

Cornell Cooperative Extension of Oneida County's

Farm Flash

Ben and Robin Simons had a walk-through dairy farm energy assessment completed on September 10, 2008 at their home farm in Remsen, NY. Northeast Agriculture Technology Corp's (NATC) Dick Peterson conducted the evaluation with CCE staff Mary Wrege and Jim Manning attending. The completed report is scheduled to arrive at the Simons in October 2008. Using records from their past 12 months of energy consumption and billing, a baseline report will be produced that will include the current operating status, recommendations of changes, and the expected return on investment, time frames and costs.



The energy assessment identifies easy, low-cost ways to reduce energy consumption and save money. While at the farm Dick Peterson inventoried all electrical and other non-field energy-using equipment, along with assessments of daily operating times. Numerous aspects of electrical equipment and use were discussed. Everything was on the table including, but not limited to, making changes to vacuum pumps, pre-cooling options, bulk-tank mixing cycles, changing lighting and using keyless adapters, to gutter cleaners and cooling fans.



Ben Simons said, "We had to do something, with electric bills soaring, having this audit available was a chance to make the total operation more efficient with the bottom line to control costs of production. We are all busy; it was a painless process. We just had to walk around and show him the farm and it didn't take a lot of time."

"Even before any hard copy report, we learned so much. We asked a lot of questions and just the exchange of

information was worth the visit. It is a great resource for other farm operations to take advantage of." Robin Simons

For further information contact Mary Wrege, Renewable Energy Educator, Cornell CCE at: (315) 736-3394 ext. 131. To schedule a dairy farm energy assessment, Dick Peterson's contact at NATC is Telephone: Area Code (607) 725-2741 or e-mail at natc244@centralny.twcbc.com

October 2008



Cornell University
Cooperative Extension
Oneida County

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Mark Your Calendars...



COME & LEARN ABOUT ENERGY USE and CONSUMPTION in and around YOUR FARM !!!!

What: Walk-through Energy Assessment

When: October 23, 2008

Time: 10:30 am till around noon

Where: Paul and Cindy Gallagher's Farm

7723 State Route 20

Sangerfield, New York 13455

Whatever your unique farm circumstances, most operations are facing rising energy costs! You can benefit from a comprehensive energy management plan that employs the latest, most reliable energy efficient milking, mild cooling, and water heating strategies, processes and technologies. Come and learn about some specific things you can do to cut your costs of production!

Join us and learn from these experienced energy assessors. It will be an opportunity to ask questions of them and see first hand what goes into an evaluation.

Representatives will be at the Gallagher farm to conduct an actual energy assessment and have generously agreed to show us how easy and quickly it is to get it done.

For additional information or if you would be interested in having (in most cases, a free) energy evaluation on your farm, contact:

Mary Wrege, Renewable Energy Educator, Cornell Cooperative Extension Oneida County at telephone number (315) 736-3394 Ext. 131

Pesticide container recycling in NY: The New York State Agribusiness Association is offering to recycle triple rinsed plastic pesticide containers for farmers. The kick-off date for this program is October 13th. For more information contact Jeanette Marvin at 315-986-9320 or email jmarvin@rochester.rr.com.

Making Quality Maple Confections and Value Added Workshop-II will be held Saturday November 15th, 2008 from 9:00am-4:00pm at Cornell Cooperative Extension of Lewis County. The workshop is designed to enhance producers' skills and provide demonstrations on making many related confection products. All materials, breaks, and lunch are included in program fee. **Each farm will need to bring one quart of syrup (any color or grade) to be used in the program.**

Topics to be covered:

- Maple suckers and hard candy
 - Maple coating nuts
 - Maple soft drinks
 - Maple straws
 - Maple smoothie
 - Maple cotton
- Maple marshmallow
 - Maple taffy
 - Maple coating
 - Maple jelly
- Maple sugar packets
- Maple inverted syrup in confections

Cost of program is \$12 per person. For additional information: Call (315) 376-5270 to RSVP by November 7th, space is limited and on a first come first serve basis.

CCE of Oneida County Workshop: Saving \$\$\$ on your fertilizer program: Mark Nov. 19th on your calendar now. Time: 12:30-3:30. The workshop will focus on strategies you can use to save \$\$\$ on your fertilizer program. To register call Cindy at 736-3394 ext 124.

Farm Transfer: Looking to the Next Generation

October 20, 7-9pm

As a farm owner, you may be beginning to think about the future of your business and how the next generation may play a role in its structure. Join CCE and NY FarmLink Director Angela Gloy as she offers strategies for securely placing your farm and assets for the future. Register by October 15th by calling CCE-Chenango County at 607-334-5841. Class to be held at CCE-Chenango County Office, 99 North Broad St., Norwich, NY 13815.

Women Farming Today

Women Farming Today discussion group invites all farming women to their monthly meeting. The mission of the farming women is to come together to support each other and to share their knowledge to strengthen their families and their businesses.

Meeting of the past year have included, but not limited to, Health Insurance for the uninsured and under insured, Managing personal risk, Transitioning farms, and Human Resource issues.

Meetings are the second Thursday of the month, 10am - 12pm at Cornell Cooperative Extension, 121 Second Street, Oriskany. The first half of the meeting is for discussion on current concerns, and the second half is usually set-aside for a speaker addressing those concerns. For additional information please contact Bonnie Collins at 736-3394 x 104.

Cornell Cooperative Extension's 2008 FIELD CROP DEALER MEETINGS October 29 Holiday Inn 1777 Burrstone Rd., New Hartford, NY

Registration begins at 9:00 a.m. with the program underway at 9:50. Registration (including lunch) at the door—*no pre-registration*—

will be \$35.00. Registration alone will be \$20.00.

Time	Topic	Speaker
9:50 a.m.	INTRODUCTION	Host Agent
10:00	2008 Corn Hybrid Trait and Soybean Seed Treatment Results	W.J. Cox
10:40	Grass Biomass: Burning Issues	J.H. Cherney
11:20	Soil Testing: How Many Samples and When for Most Reliable Phosphorus Estimates	Q.M. Ketterings
11:50	Questions and Discussion	
12:00	LUNCH	
1:00 p.m.	Tools for Optimizing Nitrogen Management of Corn: ISNT and Stalk Nitrate Tests; a Package Deal	Q.M. Ketterings
1:30	Conventional Weed Management I	R.R. Hahn
2:00	Management of Field Crop Insects with the Latest Technology: Is GMO, Chemical, or Host Plant Resistance the Best Option?	E.J. Shields
2:30	Conventional Weed Management II	R.R. Hahn
3:00	Questions and Discussion	
3:15	ADJOURN	

Pesticide re-certification and CCA credits will be offered. We look forward to seeing you at one of these sessions. If you have questions, call Larissa Smith at 607-255-2177.

Agriculture Producers Security Program

The Agriculture Producers Security Program, also known as the Farm Dealer Licensing Program under Article 20 of the Agriculture and Markets Law, helps ensure that agricultural producers are paid fully and timely for farm products sold to licensed dealers.

Eligible Producers typically is any person who grows or sells farm products or livestock in New York. State products covered are all agriculture products grown or raised in New York State except dairy, eggs and timber. Dealers, including commission merchants, net-return dealers, brokers and processors who buy or receive New York farm products from New York state producers for resale are subject to a license.

In order to preserve your eligibility for the financial protections available under Article 20, it is essential that you adhere to the following requirements of the law. Your responsibilities as a producer are:

Sell only to licensed dealers- An up-to-date list of all licensed dealers is maintained on the Department of Agriculture and Markets' website at www.agmkt.state.ny.us/AP/LicFarmProdDealersList.asp for dealers not listed, please contact the department at 1-800-554-4501.

Do not continue to sell product to a dealer who has not paid you- Stop delivery of products if you have not been paid within 30 days of the date farm products sold by you where delivered or within the period you and the dealer agreed to in writing.

If you change the prompt payment period of 30 days - make sure the agreement is in writing, and the new period cannot go beyond 120 days.

If you have not been paid by a dealer, file a complaint- To do so, you must submit the complaint within 365 days after the sale and delivery of your farm products to the dealer, but in no event, beyond the expiration of the 30 day period provided in the notice by the published by the Department. Complaint forms can be assessed by visiting www.agmkt.state.ny.us/programs/apsf.html or calling 518.457.1954.

*Article summarized from the directory of licensed farm product dealers May 1, 2008 to April 30, 2009

The New York State ROPS (Roll Over Protective Structure) Rebate Program

The New York Center for Agricultural Medicine and Health (NYCAMH) has obtained grant funding from the NYS Senate Agricultural Committee (Senators Catharine Young and Jim Seward) to offer New York residents a rebate for the installation of rollover protective structure (ROPS) on tractors that are currently unprotected. This effort is undertaken in partnership with the New York Farm Bureau, Farm Family Insurance and Northeast Equipment Dealers Association.

The program will rebate 70% of the entire cost of retrofitting (shipping, parts, and installation if you choose to dealer install) up to \$703. Only one tractor per program year is eligible for a rebate. Before ordering a ROPS, participants must register online or through the toll-free ROPS hotline.

If you choose to register for the program, ROPS staff will send information regarding available ROPS options (rigid rollbars, folding rollbars, ROPS awnings, or cabs), estimated costs, as well as ROPS suppliers. To reserve your rebate, you must re-contact the ROPS staff by phone, as funds are available on a first come, first served basis. Upon submission of receipts for all expenses, a rebate check will be mailed to you within 30 days.

Register online at <http://www.ropsr4u.com/> or call 1-877-ROPS-R4U. ROPS staff are here to support you, for further information or if you have questions please email **BBAYES@NYCAMH.COM**. **Please provide your name, address, phone number, tractor make, and tractor model.**



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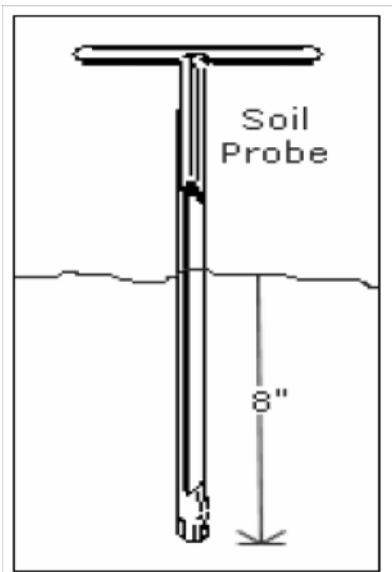
Crop Shorts

Soil sampling will help you to maximize your investment in fertilizer. There are many stories I could relay but I will choose just this one. Eight or more years ago a farmer shared that he always had the practice of adding 1 ton of lime per acre each year to all his cropped fields. My response was "Is that what was recommended by your soil tests". His response was "What soil tests". That fall he took a sample from each of his fields. When the results came back only one of his 17 fields needed a lime application. I believe the savings over his normal practice was \$9000. He had never side dressed N on any of his corn and had a 3 year corn, 4 year hay rotation. We applied a small amount of the cost savings towards the purchase and application of some nitrogen to his 3rd year corn fields and grassy hay fields and received a profitable return on that investment by increasing yield in the corn crop and increasing protein content and yield in the grassy hay fields.

How do you obtain a soil sample from your fields

- the recommendation from the sample is only as good as the sample itself
- pick a time of year to obtain your samples, fall works well for most people
- sample management units not fields. So if a field was split up and cropped differently over the last 10 years then sample each management unit separately, conversely a series of strips on hillside with the same soil type and management can be sampled together as one unit
- two sub samples should be taken per acre from the field in a zig zag pattern crossing the field and combined into one composite sample
- the samples should be taken to a consistent depth ie plow depth
- the same volume of sample should be taken at each site ie not a shovel full from one location and a spoonful from the next. The one-time purchase of a soil auger or soil probe can improve the quality of the sample being taken and save time.

- the idea is to take a representative sample.. so if part of the field is a hillside (ie 40%) and part flat (ie 60%) you would take 60% of the samples from the flats and 40% of the samples on the hill.
- Avoid sampling from areas that will not be representative.... For example don't take samples from an area of the field where manure or lime was piled, where a hedge row was removed, etc.
- Mix the subsamples together taking only a quart of soil to send in for analysis
- Fill the paperwork out as accurately as possible so you take credit for any contributions from previous crops or manure applications and so you are fertilizing for realistic yield goals



Soil/manure sample clinic near your neighborhood

One of our CCE staff will be at the following locations on **Wednesday October 15th** at the times specified. They will take your soil samples and help you complete the paperwork to submit your samples for analysis. The staff person will also have manure test kits from Dairyone.

Louis Gale and Son 10:00am
 Canning Factory Rd
 Waterville
 841-8411

T&P Sales 11:30am
 Skinner Rd
 Vernon Center
 829-8000

Evans Equipment 1:30pm
 Rte 12
 Remsen
 831-3091

Manure is now being recognized as another valuable resource on most livestock farms To take full advantage of this resource you have to know what it contains. Just like what is in the fertilizer bag or in the feed that you purchase for your cows. How, when and how often do you have to sample manure on your farm?

First, when do you sample. For farms with daily spread of either a solid or slurry manure you need to sample at least once each year or when there is a major change in diet or bedding (see chart below). If you have a substantial amount of manure in a bedded pack, you should sample it before it is spread. If you have an agitated liquid or slurry you should sample it before each major spreading event.

Second, How do you sample? In all cases the point of sampling is at the manure spreader. In daily spread operations the sample can be taken directly from the spreader with a pitchfork, shovel or plastic container.

- o Try to avoid large pieces or chunks
- o Remember you want to obtain a representative sample of what will be spread in the field including the bedding
- o Select 5-10 sub samples and place in a 5 gallon bucket, mix well and take your quart sample from it
- o If a bedded pack is a significant source of manure...it usually is stratified and should be mixed first before sampling if practical
- o To sample out of storage....agitate for 2-4hrs at different positions in the storage..take 5 subsamples at the loading point
- o If taking samples from an unagitated storage take sub samples as the manure is withdrawn from the storage ie top, middle and bottom...make a note on the rate and locations where the manure is spread
- o The results of your manure tests can be used to guide rates of applications to your fields when combined with soil test recommendations and help you develop your crop fertilizer plan



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Manure sampling guidelines for different manure types and handling systems

Manure Type	When to sample	Minimum # of samples To submit
Daily spread solid	Once per year or more often as diet and bedding change	1
Daily spread slurry	Once per year or more often as diet and bedding change	1
Stored solid	Each major spreading event	1-3 Or more
Stored agitated Liquid or slurry	Each major spreading event	1
Stored Non-agitated Liquid or slurry	Each major spreading event	3 Top, middle & bottom

Storing high moisture corn

For those of you who may be storing high moisture corn for the first time:

- Harvest at 24-33% moisture for optimal storage
- Store in plastic bags or oxygen limiting silos at 24-26% moisture
- Store in bunks at 33% moisture
- Consider proprionic acid especially in the top layer of corn placed in a bunk silo

Soybean combining tips

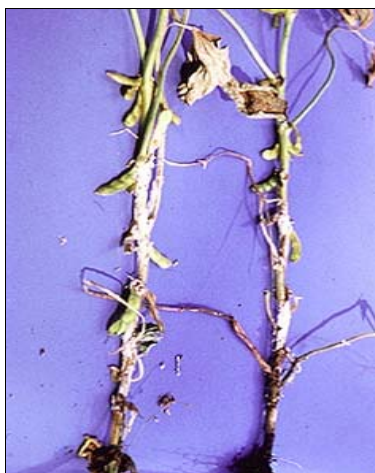
- Keep cutter bar as close to the ground as possible
- Don't drive too fast. Most combines with platform headers can travel at 3-4mph without any problems
- Use a reel speed about 10-25% faster then ground speed (up to 50% if the crop is lodged)
- Keep the reel axle 6-12 inches ahead of the cutter bar and

as low as possible. Reel bats should leave beans just as they are cut and the reel depth should be just enough to control the beans.

- Complete the harvest as quickly as possible after the beans reach 13 % moisture content.

What should you do if you had white mold in your soybeans

Some of you may have noticed a white fluffy mold on the lower leaves and stems of your soybeans: this would be sclerotinia white mold. Unfortunately the only fungicides available for its control need to be applied at or before flowering. The most important thing to do is prevent damage to future crops. The sclerotia (a reproductive structure) is left behind by this fungus and can infect future susceptible crops. This sclerotia is viable for a period of up to 4 years.



- You can avoid introduction of sclerotinia into a field by cleaning seed or using a seed treatment to kill the sclerotia that may be on infected seed
- You can plant non susceptible crops like corn and wheat for a period of 4 years following infection. Avoid planting susceptible crops like sunflowers and snap beans
- You can select soybean varieties that are less susceptible to sclerotinia but no soybean variety is known to be highly resistant
- Sclerotinia has a wide host

range including weeds like lambsquarter and pegweed so it is imperative to practice good weed control

- You can use an appropriate fungicide applied at or before flowering to soybeans
- Opening up the canopy by going to a lower population or wider row spacing can create better air drainage and reduce the development of sclerotinia
- No-till during use of non-susceptible crops reduces sclerotia
- Cotans a new biological treatment may provide some level of control for white mold. Some positive results for control of white mold in snap beans

FSA accepting emergency loan applications: Oneida county has

been declared eligible for FSA disaster emergency loan assistance. Farmers who have damages and losses that are at least 30% of their production, caused by hail, high winds and excessive rain that occurred from May 20, 2008-June 13, 2008 may be eligible for FSA loans. The interest rate on emergency loans is 3.75%. For more information contact your local FSA office at 736-3316 ext 2.

Maintaining concrete tower silos One local farm had to take apart and rebuild their concrete stave tower silo this year. This involved a great deal of time and expense. Here are a few tips on concrete tower silo maintenance that may help you avoid this situation.

- A few tower silos were installed below grade with drains. If these drains plug the acidic juices can collect in the base of the silo and bleed out between the staves in the process slowly dissolving the concrete until the structure fails. Checking the drains and keeping them functioning is a key to prevention of this problem.
- Maintain the silo liner. Checking the integrity of the liner with a cold chisel annually (especially the bottom 10 ft) and replacing the coating when wear is evident either with a sacrificial cementitious coating or acid resistant coating that may be made of an acrylic, epoxy or polyester resin
- Wooden doors should be checked for rot and physical damage.
- Check bolts and bolt heads for tightness and degree of corrosion.
- Evaluate corrosion and physical damage to door steps and latches.
- Cast iron hinge eyes should be tightened and assessed for corrosion.
- Concrete door frames should be checked for deterioration and physical damage. Doors must seat properly in their frames for latch systems to work effectively.
- Replace wire cable on the unloader if signs of wear are evident. Outside ladders should be fitted with structurally sound safety cages to prevent falls.”



For more information on this subject: <http://www.omafra.gov.on.ca/english/engineer/facts/90-236.htm>

Regen Alfalfa: This newly developed variety of alfalfa out of the Cornell breeding program is a top yielder with great persistence with a package of disease resistance for all of the most common diseases in NY.

Variety	2005	2006	2007	3-Year	Total % of Yield Check, Mean	Total % of Yield Check, Mean		
	Total Yield, T/A	% of Check Mean	Total Yield, T/A	% of Check Mean				
Genoa	5.53	111	6.22	132	5.31	120	17.01	121
ReGen	5.42	109	5.52	117	5.26	119	16.20	115
Rebound 5.0	5.41	109	5.69	121	5.23	119	16.33	116
Lightning EX-TRA	5.48	110	5.84	124	5.21	118	16.53	117
DKA42-15	5.55	112	5.78	122	5.16	117	16.50	117
6415	5.46	110	5.83	123	5.12	116	16.40	116
WL 348AP	5.38	109	5.42	115	5.08	115	15.92	113
HybriForce-420/Wet	5.39	109	5.54	117	5.06	115	16.00	114
FSG 408DP	5.46	110	5.65	120	5.04	114	16.18	115
WL 357HQ	5.44	110	5.73	121	5.00	113	16.18	115
LegenDairy 5.0	5.34	108	5.68	120	4.98	113	16.03	114
6420	5.32	107	5.05	107	4.94	112	15.33	109
WL 335HQ	5.20	105	5.25	111	4.79	109	15.23	108
5312 (Check)	5.29	107	5.15	109	4.75	108	15.19	108
Oneida Ultra	5.29	107	5.24	111	4.63	105	15.16	108
NOVA	5.13	103	5.05	107	4.54	103	14.69	104
Oneida VR (Check)	4.97	100	4.95	105	4.45	101	14.38	102
Vernal (Check)	4.62	93	4.06	86	4.03	91	12.69	90
Check Mean	4.96		4.72		4.41		14.09	
Trial Mean ¹	5.05		5.25		4.71		15.01	
LSD (5%)	0.36		0.42		0.33		0.97	


Buying and applying fertilizers this Fall: There is discussion that fertilizer prices may increase even more next season especially potassium (K). If you chopped most of your hay crop this year and you were lucky enough to get an extra cut you probably harvested more tons per acre than you normally average. An alfalfa crop on average removes 15lbs of P2O5 and 50 lbs of K2O per ton of

harvested crop. This year you may have mined some of your soil P and K and might benefit from replacing those nutrients with either manure or fertilizer. Soil tests will identify if you have a need to apply P or K to your hay fields.

If you have a need for P or K the fall is a good time to apply these nutrients. One of the functions of K in a plant is a sort of antifreeze which helps the plant survive the winter. So as long as K is applied before the plant goes dormant it can be taken up and provide better winter hardiness. Potassium is stored in the soil between layers of clay or attached to organic matter so is not easily lost from the soil as is nitrogen. Phosphorus also is less vulnerable to loss when compared with nitrogen. Phosphorus forms compounds with calcium, magnesium, iron and aluminum, depending on the pH, that are relatively insoluble and therefore are less likely to be lost by leaching.

If you have the cash flow, it may be to your advantage to buy and apply at least some of your P and K this fall.

Buying and applying lime in the Fall: There is nothing new about applying lime in the fall. We all know that calcium and magnesium are essential nutrients for plant growth and development and that pH plays an important role affecting the availability of nutrients essential for plant growth. If fields are trafficable, applying lime in the fall gives the lime a longer period of time to react with the soil before planting the field to a crop with a higher pH requirement .



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Keep the Basics in Mind for Winter Calf Housing

Now it is time to check in with your calf winter housing plan and ensure the basics are covered. Regardless of your calf housing situation, the basic requirements of the calf are the same.

- Clean, dry resting area
- Access to feed and clean water
- Adequate ventilation without drafts
- Control of pathogens

Clean, dry resting area:

Wet calves will become sick calves. Dry bedding is always important year round. Many producers have better luck with dry shavings in summer to reduce fly populations but switch to deep, long straw in winter to allow the calf to “nest” and conserve body heat.

Your calf housing area should not allow calves to come in contact with manure from older animals. Early separation from the dam, physical barriers to manure splatter, and clean caretaker and equipment are key to controlling/eliminating transmission of diseases from cows to calves.

Access to feed and clean water:

This should be self explanatory, but consider whether you are adjusting feeding to the calf's extra need for energy in winter. Adding an extra feeding and using milk replacers with higher fat content are two ways to do this. Consult with your nutritionist.

Adequate ventilation without drafts:

If you rely on exhaust fans for ventilation, you should question whether each of your calf stalls has adequate air exchange. Keep in mind that calves in individual stalls cannot walk around the barn to find good air or avoid drafts. Between October and April, each 4' x 6' calf space in your barn will house at least three future cows in your herd. The environment you provide, including air quality, will influence their future performance. Exhaust fans will take air from wherever the inlets (including wall cracks) are located and, unless you have a planned air inlet system, often do a poor job of distributing fresh air to each point in the barn. Remember the old plastic tubes in barns? This is not a new concept, but they can be very effective. A fan pushes air into these tubes and distributes the fresh air via discharge holes right where calves need it. This positive pressure system can get air to every calf without being drafty. A convenient attribute is that you can open doors or curtains, or even use an exhaust fan without compromising this system.

When calves are housed in the same air space as older animals, there is a risk of disease transfer by pathogens in the air. Calves should receive fresh air from the outdoors. If calves must temporarily be housed inside a cow barn, think of ways to provide them fresh air. **Calves should not be kept near exhaust fans** since this is the area of the barn where air has the highest levels of contaminants including moisture, dust, ammonia, and pathogens. A positive pressure tube fan could be a good option – it is not expensive and in many cases can be installed easily.

Control of opportunistic pathogens:

Clean, dry bedding and good ventilation are two ways to control pathogens; however another key strategy is to give each calf space a “break” between calves. Leaving a calf stall empty for 3-4 weeks between calves helps break a disease cycle. Moving calves to outdoor hutches during the summer months is one way to achieve this. On some farms, two or more calf housing areas are used – one at a time - throughout the year. This “all-in-all-out” strategy allows the caretaker to remove old bedding and manure, clean the housing area, and then allow time to suppress bacteria growth. **Rule of thumb: Have at least 25% more calf spaces than the maximum number of calves you would have at any given time.**

Pen dividers and floors should be easy to clean and disinfect. Painted surfaces and plastic can be cleaned much more effectively than bare wood. Minimizing contact between calves can help reduce the spread of contagious disease that enters the barn, but do not do this at the expense of ventilation. Hog wire dividers and 18” to 24” space between pens is one way to allow airflow and preventing calf-to-calf contact.

Adapted from article by Frans Vokey, CCE Lewis County, http://counties.cce.cornell.edu/Lewis/PDFs/Ag%20Digests/2008/adaug08_pub2002.pdf

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People in Agriculture

By Bonnie Collins

The agriculture workforce is changing. Businesses that rely on a ready supply of strong, young workers for brute labor are going to find themselves unable to operate. Job design is an old concept that is more relevant today than ever, it's about creating jobs that people can perform and even enjoy. Well-designed jobs protect employee health, are profitable for the business, and can be filled with the available work force. Start changing your thinking about what farm work can be" (Maloney, 2008).

We should start with the end in mind. How do we design jobs that will reduce physical demands and lead to productivity and job satisfaction?

What is job design? Job design is the process of defining how work will be performed and the tasks that will be required in a given job. The four approaches to job design include:

Mechanistic approach- this approach identifies the simplest way to structure work to maximize efficiency. It's based on the scientific management time and motion studies. It makes work simple so individuals can be quickly and easily trained. Usually monetary incentives are the motivator in this approach.

Motivational approach- this approach is a reaction to the mechanistic approach. It focused on job characteristics with motivational potential. Its concept is to include job involvement, job satisfaction, attendance and performance.

Biological approach- this approach is based on ergonomics-how the physical task relates to the physiology of the worker. Its goal is to work with the mechanics of the human body in an attempt to reduce aches, pains, physical fatigue and health complaints.

Perceptual note approach- this approach focused on human mental capabilities and limitations. Jobs are designed that do not exceed people's mental capabilities. Its aim is to reduce the information processing required in a particular job.

Based on the job description and the people working on your farm, you can and should use a combination of these approaches. The Dairy Alliance has a *job description generator*. These are templates on their web site <http://dairyalliance.psu.edu/hr/> to help you consider the responsibility needed for front-line positions, middle and senior managers. It gives you the opportunity to define what workforce is required on your farm.

Cornell's Dairy Farm Business Summary helps measure success, identify areas to improve.

The cows have moved out of stanchions and into free stalls. They eat forage, not high moisture corn. Their dinner is stored in bunk silos, not uprights.

Family and neighbors work alongside workers who travel halfway around the world for a job.

"It seems like everything is the same, but I guess nothing is the same", observed Dave Green, owner of Evergreen Farm in Petersburg, NY.

Green took over the family's 1848 dairy farm after graduating from college in 1981. He has grown Evergreen from 100 milking cows to 340.

At least one constant for Green has been the Dairy Farm Business Summary, an annual review of dairy farm business practices around the state produced by the Cornell University Department of Applied Economics and Management.

Every year since 1955, New York farmers, Cooperative Extension educators and agri-business field staff have rounded up data on individual farms' expenses and income.

Since 2005, the New York Farm Viability Institute provided grants for efforts through December 2009 to increase farmer participation in the summary.

Apples-to-apples: "The numbers collected in the Dairy Farm Business Summary represent an attempt to provide an apples-to-apples basis for comparison for dairy farmers", said John Lincoln, chair of the Farm Viability Institute board of directors. "A farm needs to do well financially to stay in business and be attractive to the next generation of farmers."

The Institute is a farmer-led nonprofit organization that funds research to help farms increase profits and foster a vibrant, renewable agriculture system of diverse farm sizes, production practices, commodities, sectors and geographic regions. With support from federal and state funds, the Institute has invested more than \$14 million in on-farm applied research projects since 2003.

There is no cost to farmers for participating in the summary. Cooperative Extension educators sometimes use data collecting to identify topics for workshops or to facilitate discussion groups among farmers.

Dave Green and four other dairy farm operators in the area meet at least once each year to go over their summaries together.

Green said he anticipated savings of at least \$8,000 in 2007 in veterinary and medical bills. Seeing what his peers were spending helped him see he was spending too much, Green said.

He developed a protocol to help employees determine when animals are sick and need to have a doctor called in. The experience, Green said, reminded him to give as much attention to what is going on in the barn as to what is going on in the field.

Measuring success: Dairy Farm Business publishes statewide and regional summaries each spring; the books represent an annual snapshot of dairy farm profitability for New York State.

Each participating farm gets a personal summary for comparison to regional or statewide versions. The farm then has a tool for gauging business practices. If one's expenses in a given category are higher than average, that could be a red flag to start investigating a particular aspect of the farm business. (All individual farm data is confidential. Published data is averages of groups of farms.)

"How do you measure your financial goals? You measure it by doing a summary at the end of the year", said Wayne Knoblauch, Cornell professor of farm business management and director of the Dairy Farm Business Summary program.

"The old saying that you cannot manage what you cannot measure is very applicable to a farm business", Knoblauch said. "If your goal is to reduce feed costs, how do you know if you are cutting costs? If your goal is to build an addition, buy a piece of equipment, pay down debt, or any number of goals, you need to be able to measure progress and evaluate if you are meeting the goal and if not, why not?"

"Businesses needed to have financial as well as production goals, perhaps more so."

Farm business experts have long touted the belief that recordkeeping makes better managers, and the Dairy Farm Business Summary seems to support this. In 2006, farms participating in Dairy Farm Business Summary enjoyed a \$.45 per cwt advantage in operating costs, compared to the average reported by USDA Economic Research Services for states in Northeast and Great Lakes regions. The savings are attributable to lower costs of production, especially purchased feed costs, Knoblauch said.

The savings can be significant. Farms that participated in Dairy Farm Business Summary that year had average milk production of 80,862 cwt. Those farms saw an average of \$36,000

in increased profitability.

New and improved: Not your father's Dairy Farm Business Summary, the benchmarking tool has adapted with changing times.

Since 2001, the Dairy Farm Business Summary program has evolved to include an interactive web-based component. Farmers, Cooperative Extension educators and other stakeholders can enter data into an online system and receive a personal farm business report instantaneously.

Computerized technology also allows users to generate customized benchmarking reports, multi-year comparisons, cost basis balance sheets, after tax profit and balance sheet calculations, and more.

Pete Wagner of Poetsenkill, NY has used Dairy Farm Business Summary since the early 1980s.

He referred to the summary as his "report card".

Wagner and his brother Bob milk 340 cows spread over three farmsteads. They are located within a heavily developed residential and commercial area and do not consider herd expansion an option.

"We have to get better at what we do and be more cost-effective", Wagner said.

He used the business summary to help rein in labor and heifer-raising costs, as well as bring up crop yields.

Now, he has set his sights on examining energy costs, particularly those related to manure handling; he is exploring the feasibility of installing a methane digester.

Wagner said the Dairy Farm Business Summary helps him run a more-focused business, but acknowledged that sharing financial information with a third party can be uncomfortable.

"Many people are hesitant to share their numbers, but if you cannot share it is hard for people to help", he said. "If you cannot learn from your mistakes, it holds you back. People make mistakes all the time, but we try not to keep making the *same* mistakes."

Read all about it: The web-based summary is available only to those that supply data to the summary. Printed versions of regional and statewide Dairy Farm Business Summary are available at county Cornell Cooperative Extension offices or by contacting Cornell University's Department of Applied Economics and Management.

For more information about the Dairy Farm Business Summary, contact either of CCE Oneida County's Farm Business Management Educators:

Jim Manning: 736-3394 ext. 129; e-mail jpm277@cornell.edu

Or Bonnie Collins 736-3394 ext. 104; e-mail bsc33@cornell.edu

Are your farm business management skills ready for the 21st Century?

Personnel Management (#4)

In the successful farm business, managing labor has become increasingly important.

In some farm operations, managing full-time and/or part-time employees is as important as managing production, using marketing skills, or managing finances.

Other farms have chosen to use consultants and service providers (e.g., custom farming services) rather than full-time or part-time employees as a supplement to operator labor. While the labor resource can be acquired in several different ways, the farm business manager needs new skills to effectively use these human resources.

Personnel management has to do with determining the type of jobs needed to get the work done, developing job descriptions, hiring needed employees, designing and conducting employee training, and developing compensation and employee policies that encourage employees to do their best.

Indicators of Strong Personnel Management Skills

- Knowing how to listen effectively.
- Giving clear directions.
- Delegating appropriate authority and responsibility.
- Motivating employees to high performance.
- Providing a work environment that results in low employee turnover.
- Preparing job descriptions and performance evaluations.
- Managing the workforce to obtain high levels of labor productivity.
- Matching employee skills to job requirements.
- Providing employee training and advancement opportunities.
- Providing safe working conditions.
- Providing competitive compensation and benefits.

(This is the fourth in a series adapted from a publication of Purdue Extension; to get a copy of the full publication, contact Jim Manning at 736-3394 ext. 129 or jpm277@cornell.edu)

Bulk Tank Surveillance Project

As a dairy industry, we continue to strive to meet high demands, expectations, and standards with regard to food quality and food safety. We do this by focusing on product quality and on animal health and welfare. Quality Milk Production Services (QMPS), in collaboration with the Animal Health Diagnostic Center and the milk haulers in New York, is offering dairy producers a new program: ***Bulk Tank Surveillance*** of animal health indices, milk quality parameters, food borne and zoonotic pathogens.

Use of bulk milk as a means to assess milk quality and food safety as well as animal health is easy and attractive. The bulk tank milk reflects the health status of most mature animals in a herd. Sample pick up is scheduled on a monthly, quarterly, semi-annual, or annual basis. Bulk milk is collected by milk haulers during their normal milk pick up. In some cases certified milk inspectors (CMI's) aid in sample collection. This means that producers do not need to worry about sample collection, packaging, mailing etc. Milk samples are transported through the cold transport chain of the milk hauler, directly to the testing laboratories. Results can be faxed, emailed, or obtained directly from a secure web page.

Testing offered through the Bulk Tank Surveillance Project currently includes: Bovine Viral Diarrhea (BVD), Mastitis Pathogen (quantified), Mycoplasma, Listeria, *E. coli*, *Salmonella*, and other Milk Quality Parameters such LPC and PI counts. Test validation is underway for Johne's disease and other animal disease tests. As a producer, you may choose to participate in one or all of the testing options at a frequency that fits your need for milk quality, animal health and food safety information.

For more information, please contact Tonya Van Slyke at QMPS, 607-255-8202. You can read more at the QMPS web site: <http://qmps.vet.cornell.edu/Services/bulktank.htm>.

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Art Graves: Mycogen

Corn Grain

2P176 85 day Yieldguard VT triple and other trait versions of this genetics give excellent early vigor for no-till and conventional tillage systems. High yielding hybrid that is widely adapted to all soil types

2D322 92 day Roundup Ready hybrid that yields tremendously even on marginal soils. High yield potential for dry shell corn or high moisture. Available in other trait versions

2J463 NEW 96 day Yieldguard VT triple superior grain yield. This hybrid responds very well to high management and rewards with tremendous yield. Produces a large girthy ear with 20-22 kernel rows and the ear will flex some when fertility is high.

Corn Silage

BMR F2F297 Earliest BMR available. Superior fiber digestibility to provide 5 lbs milk/cow/day and reduce grain inputs by 2-4 lbs grain/cow/day. Grows best at full maturities for northern parts of Central NY or Southern Central NY at elevation. Great yield potential for a 90 day hybrid.

BMR F2F489 Herculex I Roundup Ready - 100 day Relative Maturity. Superior fiber digestibility to provide 5 lbs milk/cow/day and reduce grain inputs by 2-4 lbs grain/cow/day. Excellent yield stability and agronomics.

BMR F2F569 Herculex Xtra Roundup ready - Superior fiber digestibility to provide 5 lbs milk/cow/day and reduce grain inputs by 2-4 lbs grain/cow/day. Highest yield BMR under 105 days with potential to approach 27 ton/acre. Performs best at populations Below 32,000.

Alfalfa

4A421 Excellent performance in the Cornell State forage trials at all locations for the last 3 years. High yielding alfalfa with exceptional forage quality. Long stand life as a result of a superior disease resistance package.

Soybeans

5N203 Medium canopy bean with good height and excellent emergence vigor for no-till. Will handle all row widths from solid seeding to 30 inch rows.

5B193 a customer favorite in Central NY with a medium-thin canopy favors narrow rows. High yielding beans with good disease tolerance.

5B220 High yielding beans widely adapted to all row widths and works very well in no-till. A great tool for fields where white mold may be a concern

Andy Mower: Pioneer Hybrids

Corn Grain

Pioneer 38N88 88-90day Double stack, Highly suitable for many Different soils, Super yields 195 bu in Paris Hill, 2007

Pioneer 38M60 93-94 day Triple Stack, Great Dry down, Excellent Test WT. Super yields 6 tests in oneida county over 200Bu.

Pioneer 37Y14 96-98 day Triple Stack, strong stalks, great dry down, Super yields, excellent test wt.

Silage Corn

Pioneer 38H08 90 day Double stack. excellent tonnage with high Quality.

Pioneer 37N16 97 day Triple stack, Superior Silage yield Potential, Whole plant Digestibility

Pioneer 35F44 103 day triple , High Value, Plenty of Tonnage 25+, High Energy and Whole Plant Digestibility

Alfalfa

Pioneer 55V48 **New for 2009 High Yielding five, dormant with excellent pest resistance

Pioneer 53Q30 Higher forage quality, rates high in feed value

Pioneer 54H11 Lodging resistance, reduces yield loss during harvest

Soybeans

Pioneer 91Y20, Early group 1, great yield potential and harvest standability

Pioneer 91Y90 later group 1, super yields, excellent field emergence

Pioneer 92Y30 mid group 2, impressive yields and solid harvest standability

Tom Brouillette: Seedway/Garst

Corn Grain

89Z07GT/CB/LL: 88 Day GRM, Outstanding yield and stability, Strong stalks and roots allow for harvest flexibility, Broadly adapted across soil types, European corn borer resistant, tolerance to liberty and glyphosate (roundup)

8918CB/LL/RW: 92 Day GRM, Excellent emergence and early vigor, Broadly adapted to all soil types, European corn borer and corn rootworm resistant, liberty tolerance

8888: 95 Day GRM, Superb top-end yield and stability across a broad range of environments, Widely adapted hybrid with good grain quality, Attractive hybrid with solid agronomics

Corn Silage

8918CB/LL/RW : 92 Day GRM, Excellent emergence and early vigor, Broadly adapted to all soil types, European Corn Borer resistance, Liberty link tolerance

8827CB/LL/GT: 96 Day GRM, Optimum performance at moderate populations, European Corn Borer, liberty link and glyphosate (roundup) tolerance

8688GT: 104 Day GRM, Outstanding top-end yield potential across a wide range of environments, Good emergence and early vigor with solid agronomics, glyphosate (roundup) tolerance

Alfalfa

6400HT: High traffic alfalfa, keeps getting better every year

Soybeans

S08-C3: 0.8Day RM, A widely adapted, medium to medium-tall plant type with excellent standability allows row width flexibility, Strong disease protection including Sclerotinia Stem Rot to help guard against yield loss

S18-Y3: 1.8Day RM, Rps1k and very good Phytophthora Root Rot field tolerance, Medium-bush plant type with very good stress tolerance, High yielding variety with exceptional drought stress

S20-P3: 2.0Day RM, Excellent Brown Stem Rot tolerance, Unique phytophthora resistant with the Rps3a gene and above average Phytophthora Root Rot field tolerance, white mold tolerance

Dawn and Buddy Richardson TA Seeds

Corn Grain

290 - 89 day, Fast dry down, Response to High Population and High Productive Soils

303-13 90 day, Excellent Stalk Strength , Early Emergence, Drought Tolerant

451 95 Day, Prefers High Population , Good on Corn after Corn , Excellent on Early Planting and No-Till

Corn Silage

260 86 Day, Dual Purpose , Tall Plant . Responds to High Population , Good on Early Planting and No-Till

310-00F 90 Day, Leafy Silage Only - High Tonnage, Large Digestible Ears Leafy Varieties also available in 95 and 99 days

Alfalfa

Starbuck - Fast Re-growth after intense cuttings, high yielding

Integrity- Branch & Tap Rooted - high traffic tolerant , excels in wet and dry areas

Repel II - Leaf Hooper Resistant , Good Disease Package

Soybeans

1440 - Group 1.4 Excellent Emergence , Bushy Plant

1709 - Group 1.7 - Excellent for wide row planting, Very Good Standability

Bob Dewaine: Monsanto Dekalb

Corn Grain

Dekalb DKC38-89 89 Day, VT3 traits, Well adapted to all environments with excellent stalks and roots. Very good emergence and early season vigor

Dekalb DKC46-60 96 Day, VT3 traits, Very high top end yield potential and late season stalk and root strength

Dekalb DKC50-44 96 Day, VT3 traits, Very good test weight and grain quality. Well adapted to all yield environment

Corn Silage

Dekalb DKC42-91 92 Day, VT3 traits, Very consistent yields year to year with excellent NDFd

Dekalb DKC45-79 95 Day, VT3 traits, Top silage yield in it's maturity with consistent high quality silage

Dekalb DKC52-59 102 Day, VT3 traits, Excellent emergence for early planting and ability to produce quality silage in stress conditions

Alfalfa

Dekalb DKA33-16 Excellent winter hardiness with a very rapid recovery rate between cuttings

Dekalb DKA42-15 Complete package of disease resistance and winter-hardiness

Soybeans

Asgrow AG0701 Late Group 0, RR, New for 2009. Tall, bushy bean with excellent late season standability

Asgrow AG1703 Late Group 1, RR, High yield potential with a strong package of defensive traits

Asgrow AG2406 Mid Group 2, RR, Solid performer with strong disease resistance

Jeff Case F S Growmark

Corn Grain

FS 3676VT3 (86 RM) - Very strong early season grain hybrid. Excellent standability & superior stalks makes this an #1 pick for early grain needs. Refuge Partner: FS 3574 XRR.

FS 4465VT3 (94 RM) - Elite grain hybrid with very heavy test weight. Strong stalks & emergence makes this a solid choice for minimum tillage situations. Refuge partner: FS 4363 XRR.

FS 4861VT3 (98 RM) - Top - end yield potential. Approved for ethanol & has been identified as a hybrid that has fast starch digestion which leads to a healthier rumen environment more potential milk. Refuge Partner: FS 4759 XRR.

Corn Silage

FS 4888 (98 RM) - New Introduction for '09 & Conventional. Tall, Showy Hybrid that offers excellent tonnage & superior forage quality(XFP).

FS 5057VT3 (100 RM) - A benchmark hybrid for forage quality & yields(XFP). Very consistent across a wide range of soil types. Refuge Partner: FS 4955XRR.

FS 5666 GT (106 RM) - Outstanding silage package that offers strong agronomics & forage quality(XFP). Excels in early planting &

genetic package let's this hybrid perform in a wide range of environments.

Alfalfa

Mariner III - a top performing branching root variety that performs across many soil types. Highly resistant to all major diseases.

Marvel - Our top yielding variety that has optimum relative feed value. Fast recovery after cutting & outstanding pest resistance.

Escalade - High yielding & outstanding forage quality make this a solid choice. Improved standibility & fast recovery are it's benefits.

Soybeans

HS 20R80 (Group II) - New high yielding intro for '09. Offers strong phytophthora & cyst package. Good candidate for No-Till.

HS 217RR (Early Group II) - Proven yield leader that offers excellent standibility & strong white mold tolerance.

HS 22V90 (Early Group II) - New "Vistive" introduction for '09. Offers high yields in a specialty soybean.



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Pricing High Moisture Shelled Corn

The following table from the University of Wisconsin allows you to calculate a price for high moisture shell corn at various moisture levels based on prevailing prices per dry bushel. Of course, the price you pay (or get) will be determined by supply and demand conditions at the time of sale and negotiations between buyer and seller; but this provides a reasonable maximum price.

If you can only use dry corn, you will need to subtract the cost of drying. To calculate drying costs, a reasonable assumption for LP gas is between \$.0165 and \$.0210 per bushel per point of moisture removed. A full spreadsheet calculator, including the calculations for drying costs, is at www.cce.cornell.edu/oneida (click on "agriculture", then "farm business management", then "crop prices".)

Equivalent price per ton of high-moisture shell corn

Moisture (%)	Shrink (%)	Dry Bushels	Price per Dry Bushel					
			\$4.75	\$5.25	\$5.75	\$6.25	\$6.75	\$7.25
15.0	0.00	35.71	\$169.64	\$187.50	\$205.36	\$223.21	\$241.07	\$258.93
16.0	1.09	35.32	\$167.79	\$185.45	\$203.12	\$220.78	\$238.44	\$256.10
18.0	3.46	34.48	\$163.78	\$181.02	\$198.25	\$215.49	\$232.73	\$249.97
20.0	5.83	33.63	\$159.76	\$176.58	\$193.39	\$210.21	\$227.03	\$243.84
22.0	8.19	32.79	\$155.75	\$172.14	\$188.53	\$204.93	\$221.32	\$237.72
24.0	10.56	31.94	\$151.73	\$167.70	\$183.67	\$199.64	\$215.62	\$231.59
26.0	12.93	31.10	\$147.71	\$163.26	\$178.81	\$194.36	\$209.91	\$225.46
28.0	15.29	30.25	\$143.70	\$158.83	\$173.95	\$189.08	\$204.20	\$219.33
30.0	17.66	29.41	\$139.68	\$154.39	\$169.09	\$183.80	\$198.50	\$213.20
32.0	20.03	28.56	\$135.67	\$149.95	\$164.23	\$178.51	\$192.79	\$207.07
34.0	22.39	27.72	\$131.65	\$145.51	\$159.37	\$173.23	\$187.09	\$200.95
36.0	24.76	26.87	\$127.64	\$141.07	\$154.51	\$167.95	\$181.38	\$194.82
38.0	27.13	26.03	\$123.62	\$136.64	\$149.65	\$162.66	\$175.68	\$188.69
40.0	29.49	25.18	\$119.61	\$132.20	\$144.79	\$157.38	\$169.97	\$182.56
42.0	31.86	24.34	\$115.59	\$127.76	\$139.93	\$152.10	\$164.26	\$176.43

Adapted from: Gary Frank Univ. Wisc. Center for Dairy Profitability (Ver 1.8 - 04/02/08)



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