UNIVERSITY OF WYOMING
EXTENSION

NORTHEAST EXTENSION CONNECTION

WINTER 2018

IN THIS ISSUE:

Keep More Dollars in Your Pocket with Less Stress and Better Stockmanship Practices

By Blake Hauptman
Ag and Hort Educator

I have made every livestock handling mistake possible.

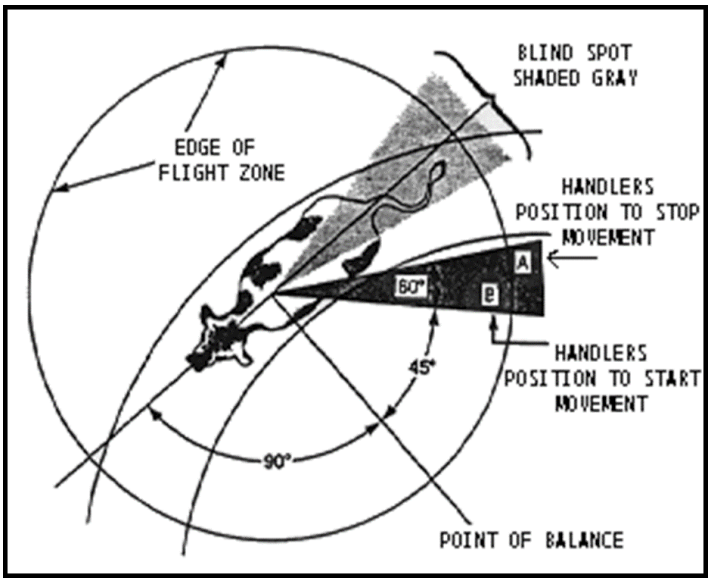
Not until I started working with stockmen who were much better than me did I realize many of my actions in the corral were often counterproductive.

Overpowering livestock with loud noises and constant pressure may get the job done, but often causes significant stress on the animals and may create an unsafe work environment. Research has pointed out stress on cattle can negatively affect weight gains, reproduction, carcass quality, and animal health.

Minimizing weight loss due to shrink and reducing labor costs are some economic benefits I've seen ranchers take advantage of by improving their stockmanship and handling facilities.

Using the animal's natural instincts and behavior to guide your actions is one of the basic principles of low-stress livestock handling. For most livestock, one natural instinct is to maintain space between themselves and their handler. This is called their "flight" instinct.

Every animal has a "flight zone" that completely surrounds



them (see diagram).

You can achieve good movement in your livestock by manipulating the edges of the "flight zone." Similar to how horses are trained, apply pressure when you want the animal to do something and reward them by removing that pressure when they do it.

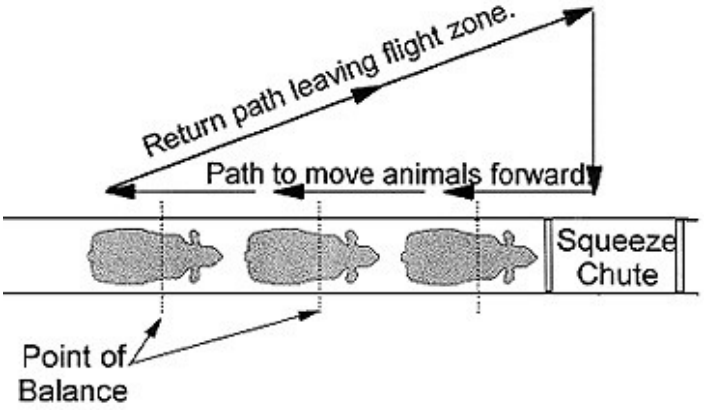
Be very conscious of the animal's "flight zone" and how much pressure is put on them when working livestock in the corral. Not only are they being pressured by our presence, they are feeling pressure from the confined space in the corral. Too much pressure without any release can cause stress on the animal and may cause them to do something extreme, like jumping a panel or provoking them to fight.

Referring to the first diagram, every animal has a point of balance, usually near the shoulder area. The point of balance is important because you can cause animals to speed up (moving from head to tail past the point of balance), or cause them to slow down (moving from tail to head past the point of balance). Livestock behave this way because of their natural instinct to want to move around and get past the handler.

If you look at the second diagram, animals are being worked through a squeeze chute. Even though we have more control over the animals when they are in the lead-up to the squeeze chute, basic livestock handling principles remain the same.

To get the animals to move forward, start at the front of the chute and move past each animal from head to tail crossing their point of balance. Their natural instinct to move by the person should cause them to step forward without much force. Additionally, when walking back up to the chute, remember to exit and walk outside of the "flight zone." Failure to do this will send the wrong signal and may cause the animals to backup.

The basic principles of low-stress livestock handling are fairly simple and can be very effective when livestock and their handlers become familiar with using them. Oftentimes we try to force animals in



back to push animals in the front and into a situation extremely uncomfortable for them (like from a tub into a chute).

Livestock like to be led, so if we can get the leaders going by using good stockmanship techniques, life can be a lot less stressful on our animals and on us.

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Diagrams are from Temple Grandin's website www.grandin.com

Hints to Provide Seamless Customer Service While the Boss is Absent or on Vacation

By Michelle Pierce
Community Development Educator

An absence from your business requires several layers of preparation before the event to prevent extra stress and lost revenue. The time spent with these preparation details can serve to strengthen standard operating procedures as well as serve as foundation components to business risk management strategies. Employees will have a firm understanding of the company policies and how to follow them on a daily, operational level. It is a deep concern to be absent and have employees who do not care.

Most entrepreneurs have a difficult time unplugging and not working on their business. The perks of being a business owner is that you may take time off when you choose versus having vacation scheduled by an employer's calendar. To go on vacation with peace of mind, one is wise to build contingency plans.

Preparation is critical for taking time off at work or vacation. Part of being prepared is begin your contingency plan so that your business operates in a seamless manner while you are absent.

It is imperative to begin this process early by brainstorming with key players.

A responsible business owner has several extra steps to take a stress-free vacation or leaving of absence.

Relaxation at the cost of your business may not prudent. On the flip side, getting away and returning relaxed and recharged is beneficial on every level. You can approach your business with new eyes, energy and perspective when you return.

As an entrepreneur there are many questions to answer BEFORE your time away starts:

1. Put it on the calendar, plan for longer notice if you are traveling out of country.
2. Who do you designate to handle your daily business operations? Identify your key players early and begin to educate them on your processes and expectations.
3. Is it appropriate for your employees to handle any sensitive business information?
4. How often will you check in? Set CLEAR rules for communication. Let your team know what they can and cannot expect while you are away.
5. Have an email address or phone number that you can give to your key people and clients in case of emergency or absence.
6. Have a checklist for employees to access for possible solutions to common problems.

A FORBES article (7/14/14) cites a study from Expedia indicating 10% of Americans admit they never manage to relax on vacation. While 76% find themselves checking voicemail and email.

Suggested checklist for small business owners:

Part of managing an effective business is to have important papers handy, in case of an emergency. Create a checklist for employees "the boss is gone and what to do if.

May include:

Contingency/ continuing operation plan should include

- Succession planning for business (and

personal)

- Power of attorney
- Payroll numbers and cash management
- Accounts receivable/payable
- Key business contacts
- Current projects, deadlines, and contacts

Reflect on the common problems you frequently address. For example: What if the toilet clogs, a client is upset, or a supplier can't meet a deadline? Practice "what-if" scenarios with employees to practice thinking through problems or issues that arise. Verbally practice how they would handle difficult situations at your business to build confidence.

Give your employees examples of what type of information you will need to be aware of. Training your employees for your absence begins early. Expectations and procedures for all employees need to be established early and implemented consistently while you are present. Hopefully your employees will produce in the same manner when the boss is gone.

Employee issues that may arise when you are absent or on vacation:

1. Disagreements between co-workers or customers and staff or who knows who will get in a disagreement in your absence
2. All play and no work. Does productivity suffer? How will you address these issues?
3. Violations of Human Resources policies. This will force you to act when you return. Train your employees early and hold them accountable while you are present.

Benefits of time off:

- Come home rested
- Inspired
- ¨Ready to work
- ¨Reduced stress
- Improved health

QUOTE: Our character is what we do when no-one is looking. H. Jackson Brown, Jr

Suggestions for "the boss is gone" checklist:

- Contingency and a continuing operation plan
- Succession planning for personal and business
- Power of attorney
- Payroll numbers and cash management
- Accounts receivable/payable
- Calendar with scheduled delivery and deadlines
- Organizational flow chart, who is charge of what and who
- Emergency numbers:
  - Plumbers
  - Electricians
  - Delivery contacts
  - Insurance
  - Next of kin
  - Police and Sheriff Departments

LINK to estate planning documents

http://www.wyoextension.org/publications/estate

In conclusion, with proper preparation and guidance your small business can continue to operate smoothly while you are away on vacation.

Open Beef Cows; Why!

By Blaine Horn
Sustainable Management of Rangeland Resources Educator

We are now well into winter but for some, calving season is not far off whereas for others it is still a few months away. Regardless of when calving occurs will there be as many calves on the ground as normal? My reason for asking this is due to two calls I received from beef cattle ranchers in mid-December, one from Johnson County and the other from Fremont County. Both calls had to do with higher than normal open cows (20% and 31%) based on a late September pregnancy check and both owners wanted to know if I had any idea as to why this was. Bulls of both herds had been tested and they were all sound so that was not the problem. Thus, it pointed to either a poisonous plant issue causing abortions or a nutritional one. We ruled out poisonous plants and abortions.

The calving period for both of these herds began on 10 March and went for 60 days in 2017. Bulls were put with the cows the beginning of June for both herds and removed the first of August from the one and the end of the month from the other. The former herd consisted of two-year old cows whereas the latter herd of cows from two to 10+ years old with the opens being six year-olds and under. As you might have guessed the two-year old cows had the higher percentage of opens. So why do I think it was a nutritional issue that resulted in a higher percentage of open cows for both herds? To answer this we need to look at these cows' nutritional needs during late gestation and early lactation and if the forage was meeting those needs. We also need to discuss body condition scoring (BCS) and the importance of using this tool to assess a cow's nutrient status prior to and following calving.

Plenty of research has shown that cows in a BCS of five and greater (on a 1 – 9 scale) at calving have a higher chance of breeding back to calve again within a years time. For this to occur she needs to conceive within 83 days following calving. Cows in a BCS of less than four at calving will not come into first heat until at least 89 days hence but those in a BCS of four, five, six, and seven will generally come into first heat by day 70, 59, 52, and 31, respectively. This is why it is recommended to have mature cows in at least BCS 5.0 at calving and two-year old cows in at least BCS 6.0 due to their greater nutritional needs for growth.

Because a cow's nutrient needs increase significantly during her first three months of lactation it can be difficult to ensure she is obtaining all the nutrients she needs, especially prior to green grass. If a cow is in good body condition (BCS > 5.0) she can lose some weight and still be able to come into heat within the 83 day window. Whereas a cow in moderate or less body condition (≤ 5.0) cannot afford to lose weight and will need to be provided an adequate amount of high quality forage to keep her in at least moderate body condition.

From Table 1 it can be gleaned that a two-year old beef cow's Net Energy maintenance (NEm) and crude protein needs during early lactation increases by 11.5% and 20%, respectively, over what she needs during her last trimester of pregnancy and for a mature cow her NEm needs increase by 19.5% and her protein needs by 31%. This is why it is generally easier to get cows into good body condition during late gestation than it is to keep them there following calving.

Table 1. Net Energy maintenance (NEm) and crude protein amounts required by two-year old and mature beef cows with a mature weight of

Month Pregnant	Two-Year old Cows		Mature Cows	
	NEm (Mcal/lb)	%Crude Protein	NEm (Mcal/lb)	%Crude Protein
7	0.50	7.8	0.44	6.9
8	0.55	8.5	0.49	7.7
9	0.61	9.4	0.55	8.8
Month in Lactation	NEm (Mcal/lb)	%Crude Protein	NEm (Mcal/lb)	%Crude Protein
1	0.62	10.2	0.59	10.1
2	0.63	10.7	0.61	10.7
3	0.60	10.0	0.57	9.9

The owners were not sure what the BCS of their cow herds was last March and April but following a winter with extended severe cold (Dec & Jan averaged nine degrees below normal for the two herd locations) they could have been in a lower body condition then desired, especially the two-year olds due to their greater nutrient demand. Extended severe cold, especially if windy, results in the cow burning a lot of energy reserves just to keep warm.

The mature cow herd was fed hay prior to

and during the calving season. We had samples from the hays analyzed for nutrient content to see if either was lower in quality than what the cows' would have required (Table 1). The hay that was fed to the cows prior to calving contained an adequate amount of crude protein (12.2%) and NEm (0.67 Mcal/lb) to meet their needs during late gestation and early lactation. However, the hay fed to them during calving did not (6.7% crude protein and 0.60 Mcal/lb NEm). The cows would have most likely lost body condition until they were put on an irrigated bromegrass pasture in early June due to the lack of protein in the hay. Although the NEm content of the hay was sufficient the low protein level would result in the cows only obtaining around 3/4 of the available NEm in the hay, i.e. it would be as if the hay only contained 0.45 Mcal NEm/lb.

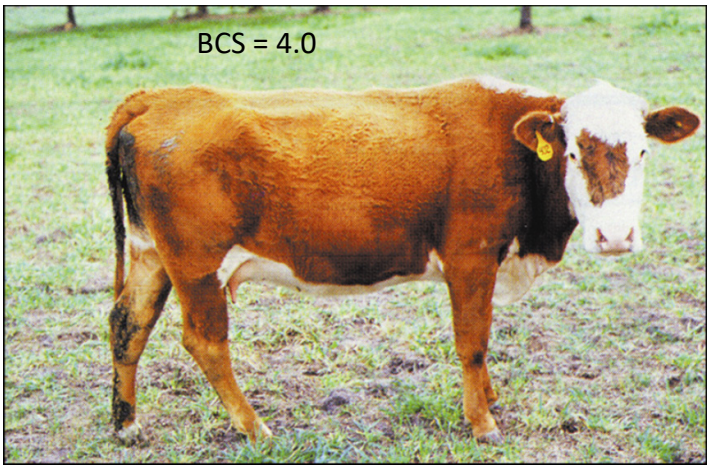
The two-year old cows were on native range during calving and were provided a protein supplement. Upon completion of calving they were moved to summer range but no protein supplement was provided. Generally, a protein supplement would not be needed on green grass but growing conditions were very favorable for fast grass growth. If this happened then it is possible the protein content was diluted and lower than what these lactating two-year olds required.

Crude protein consists of two factions: degradable (DIP) and un-degradable (UIP), sometimes referred to as bypass protein. The degradable portion of protein in most forages is around 80% and is the portion of protein that the rumen bugs utilize to meet their protein needs. If a forage contains 10% crude protein, i.e. 0.10 lb per pound of forage it contains 0.08 lb of DIP. If this forage has a NEm content of 0.60 Mcal/lb the rumen bugs will need 0.072 lb of DIP in order for them to utilize this amount of energy and in turn provide it to the cow in the form of volatile fatty acids. In this example there is enough DIP to satisfy the rumen bugs needs based on the amount of NEm present in the forage.

Revisiting the hay fed to the mature cows during calving we can see that there was not enough DIP in relationship to the amount of NEm. The Mcal/lb of NEm was 0.60 so the amount of DIP needed by the rumen microorganisms would have been 0.072 lb per pound of the hay fed (0.60 Mcal/lb x 12% microbial efficiency). However, the amount of DIP in the hay was no more than 0.054 lb/lb a deficiency of 0.018 lb. It would appear that a protein supplement should have been provided the cows when they were being fed this hay. It is possible that the two-year old cows grazing native range during the breeding season may have also needed a protein supplement. You would not think so on green grass but it is possible. June and July fecal samples from two cow herds thirty+ miles southwest of Kaycee indicated that dietary crude protein was no more than 8% but NEm was 0.70 Mcal/lb. Not all the available energy in the forage was able to be utilized by the microbes.

Take Home Message!

Beef cattle ranchers need to learn how to condition score their cows so they can adjust feeding as needed. In addition, they need to know the quality of their forage to make proper feeding adjustments. For the range resource the best method to obtain what the cows are consuming would be to have their fecal matter analyzed.



The Pressure (Cooking) Is On!

By Vicki Hayman
Nutrition and Food Safety Educator

Electric pressure cookers is one of the fastest growing kitchen appliances on the market. The Instant Pot® has been the appliance hit of 2017! The Instant Pot® is a multi-cooker appliance that does the functions of a pressure cooker, slow cooker, rice/porridge cooker, cake maker, yogurt maker, sauté/searing, steamer, warmer, and sterilizer, depending on the model. Instant Pot® is actually a brand name for a specific programmable pressure cooker. Many different manufacturers produce a similar appliance.

Why do electric pressure cookers inspire such a devoted following? If you aren't already a loyal fanatic of the pressure cooker, chances are you are confused, scared, and skeptical of its magical capabilities. What makes this newest generation of electric pressure cookers different is that it is designed with various self-regulating safety features, including sensors to monitor the unit's temperature and amount of pressure. All you do is put in the ingredients, seal the lid, plug it in, and tap a button or two, and it does everything else to produce dinner.

Pressure cookers have been around for centuries – since 1679, when a French physicist came up with the airtight steamer. They were essential in kitchens of the 1950s and '60s, even though the hissing vents and exploding pots of food scared our grandmothers and mothers. The microwave overthrew them in the 1970s as a way to cook food fast.

Are you new to pressure cooking? If so, before you use your pressure cooker for the first time, read the manufacturer's instructions from beginning to end. They are specific to your model and include a recommendation for the amount of liquid to use.

So why has the pressure cooker returned? Here are nine reasons:

1. Healthy home-cooked meals can be prepared easily from scratch.
2. Nutrient retention is better because direct contact of food with the cooking water is reduced.
3. It's versatile – a wide variety of foods can be cooked in a pressure cooker.
4. Cooking is simple and uncomplicated.
5. An entire meal can be cooked at one time in only one pot.
6. Cooking time is 70 percent less than with conventional methods.

7. Steam pressure breaks down the fibers in food, making it moist and succulent with an intense intermingling of flavors.
8. Less-expensive cuts of meat can be used for lower food costs.
9. Saves energy – yours- by reducing cleanup.

One of the handiest advantages of pressure cooking is being able to prepare an entire meal at one time, in only one pot! When it's 5 o'clock and you have nothing thawed for dinner, a pressure cooker can be your best friend! Just toss a few frozen chicken pieces and chunks of potatoes in the cooker with some seasoning and chicken broth, toss together a salad, and you have dinner ready to go in minutes.

If you're already the proud owner of a modern electric pressure cooker, or are thinking of purchasing one, see the new publication *Cooking It Up! Friendly One-Pot Meals from Your Pressure Cooker* on the University of Wyoming website at http://www.wyoextension.org/publications/Search_Details.php?pubid=1928&pub=B-1270. This cookbook takes you from initial purchase to one-pot pro, with tested recipes we think will go over big. Special sections on food safety and high altitude cooking are included to help ensure mealtime success.

It is time to get past the hesitation in using pressure cookers. The benefits they offer are too good to pass up. Now that you are sold on the benefits of pressure cooking, try it for immediate culinary success!

CLASSIC BEEF STEW

Ingredients:

- 1 tablespoon olive oil
- 1½ cups coarsely chopped onions
- ¾ cup finely diced celery
- ¾ cup finely diced carrot
- ½ cup red wine*
- 2 tablespoons tomato paste
- 1 cup beef broth
- 2 large bay leaves
- ½ teaspoon salt (omit if broth is salty)
- 3 pounds beef chuck, cut into 1 or 1½ inch chunks
- 1 to 2 teaspoons fresh thyme or ½ to 1 teaspoon dried thyme
- Ground pepper, to taste
- 2 to 3 teaspoons balsamic or other red wine vinegar (optional)
- 2 tablespoons cornstarch (optional)
- 1 cup frozen peas
- 2 tablespoons chopped fresh parsley, for garnish

Instructions:

1. Pre-heat a 6-quart stovetop pressure cooker set over medium-high heat or in an electric pressure cooker turned to the browning function.
2. Add the olive oil to the cooker and briefly heat. Stir in the onions, celery, and carrot. Cook over medium-high heat, stirring frequently, for 1 minute. Stir in the wine and tomato paste; cook until the liquid is reduced by half. Stir in the broth, bay leaves, and salt. Add the beef.
3. Cover and lock the lid in place. Place pressure regulator on vent pipe, if included. Bring the cooker to high pressure (15 psi) over high heat until the pressure indicator shows that it is pressurized. Depending upon the model, pressure is reached when the pressure regulator begins to rock slowly or when a slow, steady release of steam is seen or heard or a button pops up. Once pressure is achieved on a stovetop pressure cooker, lower the heat to the lowest possible setting that will stabilize and then maintain that pressure.
4. Begin timing and cook for 16 minutes. Turn off heat or remove cooker from heat. Allow the pressure to drop naturally. Remove the lid, tilting it away from you to allow steam to escape.
5. Cook beef to a minimum internal temperature of 145 °F, as measured with a food thermometer, and allow to rest for at least 3 minutes or up to 160 °F for well done. If under-cooked, close cooker and cook an additional 3-5 minutes or simmer without the lid until meat tests at 145 °F.
6. Skim off any fat that rises to the surface or degrease the broth in a fat separator. Discard the bay leaves. Stir in the thyme; salt and pepper to taste. Add a little vinegar to intensify the flavors.
7. If you wish to thicken the stew, blend the cornstarch into the 2 tablespoons water. Bring the stew to a boil, then lower the heat and stir in the cornstarch mixture. Cook at a gentle boil, stirring frequently, until the stew reaches the desired consistency, usually 1 to 2 minutes. Stir in the peas. Let the stew rest for 3 to 5 minutes before serving.

Makes 6 servings.

* Dry red wine substitutes per 1 cup: beef stock, nonalcoholic red wine, or unsweetened grape juice (same varietal if possible).

Source: Pressure Perfect by Lorna Sass

Wellness at Work:

Food and Activity Tips for Meetings and More!

By Kentz Willis
Nutrition and Food Safety Educator

We spend many of our waking hours at work, often in meetings. Further, there is good evidence that the choices we are presented with (and how they are presented) have a strong influence on the decisions we make. This is true for both food and physical activity choices. Increasing opportunities for healthful choices at work can increase the positive health habits that improve health.

When working to shift health habits it is good to have some guidance. The following is a brief outline of general food and activity recommendations. These are a great framework for guiding healthy practices inside and outside of the workplace.

Nutrition:

- Increase choices of fruits, vegetables and whole grains
- Choose low-fat dairy when possible
- Limit added sugars, salt, and saturated fats

Physical Activity:

- 2.5 hours moderate intensity aerobic activity (or 1.25 hours vigorous). This doesn't need to be all at once - even just 10 minutes at-a-time is great!
- 2 or more days per week that include muscle strengthening activities

When organizing a meeting or work function a good first question is "Do we even need to serve food or beverages?" For shorter events the answer is often 'no', but in some cases water, coffee, and/or tea may be appropriate. Plain water is fine, though 'infusing' the water with fruits, vegetables, herbs, or spices is sometimes a nice touch. Try to avoid offering sugar-sweetened beverages, if possible. If a meal or snacks are needed, here are a few good tips for encouraging positive food choices:

- Serve vegetables with hummus for a snack
- Place fruits and vegetables first in a buffet line
- Serve salad dressings and condiments on the side
- Serve fruit for dessert
- Use smaller plates, bowls, and serving utensils, when appropriate, to encourage participants to serve - and eat - a bit less (it really works!)

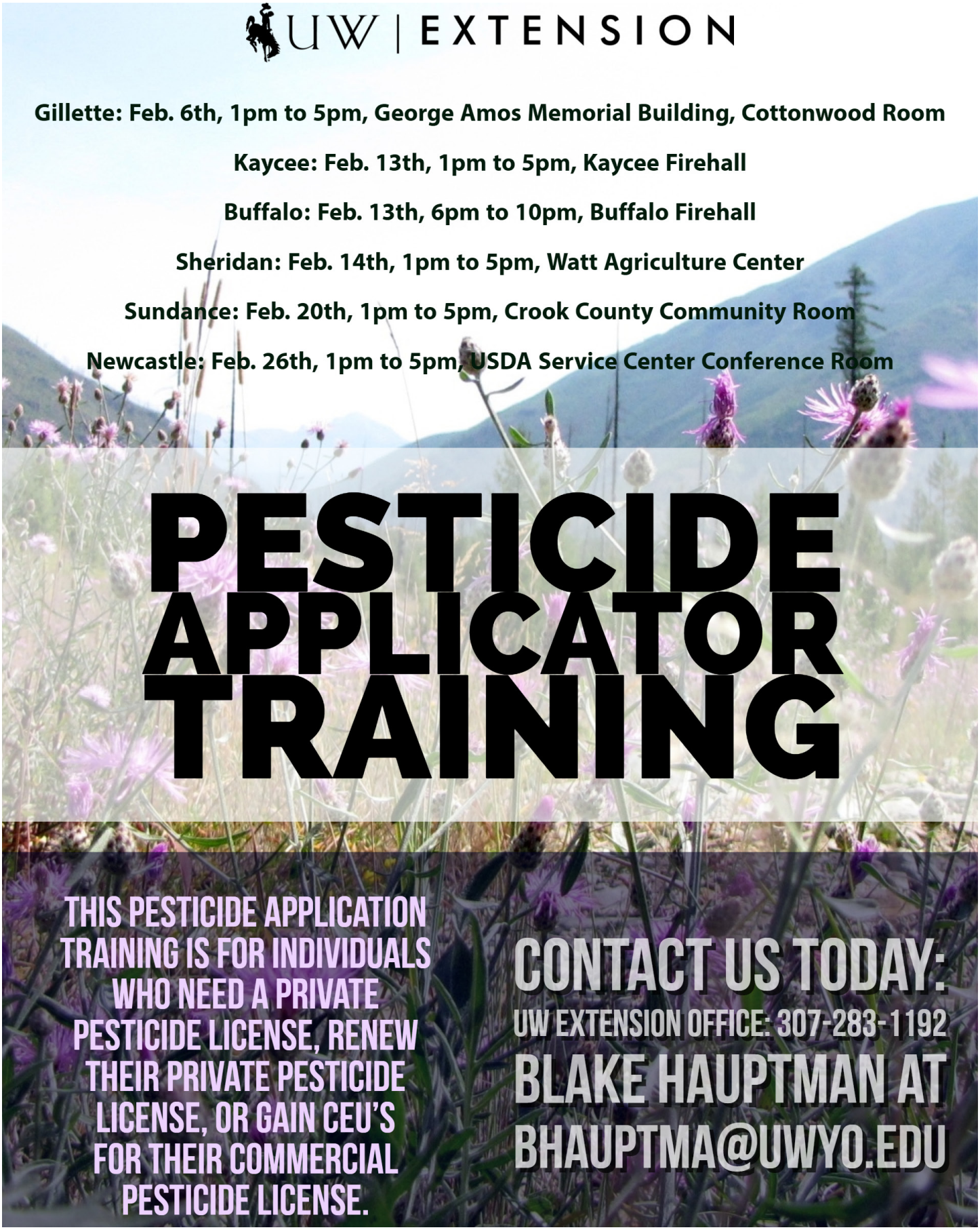
Increasing physical activity can be as simple as encouraging use of stairs instead of elevators, for those that are physically able. You can have organized walking groups during meeting breaks - or even walking meetings! For longer events it is helpful to provide opportunities in the agenda for safe physical activity choices appropriate for all skill and fitness levels.

Practices that support access to healthy foods, beverages, and activity choices will encourage healthier lifestyles. These practices can be encouraged in a number of ways. Some workplaces have policies that outline expectations for food and activity choices. Others may sign on to resolutions or value statements. Some workplaces do great without any of these formalities - there are many excellent ways to cultivate wellness in the workplace!

If you would like more information on healthy meetings and healthy workplaces here are a few good resources to get you started:

- Fresh Approaches and Healthy Meeting Practices (UW Extension Handouts)
- Planning Healthy Meals for Meetings (Ohio State Extension Web Resources)
- Healthy Meeting Toolkit (National Alliance for Nutrition and Activity)
- Tips for Healthy Options and Physical Activity at Workplace Meetings and Events (CDC)

To view this article online and access live links to the above resources visit our blog at www.bit.ly/uwhealthymeetingblog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Gillette: Feb. 6th, 1pm to 5pm, George Amos Memorial Building, Cottonwood Room
Kaycee: Feb. 13th, 1pm to 5pm, Kaycee Firehall
Buffalo: Feb. 13th, 6pm to 10pm, Buffalo Firehall
Sheridan: Feb. 14th, 1pm to 5pm, Watt Agriculture Center
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Newcastle: Feb. 26th, 1pm to 5pm, USDA Service Center Conference Room
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Mindful Motivation: Teach Your Child the Value of Intrinsic Motivation.

By Stacy Buchholz
4-H / Youth Development Educator

Parents, teachers, and leaders, do you find yourself feeling like you are constantly nagging youth to work on their homework, finish a project, or get the chores done? Are you hoping that one day that intrinsic motivation will click and your child will do a task without needing asked or finish that project without asking for specific directions? More and more in today's society we see children who act as consumers of life's riches rather than producers of life's work. More often than not, a child's schedule is packed with school, lessons, practices, and activities so youth do not have the free-time that fosters responsibility and decision making. As a result, we have youth conditioned to peruse goals defined by parents, teachers, leaders, and schedules rather than finding goals based on their intrinsic motivation. Intrinsic motivation is an important life-skill we can help youth develop as they grow their character, leading to success in adulthood. In today's education system with the focus on academic accomplishment, it becomes increasingly important for youth to learn those soft-skills that will make them successful later in life. Keep these tips from Parents magazine and 7mindsets.com in mind as you help your child develop intrinsic motivation.

First, make the future matter. Studies of a concept called time preference, or the amount of time you look ahead when making a decision, show that time matters. In fact, this study showed that the average teenager would only consider consequences 12 to 24 hours in advance, weighing the positive and negative outcomes of an instant gratification mindset. However, if teens considered a larger time horizon, even weeks ahead of time, they were much less likely to make negative decisions that affected their future, like trying drugs, quitting school, or committing a crime.

Next, help them find successes to increase motivation. Encourage your child to dream and set goals, but then help them break those goals into smaller steps. The smaller steps your child sets, the more likely they are to find success in achieving their goals, which helps keep them motivated to continue working toward a larger goal.

Further, focus on the positive, not the negative. Children feel more motivated when acknowledged for what they have done right instead of criticized for their shortcomings.

Next, encourage dreaming and hope for the future. Encouraging children to envision possible "future selves" fosters optimism and therefore helps with social and emotional development. Try not to downgrade or disregard a child's big dreams; instead let them imagine a future that is bigger and better.

Further, allow children to tell their stories. Storytelling can help a child find meaning in a situation or occurrence, leading to self-realizations about what inspires them and reframing future mindsets. Encouraging storytelling boosts self-esteem, fosters connections with others, and inspires youth.

Next, use metaphors. Metaphors are a great way to help a child learn to overcome challenges or find connections with the struggles of others. There are many inspirational videos available about youth overcoming challenges, setting goals for the future, and finding success. These can be great tools to help motivate your child.

Lastly, use external motivators only to drive intrinsic behaviors. Rewards should be used to help build good habits, not bribe children to stop poor behavior. So, the next time your child gets a good grade or finishes a big accomplishment, make sure to praise the growth and effort needed to achieve the positive outcome, not the reward itself.

Intrinsic motivation is an important skill to help youth develop to ensure future success. Use these tips to help guide your child through the ups and downs of self-discovery as they learn what inspires and motivates them.

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A quarterly newsletter from Campbell, Crook, Johnson, Sheridan, and Weston County Extension

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