

## Manitowoc County UW-Extension Office

Manitowoc County Office Complex  
4319 Expo Drive, PO Box 935  
Manitowoc, WI 54221-0935  
Phone: 920.683.4168 Fax: 920.683.5062  
711 For Relay



---

### *4-H Youth Development • Agriculture • Family Living • FoodWise*

December 26, 2018  
Tina Kohlman  
UW-Extension Fond du Lac County  
400 University Drive  
Fond du Lac, WI 54935

Dear Tina,

As a follow-up to your recent Post Tenure Review by our Department of Ag & Life Sciences (DALs) Post Tenure Review Committee, this letter serves as your official faculty annual review summary for 2018, by documenting your performance as exceeding expectations and warranting a meritorious designation.

Based on the educational priorities identified by the needs assessment conducted in 2017, along with current and emerging issues within the community and industry, you have developed and focused your extension programming in the areas of dairy production management and farm business management. Incredibly, you have provided leadership/teaching roles for 33 state, regional, and local meetings. Your involvement in co-planning numerous regional and statewide events including the biannual Midwest Manure Summit and WI Dairy & Beef Well-Being Conference, along with partnering with county colleagues, state specialists, and industry partners to help provide various educational opportunities is commendable. You are a sought out presenter, developing nearly 30 presentations/factsheets covering topics related to calf and heifer management, farm business succession, animal well-being, nutrition, human resource management, and farm management. Your involvement in three extremely impactful applied research projects is exemplary.

Your development of a three-day farm business succession program entitled "Moving Forward" focusing on business, retirement, and estate planning, followed up with a similar 3-part series entitled "Cultivating Your Farm Business Future" are excellent examples of scholarly work. This scholarly work is further evidenced by your involvement as a co-developer of the "Supporting Farmers During Challenging Times" workshop where nearly 100 individuals from over 15 Wisconsin counties participated. Post workshop evaluation results indicated the agri-business community felt more confident in supporting their clientele as a direct result of the workshop. This program was adapted and replicated in other parts of the state in 2018, as well as a three-part webinar series hosted by the Four-State Extension Dairy Group. In addition, one of the participants, who later moved to Colorado, asked if the program could be used for farmers and ranchers in the 3-state area in which he now works. Another northeast Wisconsin workshop is set for January 9, 2019.

You have provided a great deal to the university, profession, and community, including the redesign, look, and foundation for UW-Extension's Educational Tent at the 2017 Farm Technology Days. Your leadership for the UW-Extension Dairy Team's Dairy Replacement Workgroup and the revisions for the Dairy Workers' Training Modules makes you a valuable asset not only to the organization, but the industry as a whole. Your "How Prepared Are You? Managing Dairy Employees Effectively" two-part Hispanic meeting series became the genesis for today's "Employer of Choice" formal curriculum developed by other agriculture colleagues, thereby demonstrating additional scholarship since that curriculum is valued by those for whom it is intended.

You currently serve on the academic department's Professors Committee and you have mentored and currently support over a dozen agents/educators.

Clearly, you are a valued extension educator, which is evident in the programming, implementation, teachings, and impacts of your work. You are to be commended for your scholarly contributions and outstanding programmatic efforts over the past five years.

**Committee members serving on the review:**

Scott Gunderson, Chairperson

Greg Blonde, Academic Department Chairperson

Bill Halfman

Ken Schroeder

Ryan Sterry

Sincerely,



Scott Gunderson

Manitowoc County UW-Extension Agriculture Agent