuador.

2003: Served on the UW-River Falls CAFES Puentes/Bridges Program Committee. This program develops and monitors language training and cultural exchange programs between U.S. and Mexico dairy farmers. The committee applied for and received an \$8,500 grant from the Wisconsin Milk Marketing Board to fund the program's activities. I developed and moderated a meeting between UW-River Falls' faculty and staff and one of the Puentes/Bridges participants, Secretary of Agriculture Popoca of Guerrero, Mexico.

2002: Served as the Cooperative Extension managing member of a University of Wisconsin-Extension Cross Divisional committee overseeing the development, implementation, and evaluation of a UW-River Falls Extension/Outreach program that trains English as a Second Language (ESL) tutors in select areas in Wisconsin. The tutors received both traditional in-class and experiential learning components. In-class components were designed to be conducted at the campus of UW-River Falls as well as several remote

locations using ITV technology. The experiential component was comprised of a field experience whereby the tutors provided 25 hours of ESL training to Limited English Speaking (LES) and Non-English Speaking (NES) employees of select Wisconsin farms and businesses. My responsibilities included providing human resource management insight, assisting in program development and evaluation and co-writing and co-editing an accepted UW-Extension Cross Divisional Grant. Also, I participated with the other UWRF ESL Management Committee members in the planning, implementation, and evaluation of the “*Changing Workplaces, Changing Communities Conference*” held in the summer of 2003. This conference addressed community language and cultural concerns associated with a LES and NES workforce.

Scholarly Activities: Publications

Peer Reviewed

- 2014: L. Baker and G. Hadley. New Agent New Model: A Qualitative Study to Strategically Adapt New Agent Professional Development. Journal of Extension. October 2014.
- 2009: G.R. Sanford, J.L. Posner and G.L. Hadley. Economics of Hauling Dairy Slurry in Wisconsin Corn (Zea Mays L.) Grain Systems. Journal of Agriculture, Food and Environmental Sciences. Volume 3. Issue 1. 2009.
- 2006: G.L. Hadley, C.A. Wolf, and S.B. Harsh. Dairy Cattle Culling Patterns, Explanations, and Implications. Journal of Dairy Science 89:2286 – 2296. June 2006.
- 2005: Elsa Arnold and Gregg Hadley. The Differences in Profitability among Higher Dept AgFA Dairy Farms 2003. Endeavor – The University of Wisconsin-River Falls Undergraduate Research, Scholarly, and Creative Activities Journal. January 2006.
- 2002: G.L. Hadley, S.B. Harsh, and C.A. Wolf. Managerial and Financial Implications of Major Dairy Farm Expansion in Michigan and Wisconsin. Journal of Dairy Science 85:2053 – 2064. August 2002.

Other Publications

Note: I have included trade journal articles that involved significant collaboration on my part but were attributed to only the lead author in the actual trade journal article.

- 2010: Gregg Hadley. The Replacement Decision Conundrum. The Forage Focus. Midwest Forage Association. p 9. August 2010.

Gregg Hadley. Risk Management and Knowing Your Cost of Production. The Farm Management Review. Issue 1. January 2010.

- Gregg Hadley. The SWOT Analysis. The Farm Management Review. Issue 1. January 2010.
- 2009: Dave Natzke et al. Stay Loose: Decision Agility Requires Strategy, Open Mind. Eastern Dairy Business. pp. 24-26. December 2009.
- Laurie Potter and Gregg Hadley. The Incredible Shrinking Labor Pool? Successful Farming. September 2009.
- Fae Holins and Gregg Hadley. Making Good Matches. Hay and Forage Grower. April 2009.
- Fae Holins and Gregg Hadley. What Employees Like about Their Bosses. Hay and Forage Grower. April 2009.
- Rayleen Nichols and Gregg Hadley. What's Your Style? Successful Farming. April 2009.
- Rayleen Nichols and Gregg Hadley. Bring Out the Best. Successful Farming. March 2009.
- 2008: Gregg Hadley: Creating Healthy Working Environments When Working With Family Members. Horizons. A Genex Cooperative, Inc. Publication. February 2008.
- 2007: Gregg Hadley: Transitioning to Team Management. Progressive Dairyman. p 18. September 2007.
- Gregg Hadley: The DuPont Analysis: Making Benchmarking Easier and More Meaningful. The eXtension website. August 2007.
- Gregg Hadley: An Analysis of How Wisconsin AgFA Dairy Farms Responded to the Lower Milk Price of 2006. The eXtension website. August 2007.
- Gregg Hadley: Transitioning to Team Management. Horizons. A Genex Cooperative, Inc. Publication. P 7. February 2007.
- Gregg Hadley: A Bad Year/Good Year Series Report: An Analysis of Common Single Emphasis Approaches Used to Become Profitable in the Wisconsin Dairy Farm Industry. UWRF website. February 2007.
- 2006: Gregg Hadley: Powerful Questions. Farm and Risk Management Focus. Volume 2, Issue 2. pp. 10-11. May-September 2006.
- Cory Salzl and Gregg Hadley. A Bad Year/Good Year Series Report: A Financial Performance Comparison of Tie Stall Dairy Farms and Free Stall Dairy Farms in 2003 and

2004. Farm and Risk Management Focus. Volume 2, Issue 2. pp. 7-9. May-September 2006.

Gregg Hadley. The Assessment Center for Dairy Farm Owner/Managers. Farm and Risk Management Focus. Volume 2, Issue 2. p. 6. May-September 2006.

Gregg Hadley. Philosophical Differences. Midwest Dairy Business. August 2006. pp. 16-18.

Gregg Hadley. The Attributes of Successful Dairy Owners and Managers: #1 – Leadership. Midwest Dairy Business. July 2006. p. 38.

Nathan Wilber, Gregg Hadley, Greg Blonde and Tom Anderson. Producer Perceptions: Diverse Workforce Acceptance on Wisconsin Dairy Farms and in Farming Communities: Shawano and Waupaca Counties. Extension publication. June 2006.

Dave Natzke, Elsa Arnold, and Gregg Hadley. Is There Profitability in Debt? Midwest Dairy Business. pp. 29-31. January 2006.

2005: Dave Natzke, Amber Horn-Leiterman and Gregg Hadley. Production and Profitability. Midwest Dairy Business. October 2005. pp. 26-28.

Nathan Wilber, Gregg Hadley, and Zen Miller. Producer Perceptions: Diverse Workforce Acceptance on Wisconsin Dairy Farms and in Farming Communities. Extension publication. November 2005.

Elsa Arnold and Gregg Hadley. The Differences in Profitability among Higher Debt AgFA Farms. Extension Publication. October 2005.

Gregg Hadley. Government Income Payments and Wisconsin Dairy Farm Financial Performance. 2002-2004. The UW-Extension FARM Program Team's Farm and Risk Management FOCUS. October 2005.

Gregg Hadley. Comparing High Profit, Medium Profit, and Low Profit 2003 Wisconsin AgFA Dairy Farms. Extension Publication. June 2005.

Amber Horn-Leiterman and Gregg Hadley. 2003 High Yielding Dairy Farms Compared by Profitability. Extension Publication. June 2005.

- 2004: Carl Duley, Jonathon Zander, Robert K. Cropp, Randy Knapp, Jenny Vanderlin, Gregg Hadley, Gail Gunderson, and Bill Haynes: Assessment Center for Dairy Farm Owners/Managers. *(This serves as both the participant's and the educator's manual for the University of Wisconsin – Extension Assessment Center for Dairy Farm Owners/Managers program. I had primary responsibility in developing the financial management case study and directly contributed to the development of the human resource management and public relations case studies. I assisted in the editing of the entire contents with the other authors).* Fall 2004.
- 2003: Lee Milligan, Carl Duley, Robert K. Cropp, Jonathon Zander, Jenny Vanderlin, Gary Frank, Nate Splett, and Gregg Hadley: Ag-Ventures: Building a Vision. *(This document serves as the participant's and the educator's manual for the financial management/strategic management/business planning module. All authors contributed to the planning, writing and/or editing of the materials. I had primary responsibility for developing a liquidity exercise and for developing a table displaying various topics concerning the "Sweet 16 Financial Ratios.")* Fall 2003.
- 2002: Gregg Hadley: How Does Longevity Affect Your Bottom Line? Manuscript submission for the 2002 Midwest Dairy Herd Health Conference. November 2002.
- Gregg Hadley: A Breakeven Analysis of Alternative Floor Surfaces for Dairy Cattle. Manuscript submission for the 2002 University of Wisconsin – Extension's Regional Hoof Care Program. December 2002.
- 2000: Gregg Hadley: The Economics and Risks of Dairy Farm Expansion on Large Commercial Units: Reporting on U.S. Experiences. Symposium Presentation for the XXIV International Conference of Agricultural Economists. 2000.
- Gregg Hadley, Stephen Harsh, and Christopher Wolf: Dairy Farm Expansion Conventional Wisdoms: Myths and Misinformation. Selected paper presentation for the 2000 American Agricultural Economics Association Annual Meeting. August 2000.
- Gregg Hadley, Stephen Harsh, and Christopher Wolf: The Impact of Dairy Farm Expansion on Human Resource Management. Selected paper presentation for the 2000 American Agricultural Economics Association Annual Meeting. August 2000.
- 1999: Gregg Hadley, Stephen Harsh, and Christopher Wolf: Using a Multiple Product/Multiple Input Approach for Dairy Profit Maximization. Selected paper presentation for the 1999 American Agricultural Economics Association Annual Meeting. August 1999.
- 1997: Gregg Hadley: The Dairy Genetics Industry from an Institutional Economics Perspective. Selected paper for the electronic publication in *"Institutional and Behavior Economics."*

Gregg Hadley and Sherrill Nott: Corn, Soybean and Wheat Enterprise Allocation Study of 21 Michigan Farms and Enterprise Allocation Methodology Demonstration. Staff Paper: No. 97-11. Department of Agricultural Economics, Michigan State University. February 1997.

Sherrill Nott and Gregg Hadley: Allocating Incomes and Expenses to Dairy Farm Enterprises. Staff Paper: No. 97-12. Department of Agricultural Economics, Michigan State University. February 1997.

Scholarly Activities: Fundraising

Total Grants/Donations Received (not including USDA funding for KSRE KAMS, KSRE SARE, UW-River Falls Undergraduate RSCA and UW-River Falls AgStar Scholars funds) through either program participation or directly writing a grant proposal:

\$445,179

2014: Received a North Central Risk Management Education Center Grant for \$20,853 to conduct the K-State Research & Extension Successful Farm & Ranch Successions program in Kansas 2014-2015.

2007: Received \$15,000 from the USDA-ARMS through their Data Enclave Pilot Program to conduct farm financial management research using USDA data.

Received a North Central Risk Management Education Center Grant for \$20,853 to conduct the *Returning to the Farm* farm succession program at UW-River Falls in 2007-2008.

2006: The UW-River Falls AFES 492 Student Puentes program team received a \$2,000 donation from Rosenholm-Wolfe Dairy.

2005: Co-wrote a \$40,598 2005 Grazing Lands Conservation Initiative Research Grant to compare the cost of production and financial performance of grazing and confined beef stocker/finisher operations.

The UW-River Falls AFES 492 Student Puentes program team asked for and received a \$1,000 donation from AgStar, Badgerland, and Monsanto.

Badgerland Farm Credit Services donated \$200 to the UW-River Falls Foundation Agricultural Economics Account for a presentation made to their clientele.

A committee of which I was a member, the Management Assessment Project Committee, applied to and received a \$22,000 UWEX Dairy Modernization Grant.

2004: Applied for and received a \$237,000 USAID-ALO TIES grant titled, “The Partnership for Producer Education.” This grant provided funding to help develop the producer education and agribusiness management skills of seven faculty members at the Instituto Tecnológico Agropecuario (ITA) – now the Instituto Tecnológico de Ciudad Altamirano (ITCA) – of Altamirano, Guerrero, Mexico. It also provided funding to establish a school for producers and entrepreneurs at ITCA.

2003: A committee of which I was a member, the Management Assessment Project Committee, applied to and received a \$15,000 UWEX Dairy Modernization Grant.

A committee of which I was a member, the CAFES Puentes/Bridges Committee, applied to and received an \$8,500 Wisconsin Milk Marketing Board Grant. I was named principal investigator of the grant.

2002: Co-wrote and co-edited an accepted UW-Extension Cross Divisional Program Innovation Fund Awards grant proposal that provided \$31,928 for the UW-River Falls Work Place ESL-English as a Second Language Tutor Training program.

Applied for and received a \$1,100 Professional Development Grant. The funds were used to cover conference fees and travel expenses to the 2002 Joint Meeting of the American Dairy Science Association, the American Society of Animal Science, and the Canadian Society of Animal Science held in Quebec, Quebec.

TEACHING AND ADVISING ACTIVITIES

Teaching Honors and Awards

2010 Keith G. Wertz Award for Teaching Excellence. The Keith G. Wertz Award for Teaching Excellence recognizes a junior and senior faculty member for outstanding teaching and teaching innovation. I was recognized as the senior faculty recipient in the inaugural offering of the award.

Teaching and Advising Activities: Teaching Effectiveness²

Teaching Evaluation Results: AGEC 365 Agricultural Finance

| Course | Average Response to | | | | | | | |
|--|---------------------|------|------|------|------|------|------|------|
| | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 |
| AGEC 365 Agricultural Finance Fall 2010-11 | 5.80 | 5.50 | 5.50 | 5.80 | 5.50 | 5.40 | 5.50 | 5.70 |
| AGEC 365 Agricultural Finance Spring 09-10 | 5.90 | 5.60 | 5.60 | 5.90 | 5.70 | 5.60 | 5.40 | 5.90 |
| AGEC 365 Agricultural Finance Fall 09-10 | 5.80 | 5.50 | 5.50 | 5.80 | 5.50 | 5.40 | 5.50 | 5.70 |
| AGEC 365 Agricultural Finance Spring 08-09 | 5.60 | 5.10 | 5.10 | 5.80 | 5.30 | 5.20 | 5.30 | 5.80 |
| AGEC 365 Agricultural Finance Fall 08-09 | 5.50 | 5.20 | 5.40 | 5.70 | 5.30 | 5.00 | 5.10 | 5.60 |
| AGEC 365 Agricultural Finance Spring 07-08 | 5.70 | 5.50 | 5.30 | 5.80 | 5.50 | 5.60 | 5.60 | 5.80 |
| AGEC 365 Agricultural Finance Fall 07-08 | 5.80 | 5.20 | 4.80 | 5.90 | 5.20 | 5.20 | 5.50 | 6.00 |
| AGEC 365 Agricultural Finance Spring 06-07 | 5.72 | 5.24 | 5.17 | 5.69 | 5.31 | 5.10 | 5.21 | 5.72 |
| AGEC 365 Agricultural Finance Fall 06-07 | 5.80 | 5.00 | 5.20 | 5.50 | 5.50 | 4.50 | 4.90 | 5.80 |
| AGEC 365 Agricultural Finance Spring 05-06 | 5.70 | 5.60 | 5.50 | 5.70 | 5.50 | 5.50 | 5.70 | 5.70 |
| AGEC 365 Agricultural Finance Fall 05-06 | 5.80 | 5.20 | 5.40 | 5.90 | 5.50 | 5.60 | 5.50 | 5.80 |
| AGEC 365 Agricultural Finance Spring 04-05 | 5.80 | 5.20 | 4.90 | 5.80 | 4.90 | 5.50 | 5.60 | 5.80 |
| AGEC 365 Agricultural Finance Fall 04-05 | 5.80 | 5.50 | 5.20 | 5.80 | 5.30 | 5.50 | 5.50 | 5.50 |
| AGEC 365 Agricultural Finance Spring 03-04 | 5.60 | 5.00 | 4.90 | 5.80 | 5.00 | 5.00 | 5.20 | 5.60 |
| AGEC 365 Agricultural Finance Fall 03-04 | 5.70 | 4.90 | 4.70 | 5.70 | 5.00 | 5.00 | 5.30 | 5.60 |
| AGEC 365 Agricultural Finance Fall 02-03 | 3.81 | 4.25 | 4.19 | 3.88 | 4.00 | NA | NA | NA |
| AGEC 365 Agricultural Finance Spring 01-02 | 4.25 | 4.38 | 3.63 | 4.00 | 4.00 | NA | NA | NA |

Teaching Evaluation Results: AFES 310 Agricultural Human Resource Management

| Course | Average Response to | | | | | | | |
|--|---------------------|------|------|------|------|------|------|------|
| | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 |
| AFES 310 Agricultural HR MGMT Fall 2009-10 | 5.80 | 5.70 | 5.70 | 5.80 | 5.70 | 5.60 | 5.70 | 5.90 |
| AFES 310 Agricultural HR MGMT Spring 08-09 | 5.80 | 5.40 | 5.40 | 5.70 | 5.40 | 5.40 | 5.10 | 5.80 |
| AFES 310 Agricultural HR MGMT Spring 07-08 | 5.60 | 5.40 | 5.40 | 5.70 | 5.40 | 5.30 | 5.20 | 5.70 |

² The scale/ratings for **December 2003 to Fall 2010-11** are Strongly Disagree (1) to Strongly Agree (6). The scale/ratings for December 2003 to Fall 2010-11 correspond to the following evaluations: (Q1) The instructor displayed thorough knowledge about the material being taught; (Q2) The instructor presented the course material in an organized manner; (Q3) The instructor explained concepts clearly; (Q4) The instructor demonstrated interest and enthusiasm about the course content; (Q5) The instructor made presentations that enhanced learning; (Q6) The instructor clearly communicated expectations for course work; (Q7) The instructor provided effective feedback regarding exams and/or assignments; and, (Q8) The instructor treated students fairly and with respect.

The scale/ratings for the first three evaluation questions for **Spring 2002 and Fall 2002** are Strongly Disagree (1) to Strongly Agree (5). Ratings for the last two questions are Poor (1) to Excellent (5). The ratings for Spring 2002 and Fall 2002 correspond to the following evaluations: (Q1) The overall structure (organization) of the course was clear; (Q2) The instructor was effective in helping me learn; (Q3) I would recommend this instructor to other students; (Q4) I would rate this instructor's overall teaching as ____; and, (Q5) I would rate this course as ____.

Teaching Evaluation Results: AGEC 361 Horticultural Business Management

| Course | Average Response to | | | | | | | |
|---|---------------------|------|------|------|------|------|------|------|
| | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 |
| AGEC 361 Hort Business Mgmt. Spring 2009-10 | 5.50 | 5.40 | 5.30 | 5.80 | 5.50 | 5.20 | 5.40 | 5.70 |
| AGEC 361 Hort Business Mgmt. Spring 2007-08 | 5.70 | 5.50 | 5.30 | 5.80 | 5.50 | 5.60 | 5.60 | 5.80 |
| AGEC 361 Hort Business Mgmt. Spring 2005-06 | 5.80 | 5.70 | 5.50 | 6.00 | 5.50 | 5.50 | 5.80 | 6.00 |

Teaching Evaluation Results: AGEC 442 Agricultural Production Economics and AGEC 330 Agricultural Production Economics and Operations Research

| Course | Average Response to | | | | | | | |
|--|---------------------|------|------|------|------|------|------|------|
| | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 |
| AGEC 330 Ag Prod Econ/Operations Research Fall 2006-07 | 5.60 | 5.30 | 5.30 | 5.70 | 5.40 | 5.40 | 5.50 | 5.70 |
| AGEC 330 Ag Prod Econ/Operations Research Fall 2005-06 | 5.50 | 5.10 | 5.30 | 5.50 | 5.00 | 5.00 | 5.30 | 5.70 |
| AGEC 442 Agricultural Prod Econ and Fall 04-05 | 5.70 | 5.30 | 5.30 | 5.70 | 5.40 | 5.50 | 5.50 | 5.70 |
| AGEC 442 Agricultural Prod Econ and Fall 03-04 | 5.67 | 5.53 | 5.13 | 5.73 | 5.47 | 5.53 | 5.47 | 5.60 |
| AGEC 442 Agricultural Prod Econ and Fall 02-03 | 3.67 | 4.67 | 4.78 | 4.33 | 4.44 | NA | NA | NA |

Teaching and Advising Activities: Advising and Other Teaching Activities

Number of Undergraduate Advisees 2010-2011 40

2011: Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 4 AgStar Scholars and one Independent Study research project. Research topics included determining the optimal exit strategy for retiring dairy farmers, a study of Upper Midwest land values, land value decision tools, a beef markets and prices study, and the development of a horticultural business plan.

2010: Course Development:

Developed an online course, *SMGT 331 – Sustainable Organizational Finance*, for the Sustainable Management online degree program offered by UW-Extension and several of its UW-System partner institutions. Completed summer 2010.

Graduate Student Supervision:

Served as a member of a UW-River Falls graduate student's Masters oral examination committee (UW-River Falls College of Education and Professional Studies). Defended February 2010.

Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 4 AgStar Scholars and two Independent Study research projects. Research topics included determining the managerial implications of using robotic parlors on Upper Midwest dairy farms, the financial competitiveness of non-Holstein Wisconsin dairy farms, how agriculture is portrayed in the media, and the financial performance of Wisconsin dairy farms.

Undergraduate Student Organization Advising and Activities:

Co-advisor of the UW-River Falls Agricultural Business and Marketing Society (ABMS)

Co-advisor of the UW-River Falls Dairy Club

Finance and economics coach of the UW-River Falls Dairy Challenge Team

2009: Graduate Student Supervision:

Served as a member of a UW-River Falls graduate student's Master program committee (UW-River Falls Department of Agricultural Education). Defended May 2009.

Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 5 AgStar Scholars and two Independent Study research projects. Research topics included determining the optimal crop plan and feed procurement for a Wisconsin dairy farm, a Monte Carlo simulation to determine the optimal price risk management strategy for corn, an analysis of Wisconsin dairy farm financial performance of 2007, estimating the economic benefits of select corn silage hybrids, developing a summary of crop insurance programs, and determining the feasibility of two farm succession plans.

Undergraduate Student Organization Advising and Activities:

Co-advisor of the UW-River Falls Agricultural Business and Marketing Society

Co-advisor of the UW-River Falls Dairy Club

Finance and economics coach of the UW-River Falls Dairy Challenge Team

2008: Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 7 AgStar Scholars and two Independent Study research projects. Research topics included farm decision making under uncertainty, diverse workforce issues on Western Wisconsin dairy farms, the feasibility of utilizing robotic milking machines on Upper Midwest dairy farms, determining the optimal crop plan and feed procurement for a Wisconsin dairy farm, a Monte Carlo simulation to determine the optimal price risk management strategy for corn, estimating the economic benefits of select corn silage hybrids, developing a summary of crop insurance programs, and determining the feasibility of two farm succession plans.

Undergraduate Student Organization Advising and Activities:

Co-advisor of the UW-River Falls Agricultural Business and Marketing Society

Co-advisor of the UW-River Falls Dairy Club
Finance and economics coach of the UW-River Falls Dairy Challenge Team

Major Course Development and/or Revision:
Piloted a new interdisciplinary course entitled *Agricultural Human Resource Management*

2007: Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 2 AgStar Scholars and two Independent Study research projects. Research topics included diverse workforce issues on Western Wisconsin dairy farms, the feasibility of utilizing robotic milking machines on Upper Midwest dairy farms, the role cooperatives play in modern agriculture, and determining if Minnesota corn producers are becoming more or less cost efficient.

Undergraduate Student Organization Advising and Activities:
Co-advisor of the UW-River Falls Agricultural Business and Marketing Society
Co-advisor of the UW-River Falls Dairy Club
Finance and economics coach of the UW-River Falls Dairy Challenge Team

Major Course Development and/or Revision:
Co-developed a new interdisciplinary course entitled *Agricultural Human Resource Management*

Student Recruitment:
Assisted in the recruitment of students by staffing the UW-River Falls College of Agriculture, Food and Environmental Sciences (CAFES) information booth at the 2007 World Dairy Expo.

2006: Graduate Student Supervision:

Served as a member of a UW-Madison graduate student's Master's Thesis committee (UW-River Falls Department of Agronomy). Defended December 2006.

Undergraduate Research Supervision:
UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 3 AgStar Scholars, two UW-River Falls RSCA Scholars, and one Honor Studies project. Research topics included farm financial performance, farm enterprise profitability, diverse agricultural workforce acceptance, horticulture industry lender needs, and manure management issues.

Undergraduate Student Organization Advising and Activities:
Co-advisor of the UW-River Falls Agricultural Business and Marketing Society
Co-advisor of the UW-River Falls Dairy Club
Finance and economics coach of the UW-River Falls Dairy Challenge Team

Major Course Development and/or Revision:

Added a service-learning component to *AGEC 365 Agricultural Finance* in the Fall 2006-07 semester.

Restructured *AGEC 361 Horticultural Business Management* to emphasize a more comprehensive business management approach.

Added a module to *AGEC 330 Applied Production Economics and Operations Research* that allowed students to build production functions using actual farm data.

Student Recruitment:

Assisted in the recruitment of students by staffing the UW-River Falls College of Agriculture, Food and Environmental Sciences (CAFES) information booth at the 2006 World Dairy Expo.

2005: Graduate Student Supervision:

Served as a member of a UW-Madison graduate student's Master's Thesis committee (UW-River Falls Department of Agronomy).

Served as a member of two UW-River Falls graduate students' Master's program committees (UW-River Falls Agricultural Education Department).

Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 5 AgStar Scholars, and two UW-River Falls RSCA Scholars undergraduate research projects. Research topics included farm financial performance, farm enterprise profitability, diverse agricultural workforce acceptance, horticulture industry lender needs, and manure management issues. These projects resulted in four seminars and one UW-Extension publication.

Undergraduate Student Organization Advising and Activities:

Advisor of the Little Sisters of Delta Theta Sigma

Co-advisor of the UW-River Falls Dairy Club

Finance and economics coach of the UW-River Falls Dairy Challenge Team

Major Course Development and/or Revision:

Implemented a section in *AGEC 330 Applied Production Economics and Operations Research* designed to enable students to better understand the use of statistics in production decision making. This section's content included a review of statistics, understanding the coefficient of variance and stochastic dominance, statistical process control, MOTAD, six sigma, and total quality management.

Student Recruitment:

Assisted in the recruitment of students by staffing the UW-River Falls College of Agriculture, Food and Environmental Sciences (CAFES) information booth at the 2005 World Dairy Expo.

2004: Undergraduate Research Supervision:

UW-River Falls AgStar Scholars Program Coordinator. Supervised the research activities of 2 AgStar Scholars, one UW-River Falls RSCA Scholar, and one Independent Study undergraduate research project. Research topics were related to dairy farm financial performance.

Major Course Development and/or Revision:

Collaborated with a colleague and two industry representatives to develop *AGES 492 Student Puentes*. This J-Term study abroad course delves into the issues relating to managing a diverse, in this case Hispanic, workforce. The student learn about human resource management, Mexican culture and the Spanish language. My responsibilities included program design and course administration. Eleven students enrolled in this course.

Applied for and received permission from the University Curriculum Committee to change *Agricultural Economics 442 Production Economics* to *Agricultural Economics 330 Agricultural Economics and Operations Research*.

Student Recruitment:

Assisted in the recruitment of students by staffing the UW-River Falls College of Agriculture, Food and Environmental Sciences (CAFES) information booth at the 2004 World Dairy Expo.

2003: Undergraduate Research Supervision:

Co-developed an accepted proposal to start a UW-River Falls AgStar Scholars Program. This program provides up to ten \$2,000 scholarships for CAFES seniors who are interested in agricultural financial management careers. Each scholar is responsible for conducting a research project concerning farm management topics, and to publish and presents its results.

Served as the advisor to two independent undergraduate research projects. The projects concerned farm labor allocation and optimal dairy calving intervals.

Major Course Development and/or Revision:

Developed and utilized a capital budgeting spreadsheet for *AGEC 365 Agricultural Finance* that students use in conjunction with their group projects. Developed and implemented a module on spreadsheet design.

Student Recruitment:

Assisted in the recruitment of students by staffing the UW-River Falls College of Agriculture, Food and Environmental Sciences (CAFES) information booth at the 2003 World Dairy Expo.

2002: Undergraduate Student Organization Advising and Activities:
Keynote speaker for the 23rd Annual Spring Banquet for the UW-River Falls Dairy Club

Major Course Development and/or Revision:

Developed a group term project in *AGEC 365 Agricultural Finance* that required students to work in teams with students of similar career interests to analyze an agribusiness's or farm's financial performance history to determine the financial feasibility of this firm pursuing a capital investment project. The students submitted a report and made a defense presentation to a committee made up of agricultural finance professionals, county extension agents, and other UW-River Falls faculty members.

Incorporated operations research methods in *AGEC 442 Agricultural Production Economics* to allow students to apply production economic theory to practical agricultural problems and initiated a term project that required students to analyze a specific agricultural problem. At the end of the semester, the students presented and defended the team project results.

SERVICE

University Service

Kansas State University College of Agriculture Curriculum Committee; Member (2012-Present).

UW-River Falls College of Agriculture, Food and Environmental Sciences Curriculum Committee; Member (2011).

Department of Agricultural Economics Search and Screen Committee; Member (2011).

UW-Extension Council for Strategic Change; Member (2009-2011).

UW-River Falls Advising Committee; Member (2009-2011).

UW-River Falls Assessment Coordinator Search and Screen Committee; Member (2009).

Department of Agricultural Economics Search and Screen Committee; Chair (2009-10).

UW-Extension Agriculture and Natural Resources Consultative Committee; Member (2009-2011).

UW-River Falls Committee on Leadership Development; Member (2008-2011).

UW-River Falls Chancellor Search and Screen Committee; Member (2008).

UW-Extension ANRE Coaches Team; Member (2008-2011).

UW-Extension Farm and Risk Management Program Team; Member (2003-2011); Co-Leader (Fall 2003-04 – 2006-07).

UW-River Falls Visiting Professor Committee; Member (2006-2011).

Assessment Coordinator – Department of Agricultural Economics (2005-2011).

University Assessment Committee; Member (2005-2011).

College of Agriculture, Food and Environmental Science Farm Advisory Committee; Member (2005-2010); Chair (Fall 2007-08-Spring 2009-10).

Department of Animal Science, Food Science, and Dairy Science Faculty Search Committee; Member (2005-06).

University Recruitment/Retention Committee; Member (Fall 2003-04–Spring 2005-06).

Chancellor's Award Selection Committee; Member (2003-2011)

Dean of Students Campus Diversity Climate Committee; Member (Spring 2004-05).

Human Resource Director Search Committee; Member (Spring 2003-04 – Fall 2004-05).

Leadership Center Student Organizations Coordinator Search and Screen Committee; Member (Fall 2004-05).

Leadership Center Intramural and Outdoor Recreation Search and Screen Committee; Member (Spring 2003-04 – Fall 2004-05).

College of Agriculture, Food and Environmental Sciences Teaching Facilitation Committee; Member (Fall 2002-03 – Spring 2004-05).

College of Agriculture, Food and Environmental Sciences Research, Scholarly, and Creative Activity Committee; Member (Fall 2002-03 – Spring 2004-05).

Professional Organizations and Other Affiliations

Epsilon Sigma Phi; (2011-Present).

Alpha Gamma Rho Fraternity; Honorary Member (2007-Present).

American Agricultural Economics Association; Member (1999-2001, 2009-2010).

American Dairy Science Association; Member (2002-2003).

Pepin County Farm Management Club; Member (2004-07).

Puentes/Bridges Program External Advisory Committee; Member (2004-2011).

USA Weightlifting; Member (1998-2000; 2007-Present). Nationally Certified USA Weightlifting Club Coach (2009-Present).