

# Kindig Receives Pennsylvania DHIA Leadership Award

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"Shrinking cow numbers and changes in demographics, not to mention decreasing milk prices, challenges the DHIA system we have known," Orner said. "There is little doubt that DHIA of the future will look somewhat different. The board and staff are taking a leadership role in moving toward the future. We are trying to be proactive rather than reactive."

"The organization has downsized. Cost cutting measures have had an impact on the bottom line. The reality is Pennsylvania DHIA has done a lot of things right; however, we must continue to do all that we can to shape our future. Let us work together to prepare our cooperative for the dairy industry of tomorrow," Orner said.

David Slusser, general manager, reported a number of cost cutting steps that have been taken this year. The downtown office was closed. Some staff positions were cut, and the membership development and laboratory manager positions were combined. In addition, the laboratory staff became Pennsylvania DHIA employees rather than university employees.

In other developments, Ted Brown was hired as director of finance and human resources, and all field technicians are now using laptop computers.

"The results of these changes improved our efficiency of operation without affecting the quality of service," Slusser said. Quality control reports from National DHIA maintained the same high standards that our lab, DRPC, and field service were always use to, and

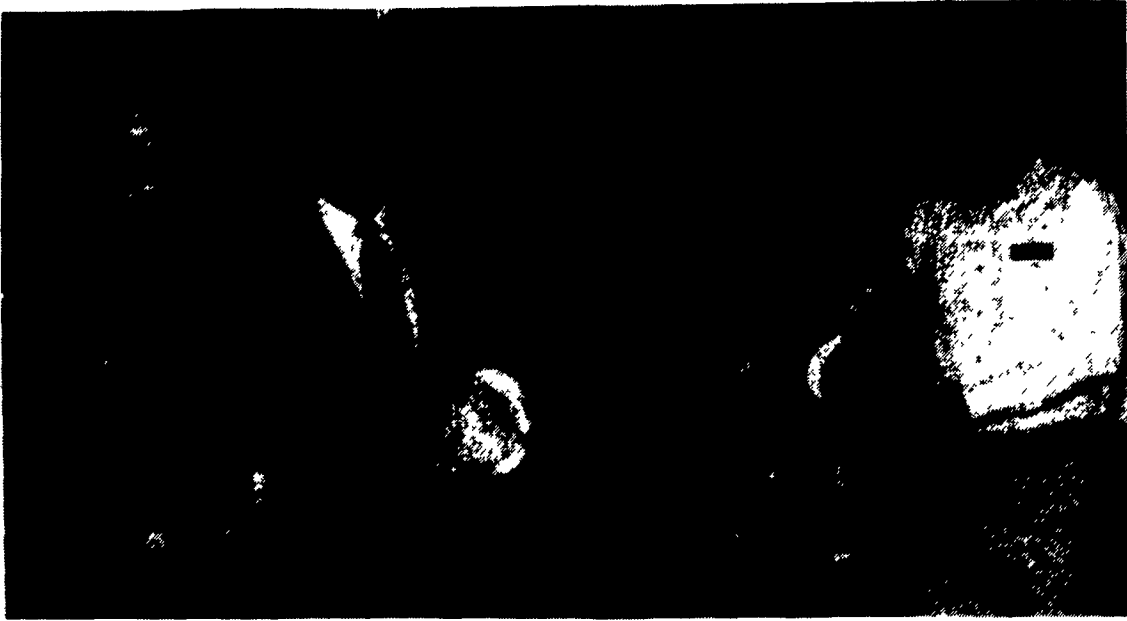
turn around time has improved."

Slusser said the fee structure changes to members last fall encouraged large numbers of members to switch to A/P testing and innovative test programs. Presently, about 25 percent of the association's members test their herds 2X and the remaining herds are on A/P or some other innovative program. This has led the association to reduce field staff mostly through attrition, thus improving efficiency. Indications are that cow numbers on test are holding if not improving, and the cash flow of the cooperative is positive and improving.

Brown gave the financial report saying that in the current year the financial picture is much improved. But past debts continue to weigh on the books of the association.

Jim Boyer, DRPC manager, said 1994 brought an extensive number of accomplishments for the data processing department. A major achievement was bringing all technicians online with laptop computers. Several programming systems were finalized, including a herd locating system, a problem tracking system, the interface to Westfallia's dairy plan, and Calf-ID exchange with the Jersey Cattle Club.

Dean Amick, field operations manager, said all technicians are sending information to the service center electronically, and dairymen can now receive reports via the dairy plan after each test. About 85 dairymen have switched to the new innovative programs offered by National DHIA. The association's Am/Pm program has



Receiving herd management awards at the Pennsylvania DHIA annual meeting last Friday in State College were Susan Kulp, herdsperson, Ardrossan Farms, Chester County, Ayrshires; Albin and Betty Wester, Wester Jersey Farm, Mercer County, Jerseys, and Harold and Joan Stump, Montgomery County, goats.

attracted more than 70 percent of the members.

Dixie Burris, laboratory services and membership development manager, said members met the continued challenge of supporting their association programs despite the pressures of new technology, price of milk, social issues and family pressures, and the challenges of the day to day dairying.

The quality of the laboratory is working more efficiently with less people and less expense for the association. The lab runs six days per week with ten hour shifts. They average 235,751 samples per month.

Burris said the goal is to be efficient and effective in meeting the

current needs of members but at the same time anticipate the future needs. "Communication is a two-way street," Burris said. "The chal-

lenge we are faced with is for you, the members of DHIA, to tell us how we can be of better service to you presently and in the future."

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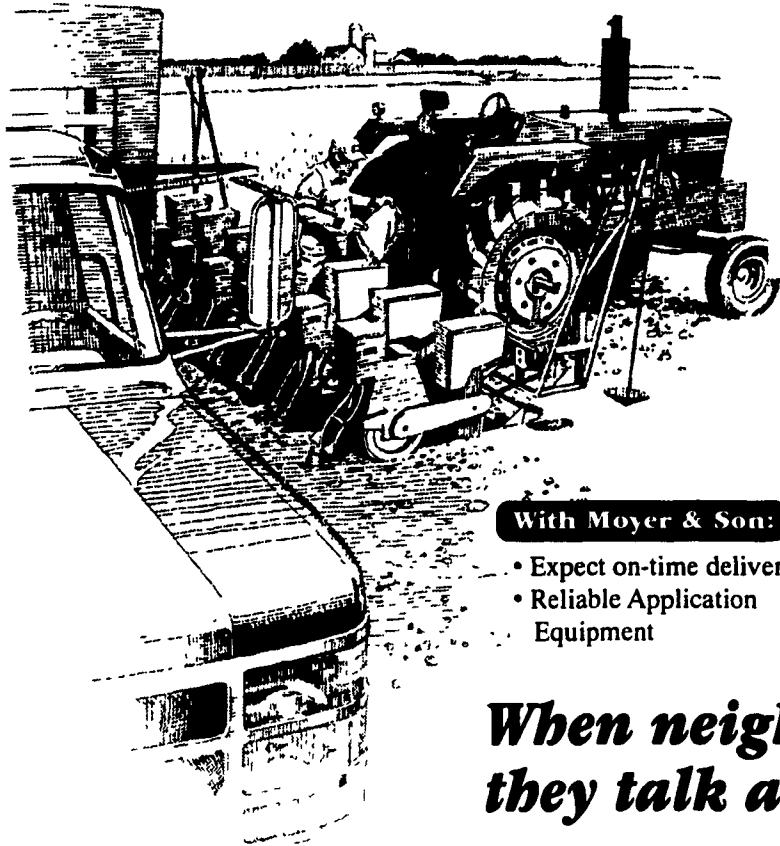
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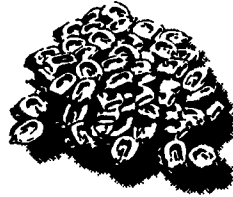
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