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## Agricultural Experiment Station News October 1975

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THE AGRICULTURAL EXPERIMENT STATION  
INSTITUTE OF AGRICULTURE  
AND NATURAL RESOURCES  
UNIVERSITY OF NEBRASKA-LINCOLN  
H. W. OTTOSON, DIRECTOR

# Agricultural Experiment Station



Vol. 8, No. 4, October 1975

## FROM THE ACTING DIRECTOR'S DESK

For several years the College and now the Institute of Agriculture and Natural Resources has directed considerable effort toward more organized and effective procedures for staff evaluation. Probably most would agree that we have indeed become more organized but many, including your Experiment Station administrators, have reservations about the effectiveness of our procedures in serving the objectives involved. The primary objectives of staff performance evaluation are to provide for development of each individual and for merit based personnel actions.

A reappraisal of IANR staff evaluation procedures was activated last May by a workshop discussion of this topic by administrators in the IANR. Subsequently an ad hoc committee was established "to review staff evaluation procedures presently in use in the IANR and to make recommendations for any changes deemed appropriate." The committee of Burbank (Chairman), Roselle, Sorensen, Omtvedt, Lucas, Kleis, Carlson, Newkirk, Turner and Domeier has submitted five recommendations. These, in abbreviated form, are:

1. That a system of descriptive terms be used rather than numbers or numerical equivalents.
2. That an alternate form of the Annual Report of Staff Activities be developed for county based staff.
3. That evaluation forms for divisions of the IANR be consolidated into a common form with specific sections for divisions as necessary.
4. That the principal evaluation be at the level of Department Chairman, District Director or equivalent.
5. That evaluations be based to some extent on an analysis of achievement of goals established jointly by the staff member and his immediate administrator at least once a year.

Evaluation is necessary. The process should be fair, constructive and efficient. I would welcome your reactions to the above, particularly as related to the Experiment Station. We will be activating 1975 evaluations in a few weeks.

R. W. Kleis

## PERSONNEL ACTIONS

Bratkovich, Stephen M. - Assist. Prof. of Forestry & District Ext. Forester (New)  
Eisenhauer, Dean E. - Assistant Professor, Agr'l Engineering--South Central Sta. (New)  
Gavit, Richard J. - Assoc. Prof.--District Ext. Forester & Assist. State Forester (Change)  
Harrington, Constance A. - Assist. Prof. of Forestry & Dist. Ext. Forester (New)  
Huntwork, Gerald J. - Assoc. Superintendent for Academic Affairs, UNSTA - Curtis (Promotion)  
Jennings, Neal E. - Assist. Prof.--Community For. Ext. Spec. & Assist. State Forester (Change)  
Lewis, Gary L. - Assoc. Prof. of Civil Eng. & Assist. Director of WRRRI (Appointment)  
Nickerson, Kenneth W. - (Microbiology) Assistant Prof. of Plant Path. (Courtesy Appointment)  
Range, Joseph E. - Assoc. Prof.--Ext. Fire Control Spec. & Assist. State Forester (Change)  
Westover, Donald E. - Assist. Prof. of Forestry, Fire Management Coordinator (New)

## GRANTS AND CONTRACTS

Anderson, F. N. - Agronomy (PH Sta.) - FMC Corporation	\$ 500
Burnside, O. C. - Agronomy - Mobil Chemical Company	750
Campbell, J. B. - Entomology (NP Sta.) - USDA, ARS	2,300
Clanton, D. C. - Animal Science (NP Sta.) - Farmland Industries, Inc.	4,000
Mandigo, R. W. - Animal Science - Nebraska Beef Industry Foundation	7,500
Mandigo, R. W. - Animal Science - Nebraska Pork Producers Association	2,500
Mayo, Z. B. - Entomology - Environmental Protection Agency	22,000
Nordquist, P. T. & P. H. Grabouski - Agronomy (NP Sta.) G. W. Joint Res. Comm.	2,400
Rehm, G. W. & R. S. Moomaw - Agronomy (NE Sta.) - Malting Barley Improvement Asso.	500
Twiehaus, M. J. - Veterinary Science - Nebraska Veterinary Medical Association	505
Watts, D. G. - Agricultural Engineering (NP Sta.) - Rain Bird Eastern Sales, Inc.	7,800
Wiese, R. A. - Agronomy - State of Nebraska Department of Revenue	16,000

### GENERAL NOTES

1. College of Agriculture enrollment figures are up.

	<u>1974-75</u>	<u>1975-76</u>
Freshmen	424	460
Sophomores	346	385
Juniors	317	359
Seniors	327	309
Unclassified	8	4
Total (Lincoln)	<u>1,422</u>	<u>1,517</u>
UNSTA	255	272

2. Former Dean Elvin Frolik and Rita will be returning to Lincoln in a few days, having completed their two-year assignment in Iran.
3. Schnieder on Safety - Catalytic converters on newer vehicle exhausts run very hot and increase the risk of starting fires when driving or stopping over grass, stubble or debris. A number of fires of such origin have been reported.
4. Sahs sez irrigators should be urged to fill the profile this fall for next year.
5. Please be reminded that all projects or grant proposals involving human subjects must be cleared by a University committee before submittal and six weeks should be allowed for the process (see July 1975 Newsletter).
6. The departments of Animal Science, Agricultural Engineering and Agricultural Economics will have comprehensive reviews of their programs by teams of external experts in the next few weeks. These reviews will broaden the traditional research program emphasis to also include teaching and extension programs.
7. Socialism - You have two cows, and you give one to your neighbor.  
Communism - You have two cows, the government takes both of them and gives you the milk.  
Fascism - You have two cows, the government takes both of them and sells you the milk.  
Nazism - You have two cows, the government takes both and shoots you.  
Bureaucracy - You have two cows, the government takes both of them, shoots one, milks the other and pours the milk down the drain.  
Capitalism - You have two cows -- sell one of them and buy a bull!

Journal Articles (contact authors for more information)

4065. Effect of Triamcinolone on Food Intake, Nitrogen Retention and Body Composition of Rats Fed Amino Acid Imbalanced Diets Formulated with Natural Proteins. T. S. Stahly, E. R. Peo, Jr., B. D. Moser and P. J. Cunningham. *Journal of Nutrition*.
4066. The Effect of Glucocorticoids on Food Intake and Growth of Rats Fed Amino Acid Imbalanced Diets Formulated with Natural Proteins. T. S. Stahly, E. R. Peo, Jr., B. D. Moser and P. J. Cunningham. *Journal of Nutrition*.
4067. Cooperative Occupational Education in Small Schools. J. T. Horner, D. G. Zikmund and R. L. Douglass. *Agricultural Education*.
4068. Diagnosing Congenital Defects in Cattle. Clair M. Hibbs, H. W. Leipold, S. M. Dennis and H. D. Anthony. *American Association of Veterinary Laboratory Diagnosticians*.
4069. Electron Microscopic Studies of Estrogen-induced Ciliogenesis and Secretion. Ramesh K. Nayak and Dwane R. Zimmerman. *American Journal of Veterinary Research*.
4070. Influence of Crop Management Practices on Nutrient Movement Below the Root Zone in Nebraska Soils. John Muir, J. S. Boyce, E. C. Seim, P. N. Mosher and R. A. Olson. *Journal of Environmental Quality*.
4071. Patulin Effects on Wheat Plants in Field Treatments. J. R. Ellis, Fred A. Norstadt and T. M. McCalla. *Agronomy Journal*.
4072. Immune Response to Orally Administered Calf Reovirus-Like Agent Coronavirus Vaccine. C. A. Mebus, A. Torres, M. J. Twiehaus and E. P. Bass. *Symposium of International Association of Biological Standardization*.
4073. Influence of Production Practices on Cereal Grain Protein Quantity and Quality. R. A. Olson and D. H. Sander. *Journal of Agriculture Food Chemistry*.
4074. Field Evaluations of Insect Growth Regulators, Insecticides and Bacterial Agents for Stable Fly Control in Feedlot Breeding Areas. John B. Campbell. *Journal of Economic Entomology*.
4075. Liver and Muscle Polysome Profiles in Rats Fed Raw Soybean. Simon Aprahamian and Raymond Borchers. *Journal of Nutrition*.
4076. Genetic Variation of Eastern Cottonwood in an Eastern Nebraska Provenance Study. Cheng-Chun Ying and Walter T. Bagley. *Silvae Genetica*.
4077. Selection Criteria for Intensive Market Lamb Production: Growth Traits. Larry W. Olson, G. E. Dickerson and H. A. Glimp. *Journal of Animal Science*.
4078. Effect of Sex, Quality and Level of Protein on Muscle RNA-DNA in the Baby Pig. B. D. Moser, E. R. Peo, Jr. and P. J. Cunningham. *Journal of Animal Science*.
4079. The Relationship of the Trace Element Content of Muscle Tissue to Mechanical Shear and Sensory Evaluation for Tenderness. L. D. Vavak, L. D. Satterlee and P. C. Anderson. *Journal of Food Science*.
4080. The Chemical, Functional and Nutritional Characterization of Protein Concentrates From Distillers Grains. L. D. Satterlee, D. M. Rhinehart, R. Abdul-Kadir and J. G. Kendrick. *Cereal Chemistry*.

4081. Response of Egg Production and Shell Quality to Increases in Environmental Temperature in Two Age Groups of Hens. Y. Arima, F. B. Mather and M. M. Ahmad. Poultry Science.
4082. Nitrogen Content of Winter Wheat During Growth and Maturation. L. A. Daigger, D. H. Sander and G. A. Peterson. Agronomy Journal.
4083. Effect of Increasing Ration Fiber Level with Soybean Mill Run on Digestibility and Lactation Performance. C. A. Macgregor, F. G. Owen and L. D. McGill. Journal of Dairy Science.
4084. Nitrate-Nitrogen Model for Fertilized Soils. K. E. Saxton, G. E. Schuman and R. E. Burwell. SSSA Proceedings.

Journal Abstracts (contact authors for more information)

- 75-478. Oat and Weed Yields Following Herbicide Applications Onto Sorghum and Soybeans. O. C. Burnside. North Central Weed Control Conference Research Report.
- 75-479. Demise of Shattercane Seed in Soil. O. C. Burnside, G. A. Wicks and C. R. Fenster. Weed Abstracts.
- 75-480. Glyphosate Toxicity to Common Milkweed and Hemp Dogbane as Influenced by Surfactants. J. B. Wyrill, III and O. C. Burnside. Weed Abstracts.
- 75-481. Absorption, Translocation, and Breakdown of 2,4-D and Glyphosate in Hemp Dogbane and Common Milkweed. J. B. Wyrill, III and O. C. Burnside. Weed Abstracts.
- 75-482. Atrazine Mobility and Persistence in Irrigated Sandy Soil. T. L. Lavy. Weed Science Abstracts.
- 75-483. Oat Yields the Year Following Herbicide Applications onto Corn that was Grown in Untilled Wheat Stubble (ecofallow). O. C. Burnside. North Central Weed Control Conference Research Report.
- 75-484. Oat Yields the Year Following Herbicide Applications onto Sorghum that was Grown in Untilled Wheat Stubble (ecofallow). O. C. Burnside. North Central Weed Control Conference Research Report.

BULLETINS PRINTED

- RB 229. Germination and Early Seed Development of Musk and Plumeless Thistle. M. K. McCarty, C. J. Scifres, A. L. Smith and G. L. Horst.
- RB 230. Life Cycle Studies With Musk Thistle. M. K. McCarty and C. J. Scifres.
- RB 271. Physical and Chemical Properties of Outdoor Beef Cattle Feedlot Runoff. C. B. Gilbertson, J. R. Ellis, J. A. Nienaber, T. M. McCalla and T. J. Klopfenstein.