

A History And Perspective Of The Pennsylvania DHIA Program

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has utilized production records as much as dairymen have. Their desire to keep this testing program viable, and the records accurate and comparable to records made in other areas of the state and nation, has required their involvement to be greater and longer than usual. DHIA was slow to develop a political or financial infrastructure that could sustain the program. Since dairying is so critical to the agriculture industry in Pennsylvania, Penn State has continued its level of interest in DHIA longer than perhaps any other production oriented program.

Self-management had been advocated for at least 25 years by Extension Specialists charged with responsibilities in DHIA records. However, it was not until the retirement of Gilmore and Putnam that the State Board

seriously considered hiring a manager. An Administrative Assistant was hired in 1979 to handle the insurance, hospitalization, and retirement programs, and to work with the field staff. When Gilmore retired in 1980, Don Ace was assigned DHIA responsibility, and when Bill Heald joined the faculty in 1981 he accepted that role. At that time, Ace and Heald discussed with a receptive State Board the need to begin an active search for a full time manager. In cooperation with the Deans office a job description was developed, and in October of 1982 Phil Dukas became the first General Manager of Pennsylvania DHIA. This achieved a major goal for Extension, but it was short lived. Dukas resigned in

1984 and the State Board again turned to Extension. The Dean, with the Head of the Dairy and Animal Science Dept., named Bill Heald as Interim Manager. An immediate search began for a new DHIA manager, and in September, 1985 Dick Barth was appointed.

As the State Board began to show leanings toward a greater role in self-management responsibility, and as county leadership became more active, both County Agents and Specialists began to reduce their intensive involvement in day-to-day DHIA activities. This action prompted some adverse reactions by some people associated with DHIA. They believed that Extension

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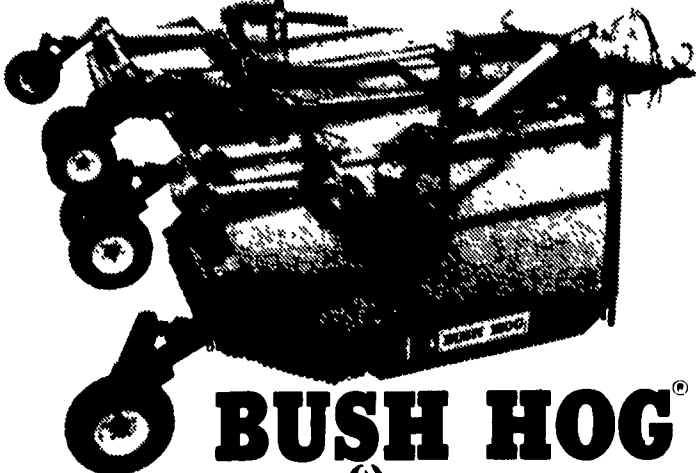
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